



EMPLOYEE PASSION survey

EXECUTIVE SUMMARY

For Sample Company
August 2017



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POWERED BY



SECTION 1 The Passion Index™



Employee Needs That Ignite Passion

Need to Be Respected

1. My immediate manager or supervisor trusts me and treats me with respect.
2. My organization's policies and practices regarding compensation, work/life balance, and valuing diversity demonstrate respect for all employees.

Need to Learn & Grow

3. I have the opportunity to increase my knowledge and develop new skills in my job.
4. My organization invests in developing the potential of all employees.

Need to Be an "Insider"

5. When working with my immediate manager or supervisor I feel like an insider.
6. My organization is open with employees about information and organizational performance to help us understand the decisions that are being made.

Need to Do Meaningful Work

7. The mission or purpose of my organization makes me feel proud to work here.
8. The work I do is meaningful because it helps my organization fulfil our mission.

Need to Be on a Winning Team

9. My team is making a significant contribution to our organization.
10. My team is focused on continually improving our performance.

Section 1 - Employee Passion Index

The gap between employee needs and the degree
to which the needs are being satisfied

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	Total Respondents	Personal Importance Total	Workplace Satisfaction Total	Employee Passion Gap	Normalized Gap
Sample Company	62	90.1	82.9	7.2	
Group Breakdown					
Sample Department	7	92.3	83.9	8.4	
Sample Department	9	90.5	67.1	23.4	
Sample Department	12	89.5	86.3	3.2	
Sample Department	16	89.7	83.2	6.5	
Sample Department	9	87.9	86.2	1.7	3.8
Sample Department	9	92.4	88.3	4.1	
International Average		90	75	15	

SECTION 2 Employee Passion Report

Level of Employee Passion

Level 5: Passionate about the job and the organization: Employees at level 5 are passionate about their work and the organization they work for. They feel valued and respected and know that what they do makes a real difference.

Level 4: Passionate only about the job: Level 4 employees are passionate about their work and get great satisfaction from knowing they make a difference. However they feel somewhat disengaged from the organization - they don't feel their contribution is valued.

Level 3: Passionate only about the organization: Employees at this level are passionate about the organization and believe it delivers real value. But they find their work unrewarding—it's just a job.

Level 2: Not passionate, but still conscientious: Employees at level 2 are not passionate about the work they do, but are still conscientious about doing a good job. However they feel disconnected from the organization and what it stands for.

Level 1: Disconnected from the job and the organization: Level 1 employees feel really disconnected from both the work they do and their organization. If they could find another job, they would take it.

Section 2 – Employee Passion

The percentage of employees at each of
the 5 levels of passion

Sample Company
August 2017

	Total Respondents	Level 5 %	Level 4 %	Level 3 %	Level 2 %	Level 1 %
Sample Company	62	50	37	8	5	0
Group Breakdown						
Sample Department	7	71	29	0	0	0
Sample Department	9	33	56	11	0	0
Sample Department	12	50	50	0	0	0
Sample Department	16	31	50	6	13	0
Sample Department	9	56	11	22	11	0
Sample Department	9	78	11	11	0	0
International Average		47	39	7	5	2

SECTION 3 Values That Build Trust



The statements employees respond to for each of the eight values are:

Acceptance

- **Respect:** People are valued for who they are
- **Recognition:** People get the recognition they deserve

Openness

- **Receptivity:** Giving new ideas and methods a fair hearing
- **Disclosure:** Communicating openly one's own ideas and opinions

Congruence

- **Straightforwardness:** People are clear about what is expected of them
- **Honesty:** Having high standards of honesty in everything we do

Reliability

- **Seeks Excellence:** Striving to do our best in everything we do
- **Keeps Commitments:** People follow through on their responsibilities

Employees are asked two questions about each of these statements:

- How important is this to you personally?
- How well does your organization operate by this value?

Employees do not see the Elements of Trust or the name of the value, just the description.

The **Trust Values Gap Score** is the sum of all of the gaps.

Section 3 – Values That Build Trust

The gap between expectation and the degree to which the organization operates by these values

Sample Company
August 2017

	Total Respondents	Personal Importance Total	Work Performance Total	Trust Values Gap	Normalized Gap
Sample Company	62	74.3	64	10.3	
Group Breakdown					
Sample Department	7	76.1	62.8	13.3	
Sample Department	9	74.3	53.8	20.5	
Sample Department	12	74.4	66.4	8	
Sample Department	16	73.5	64.9	8.6	
Sample Department	9	71.9	64.2	7.7	9.8
Sample Department	9	77.1	70.3	6.8	
International Average		74	58	16	