

The Employee Passion Survey™



# Engagement vs Passion

Do your employees love coming to work?

## The Employee Passion Survey™

**Engagement is not enough!** Integro's research shows 78% of employees are passionate about their work and yet almost half of these engaged people are emotionally disconnected from the organization.

Employees who are passionate about both their work and the organization they work for are more likely to stay long term, increase customer loyalty and go the extra mile.

In our experience organizations need their employees to be emotionally connected to both their work and the organization to enable them to work at their best, hence our use of the more emotive term, 'Passion'. In our experience, there is a significant difference between passion for the job and passion for the organization.

The key to creating a high performing organization is to create a work environment where employees love coming to work.

## What does the Survey Do?

1. Measures the degree to which employees believe their "intrinsic" needs are being satisfied.
2. Pinpoints problem areas at department and team level to create change initiatives.
3. Measures the level of trust employees have for your organization and its management.
4. Creates a culture of trust, Personal Responsibility and Passion.

# The Survey In-Depth

## SECTION 1 The Passion Index

Focusses on the five employee needs that ignite passion. Employees score how important these needs are to them personally, and how well the organization satisfies these needs.

## SECTION 2 Behaviors that Build Trust

Measures overall levels of trust in the organization, as perceived by the employees across the eight values that support the behaviors. Shows the gap between employee expectations and organizational performance. Using Intégro's trust model, the eight values that build trust, employees score how important each value is to them personally and how well the organization operates by these values. The gap score is a clear measure of the level of trust in the organization. A large gap indicates a low level of trust and a small gap indicates a high level of trust.

## SECTION 3 Employee Passion Report

Shows the overall percentages of employees who identify themselves at each of the five levels of passion. Level 5 employees are passionate about the work they do and the organization they work for through to Level 1 employees who are disengaged from both their work and the organization, if they found another job they would take it. In addition valuable anonymous verbatim comments are gathered from employees.

## Support & Facilitation

- One-on-one debrief for the organization head
- Debrief session for senior team members and department heads
- Tools and advice for creating a culture of trust and developing passion
- Ongoing follow-up and support to enable change and the ability to re-do survey to measure results and measure progress over time.

Want to find out how passionate your organization is? **Contact:**



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