



Employee Passion Survey

REPORT COMMENTS SAMPLE

Trustinside
Assessments

Integro Leadership Institute
support@integroleadership.com
www.integroleadership.com

There are five needs that ignite employee passion; the Need for Respect, the Need to Learn and Grow, the Need to be an Insider, the Need to do Meaningful Work and the Need to be on a Winning Team. Is there anything your organization could do to better satisfy these needs?

- » Understand the time demands of each decision
- » My organization needs to be more consistent. New staff are being hired but they are all being trained different values.
- » None it's already more then enough
- » Ensure fair and equal treatment of all staff members regardless of their level in the hierarchy. Place a greater emphasis on L&D and training.
- » It seems that our organization cares about profit above all other values. Many times team members are struggling to finish the workload on time which harm the quality of the work and the passion to do extra mile. The demands are only growing but the time limits always the same. If the casual staff would be given more work hours and permanents workload is reduced, quality and passion to do better will definitely rise. allowing other people do things that they haven't done before.
- » No I think they already do all the necessary
- » They need to reward the staff more, let us know what is really happening, not constantly changing their minds not just use and abuse and push until people feel like they don't care and that revenue comes first
- » Set clear, achievable goals with sufficient access to resources; provide a mentoring program for long term development and training.
- » Show some basic respect and recognition for hard working employees. Show some interest in promoting teamwork across ALL areas. Make employees feel valued by creating a balance between employees needs and financial/budget needs, instead of being completely focussed on financial constraints. Show some actual communication so that employees are not working without a clue about how things are going.
- » There is always room from improvement across the board when it comes to all the needs to ignite passion. Sometimes they exceed tremendously, and other times the failure is noticeable.
- » Structure within the team needs to play a more dominant role. This should also be inclusive of more frequent trainings both during shifts and outside shifts.
- » Periodically attend department staff briefings to personally acknowledge a job well done
- » I believe the company is very good at developing and valuing their employees however believe that in some cases it would be nice to be guaranteed reward before embarking on extra tasks/work as on some occasions staff members have put in extra work and time as they value working for the company but it has often gone unnoticed making it not feel like their extra effort was worth it when some people just have things handed to them.
- » To practice these five needs by heart. To have a discipline to continually improving from said needs to attain the organizational goals.

What are the barriers to increasing trust in your organization and what steps could be taken to remove these barriers?

- » I think that we are treated as unequals throughout the club when it comes to the different "teams" and that creates a divide between some employees
- » Greater communication between managers, staff and departments.
- » Being allowed a greater level of autonomy in the use of systems and functions implemented by Head Office.
- » Ensuring staff know their boundaries, what is acceptable behavior and what isn't.
- » Staff respect for Managers and Supervisors - requires a greater level of discipline.
- » The steps that take down the barriers that increase trust in our workplace would be dishonesty.
- » I have trust in my manager.
- » Improved approachability of those in varying levels of management.
- » To stop treating employees like robots and to find alternative ways to achieve productivity, ways that work well with both sides.
- » Favoritism.
- » Some Managers need to respect and appreciate other People's jobs
- » Some supervisors need more training
- » miscommunication, attend regular meetings
- » Lack of respect and integrity.
- » Competition between departments
- » Be truthful when dealing with each other
- » Unfamiliarity with managers and others, fear of no support or backing in decision-making etc.
- » The barriers surrounding trust is lack of communication and understanding between departments. These could be overcome by cross-training, recognizing people's contribution across all areas and sharing the workload.
- » We should be allowed to voice our opinion.
- » Employees are not encouraged to take responsibility for actions, rather they allow someone else to pick up the slack.
- » Keep communication with supervisor
- » I feel there is not enough respect given to employees from the management of this organization.

Is there anything your organization could do to better connect with its employees and let them know how much their contribution is valued and contributes to the organization's success?

- » I think the company is making major improvements in recognition
- » Top management does a good job on this, middle management needs help. They have the potential but need some help getting them to their best.
- » Communication
- » Increased communication to all staff from the General Manager/Department Managers e.g. through newsletter/internal communications, team meetings or all staff meetings.
- » Perhaps promote regular interaction of team members in a venue where relationship can be improved.
- » More frequent recognition
- » Better company wide recognition for management efforts. More gatherings as an organization to update us on changes and company wide goals.
- » Management across all levels could be more aware of their teams contribution and pass responsibility & appreciation around.
- » Monthly update from the GM to discuss monthly achievements/falls and target/goals for following month.
- » Team work
- » voucher rewards every now and then to keep people motivated. Maybe for cinema tickets or dinner, etc.
- » management should be around more
- » Meetings and open discussion
- » Just better communication all around
- » Need to treat everyone equally we a different country's, religions, personally but there is no way to treat staff differently
- » More positive feedback, less negative feedback. Tangible rewards to motivate. taking care of each staffs.
- » through healthy relationships with supervisors and managers each employee can made feel welcome an important.
- » Understand all employees potential.
- » Show the respect they deserve
- » Without employees there will be no organization. The organization has to treat all employees with respect and value their contribution
- » more interaction with senior management just come and say hi to the staff at work more work incentives like we used to have