



Respectful Workplace Survey Results

Managers' Report
&
Recommendations

Respectful Workplace Survey

		Percent Favorable	Mean
Manager		42.5%	3.05
Q1	My manager is interested in my opinions.	47.4%	3.18
Q2	I feel that I can openly discuss any concerns I might have about our work environment with my manager.	39.8%	3.01
Q3	My manager treats me with respect.	41.1%	3.02
Q4	My manager cares about my personal well-being.	39%	2.98
Q5	My manger would forgive an honest mistake on my part.	41.6%	3.04
Q6	When I receive feedback from my manager, it is delivered in a supportive manner.	46.3%	3.08
Values		59.9%	3.51
Q7	I am comfortable working with people whose gender, age, ethnicity, sexual orientation, or other unique characteristics are different than mine.	65.7%	3.66
Q8	I typically welcome ideas from people who have different views, opinions and experiences from my own.	67.5%	3.64
Q9	I believe that exploring different viewpoints and perspectives is important to our business success.	56.6%	3.46
Q10	I am able to maintain a healthy balance between my work and personal commitments.	49.8%	3.27
Work Environment		75.2%	3.95
Q11	New employees are made to feel welcome by their coworkers.	93.4%	4.33
Q12	The humor used in our workplace is appropriate and does not make fun of people.	94.3%	4.47
Q13	My coworkers treat me with respect.	91.5%	4.27
Q14	All qualified employees are encouraged to apply for new job opportunities within our company.	93.9%	4.49
Q15	Our organization enforces its policies regarding acceptable employee behavior.	67.6%	3.78
Q16	When an employee reports an incident of disrespectful behavior, the situation is dealt with fairly.	56.4%	3.51
Q17	Our organization treats its employees fairly.	55.8%	3.49
Q18	I feel valued by this organization.	48.6%	3.23
Fairness		50.4%	3.3
Q19	Our new employees are hired based on their skills, abilities and experience, regardless of gender, age, ethnicity, sexual orientation, or other unique	63.5%	3.6
Q20	Our employees are promoted based on their skills, abilities and experience, regardless of gender, age, ethnicity, sexual orientation, or other unrelated	40.7%	3.1
Q21	Our organization bases rewards & recognition on actual accomplishments, and not people's gender, age, ethnicity, sexual orientation, or other unrelated	42.2%	3.09
Q22	All of our employees have equal access to professional development and training opportunities.	55%	3.43
Summary		50.5%	3.27
Q23	Overall, our organization is a respectful place to work.	50.5%	3.27

Executive Scorecard

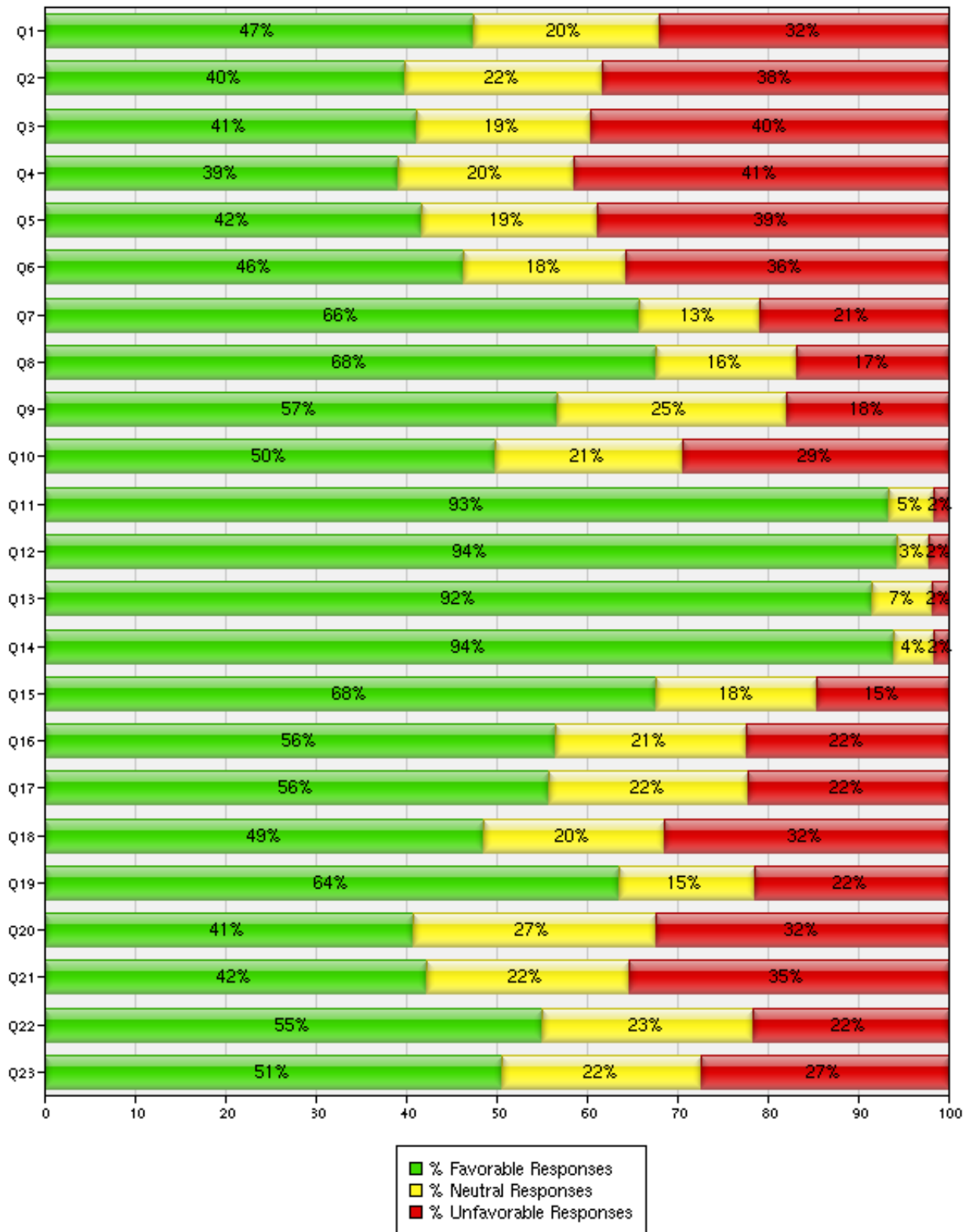
Highlights

Notable Items	Mean Score
Q20: Our employees are promoted based on their skills, abilities and experience, regardless of gender, age, ethnicity, sexual orientation, or other unrelated characteristics. (Primary Driver)	3.1
Q22: All of our employees have equal access to professional development and training opportunities. (Secondary Driver)	3.43
Q12: The humor used in our workplace is appropriate and does not make fun of people. (Highest Favorable Score)	4.47

Scorecard

Items	Percent Favorable
Q1: My manager is interested in my opinions.	47.4%
Q2: I feel that I can openly discuss any concerns I might have about our work environment with my manager.	39.8%
Q3: My manager treats me with respect.	41.1%
Q4: My manager cares about my personal well-being.	39%
Q5: My manger would forgive an honest mistake on my part.	41.6%
Q6: When I receive feedback from my manager, it is delivered in a supportive manner.	46.3%
Q7: I am comfortable working with people whose gender, age, ethnicity, sexual orientation, or other unique characteristics are different than mine.	65.7%
Q8: I typically welcome ideas from people who have different views, opinions and experiences from my own.	67.5%
Q9: I believe that exploring different viewpoints and perspectives is important to our business success.	56.6%
Q10: I am able to maintain a healthy balance between my work and personal commitments.	49.8%
Q11: New employees are made to feel welcome by their coworkers.	93.4%
Q12: The humor used in our workplace is appropriate and does not make fun of people.	94.3%
Q13: My coworkers treat me with respect.	91.5%
Q14: All qualified employees are encouraged to apply for new job opportunities within our company.	93.9%
Q15: Our organization enforces its policies regarding acceptable employee behavior.	67.6%
Q16: When an employee reports an incident of disrespectful behavior, the situation is dealt with fairly.	56.4%
Q17: Our organization treats its employees fairly.	55.8%
Q18: I feel valued by this organization.	48.6%
Q19: Our new employees are hired based on their skills, abilities and experience, regardless of gender, age, ethnicity, sexual orientation, or other unique characteristics.	63.5%
Q20: Our employees are promoted based on their skills, abilities and experience, regardless of gender, age, ethnicity, sexual orientation, or other unrelated characteristics.	40.7%
Q21: Our organization bases rewards & recognition on actual accomplishments, and not people's gender, age, ethnicity, sexual orientation, or other unrelated characteristics.	42.2%
Q22: All of our employees have equal access to professional development and training opportunities.	55%
Q23: Overall, our organization is a respectful place to work.	50.5%
ALL ITEMS:	59%

Response Distribution



Engagement Levers

Based on regression models, the items most that most influenced general opinions about Medical Mutual (Q23: "Overall, our company is a respectful place to work") were:

Q20: Our employees are promoted based on their skills, abilities and experience, regardless of gender, age, ethnicity, sexual orientation, or other unrelated characteristics.

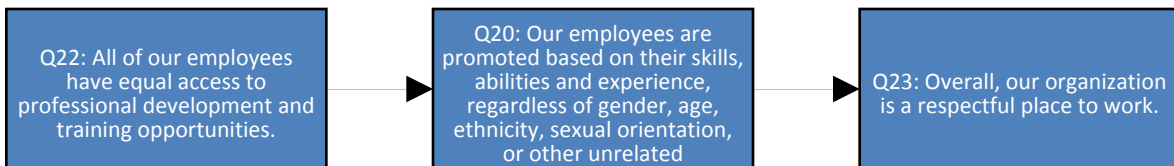
Q22: All of our employees have equal access to professional development and training opportunities.

Improving these factors will have the greatest impact on respect and crucial outcome measures.

An illustration follows...

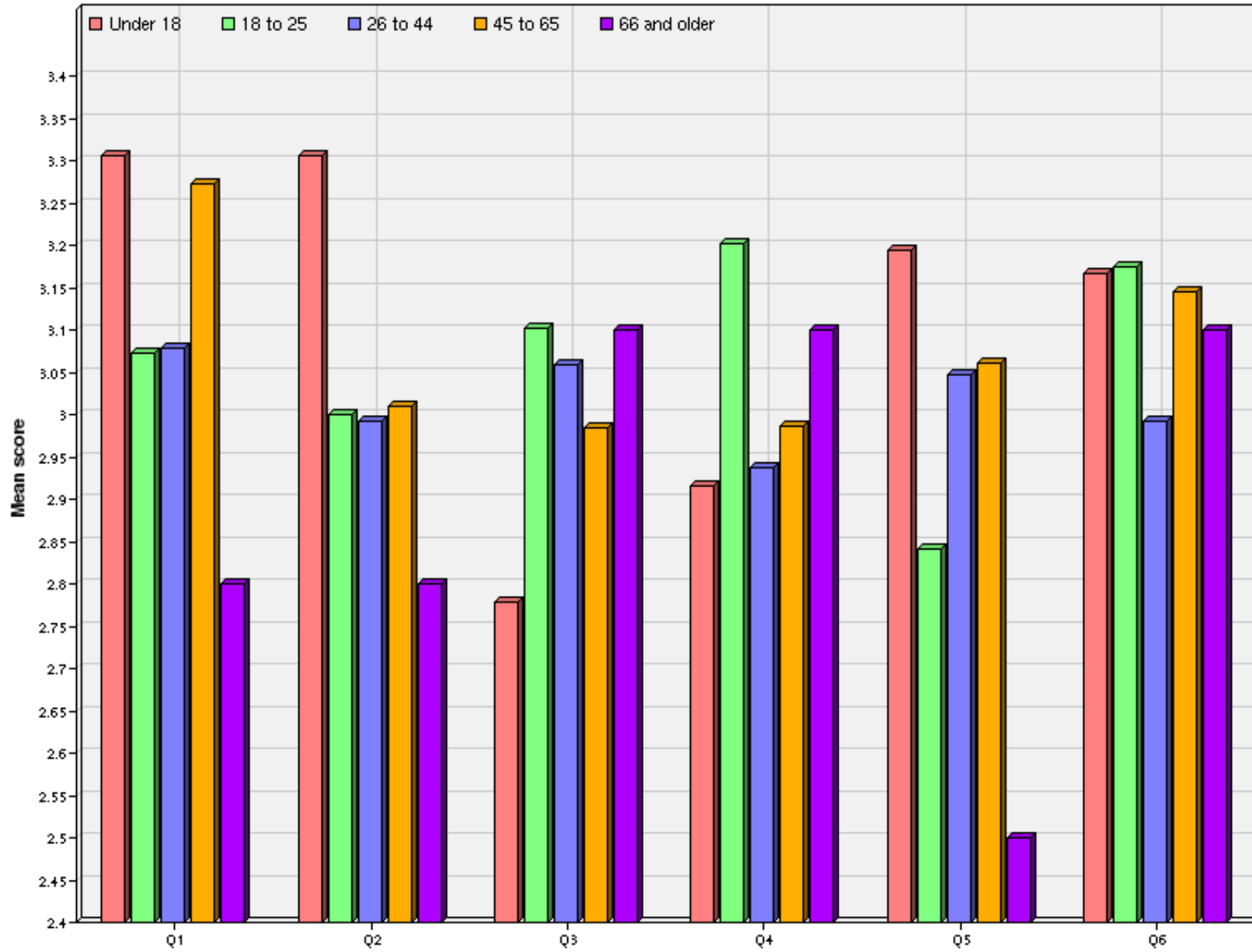
Sample Only

Engagement Levers: Illustration

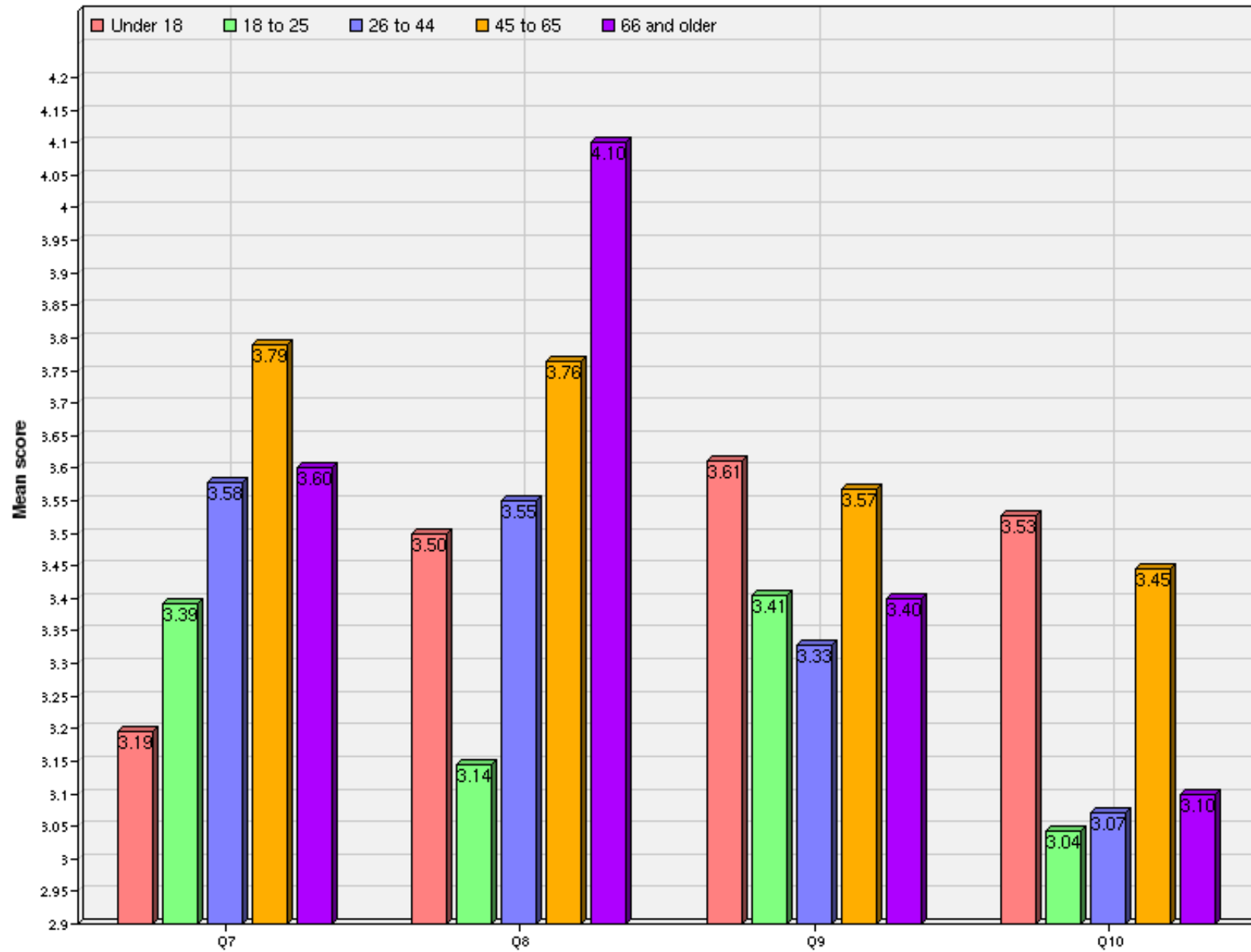


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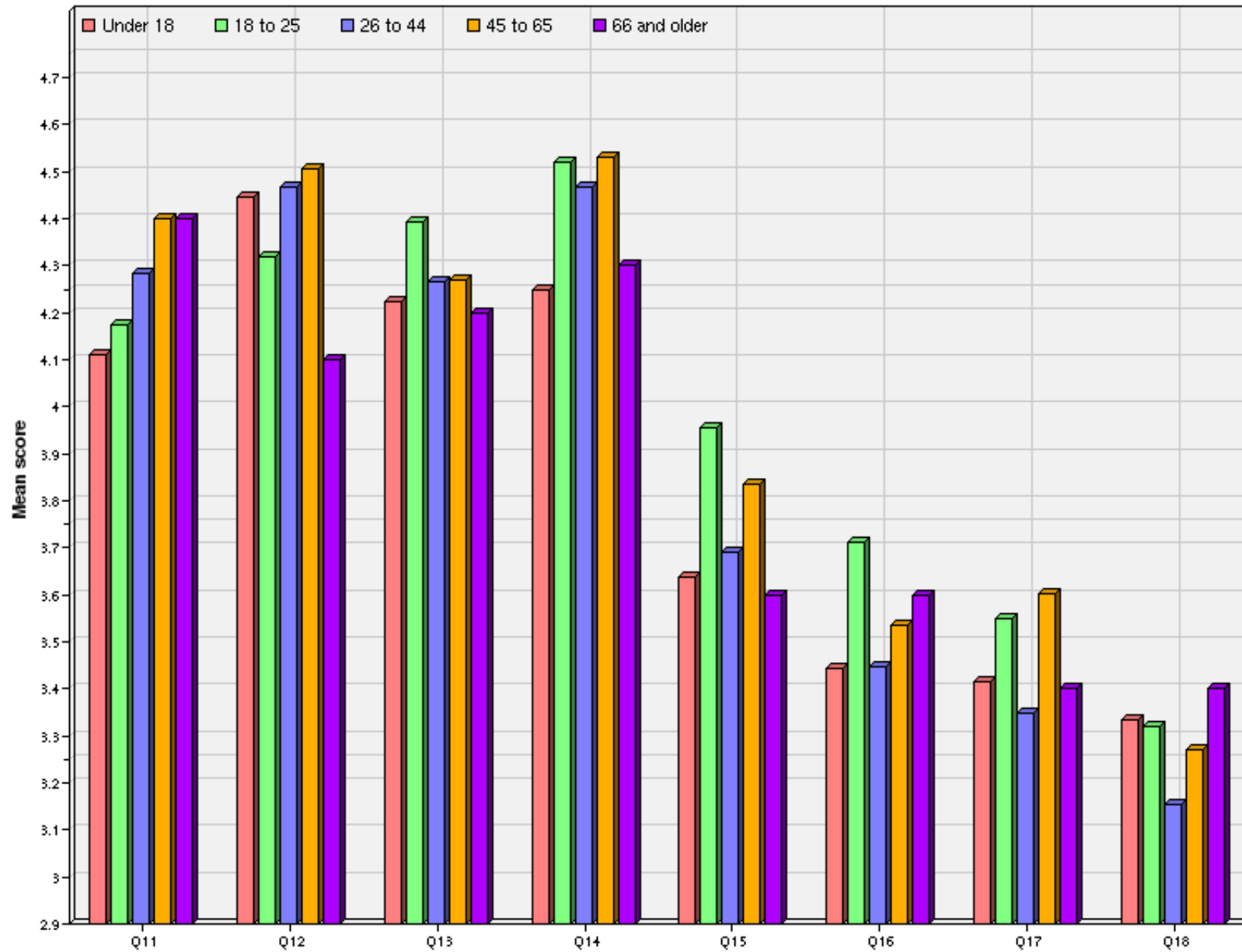
Demographic Breakouts: Age (Manager)



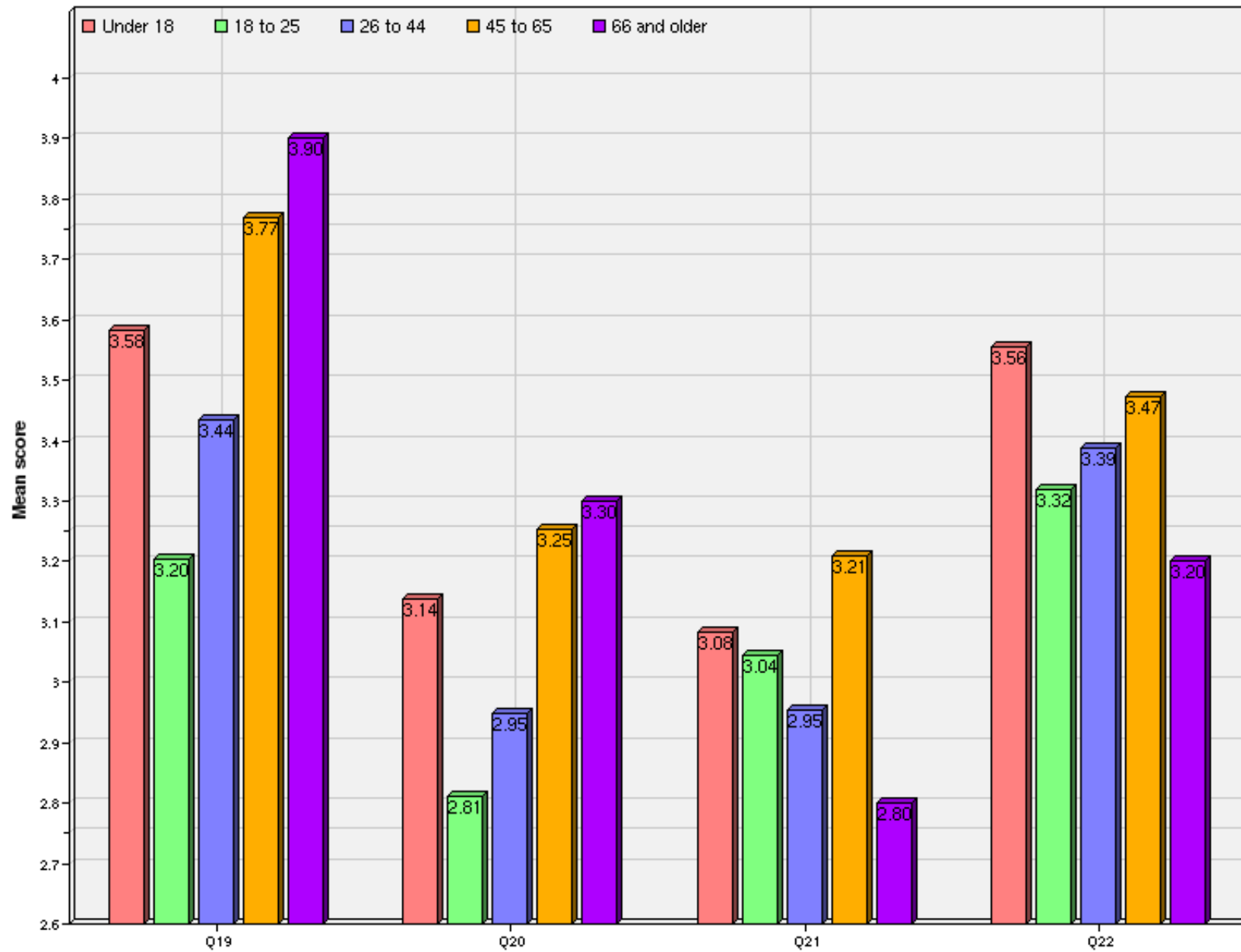
Demographic Breakouts: Age (Values)



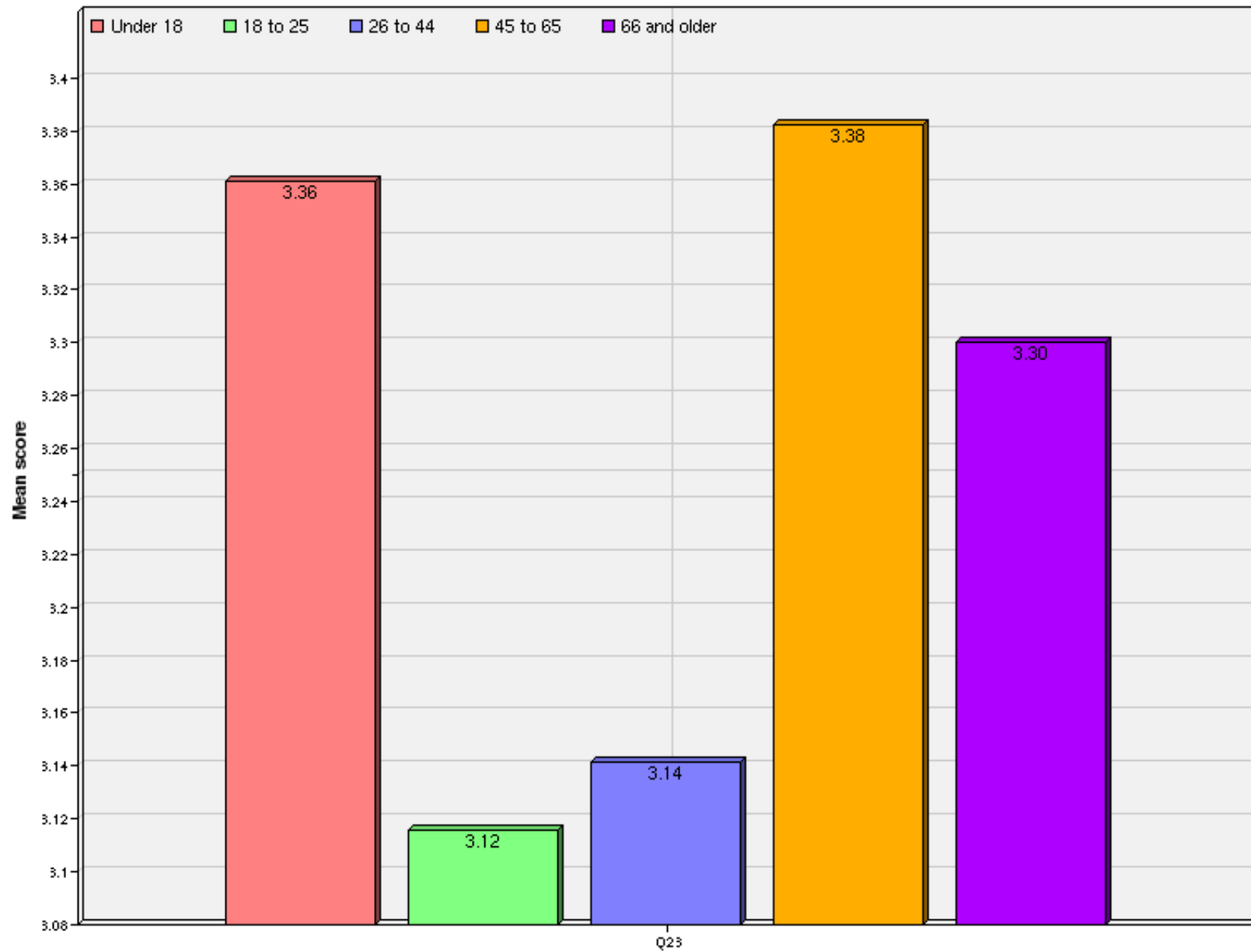
Demographic Breakouts: Age (Work Environment)



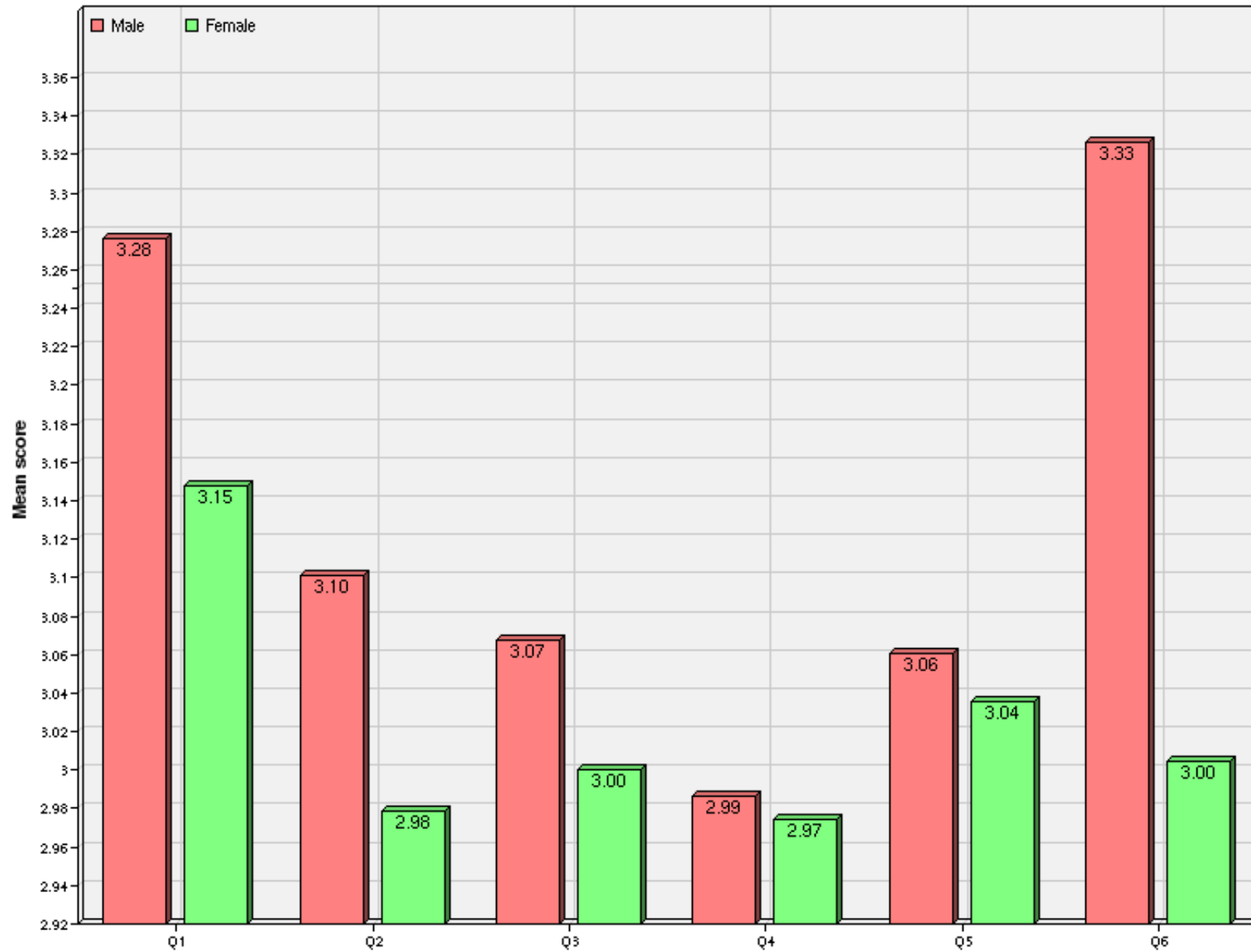
Demographic Breakouts: Age (Fairness)



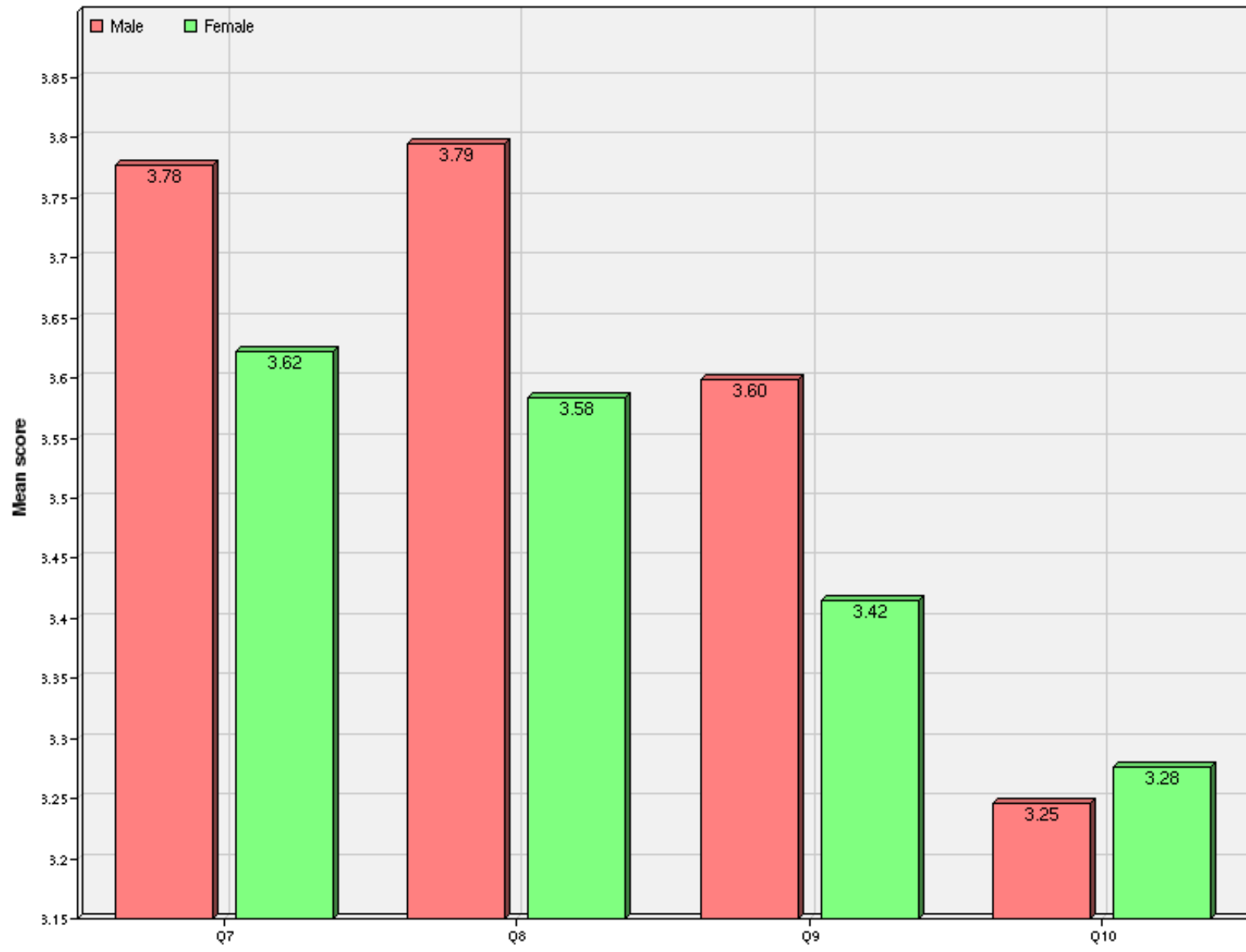
Demographic Breakouts: Age (Summary)



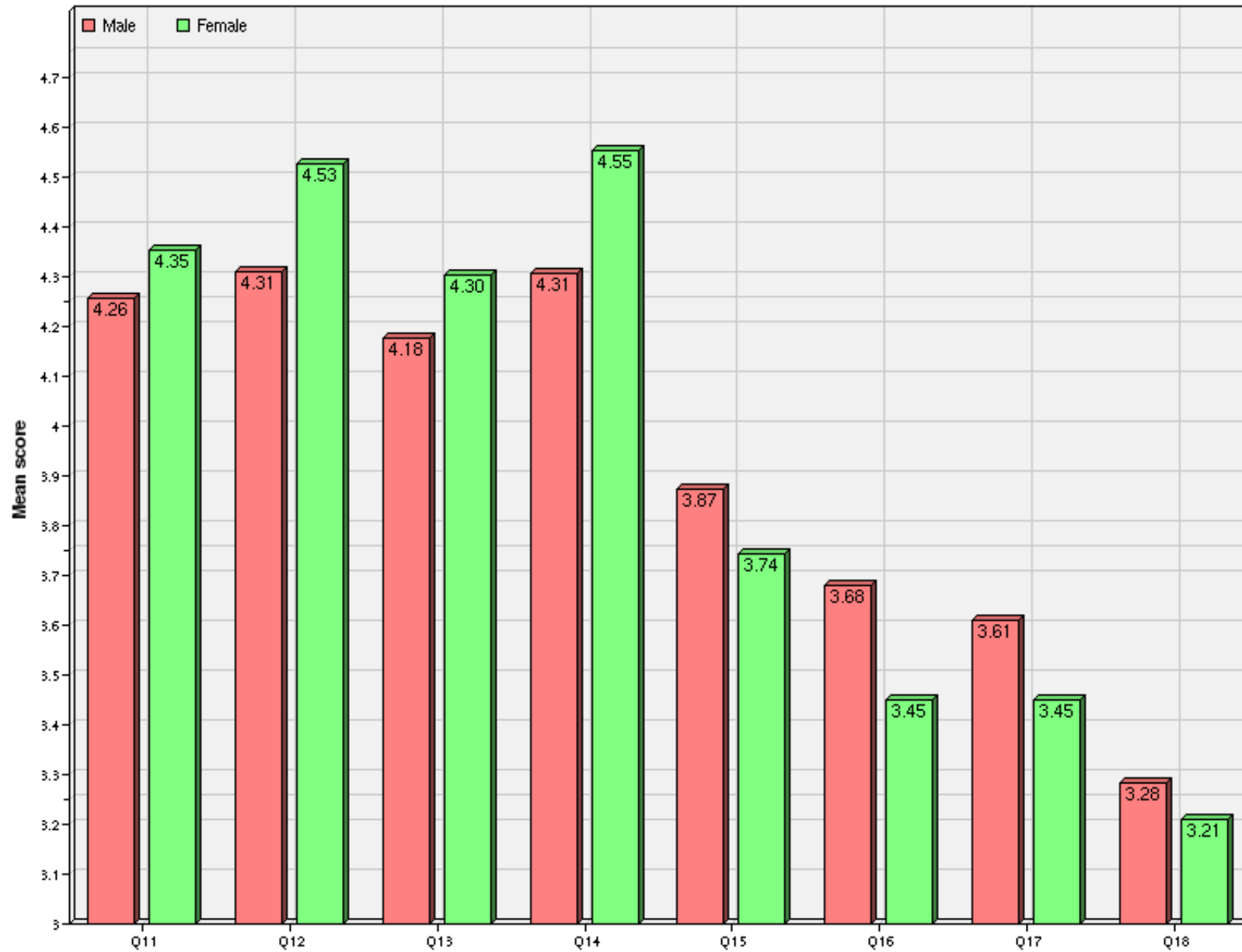
Demographic Breakouts: Gender (Manager)



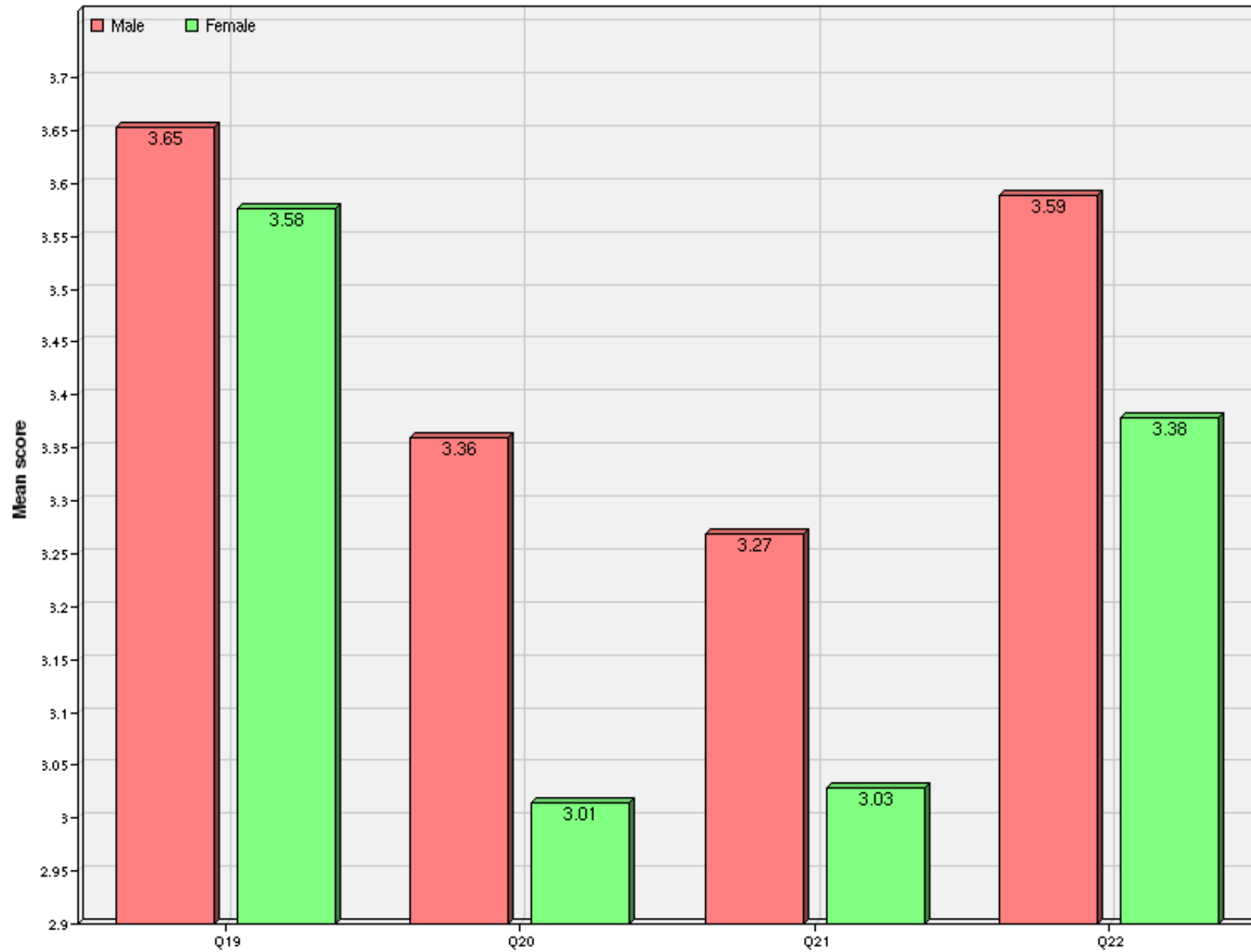
Demographic Breakouts: Gender (Values)



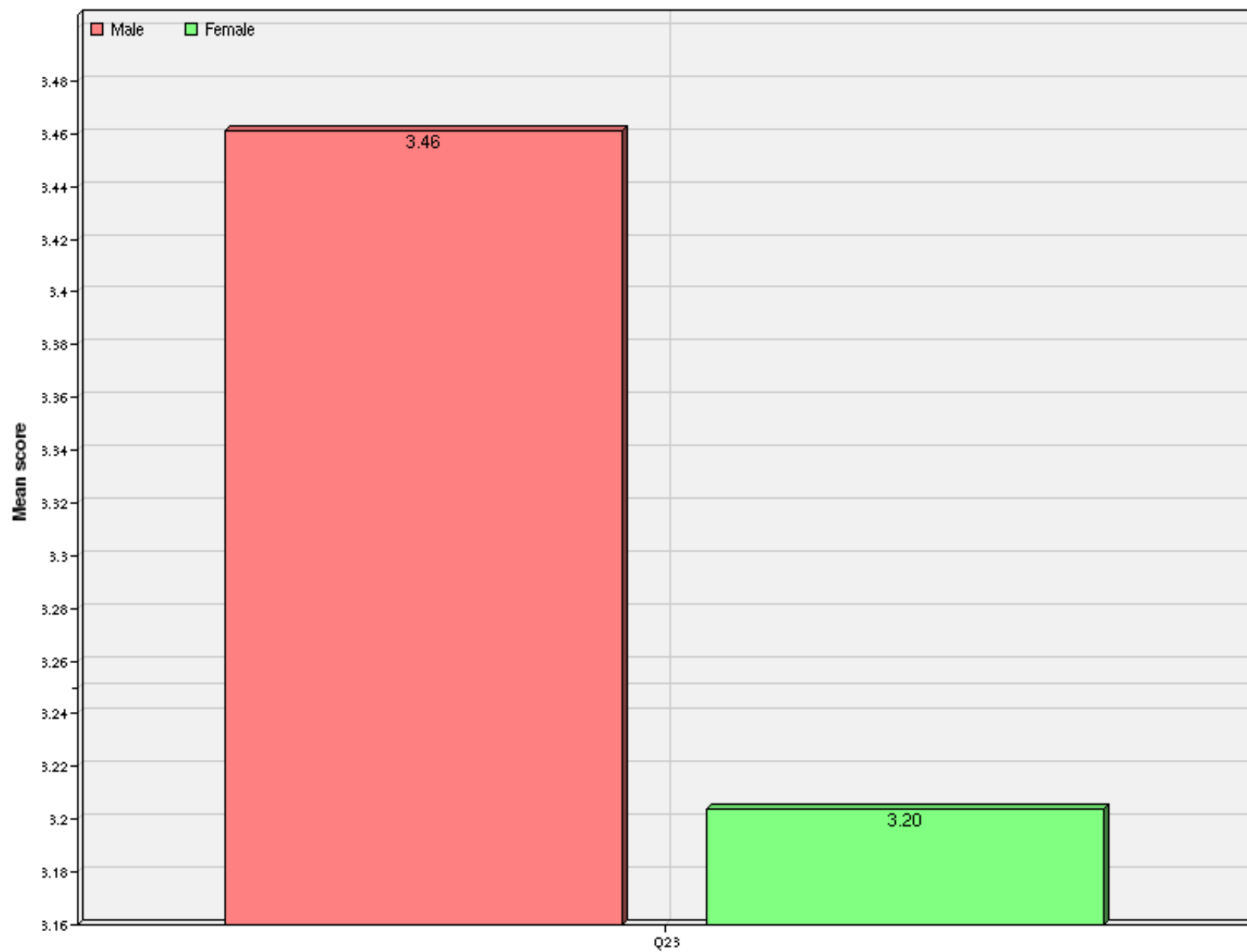
Demographic Breakouts: Gender (Work Environment)



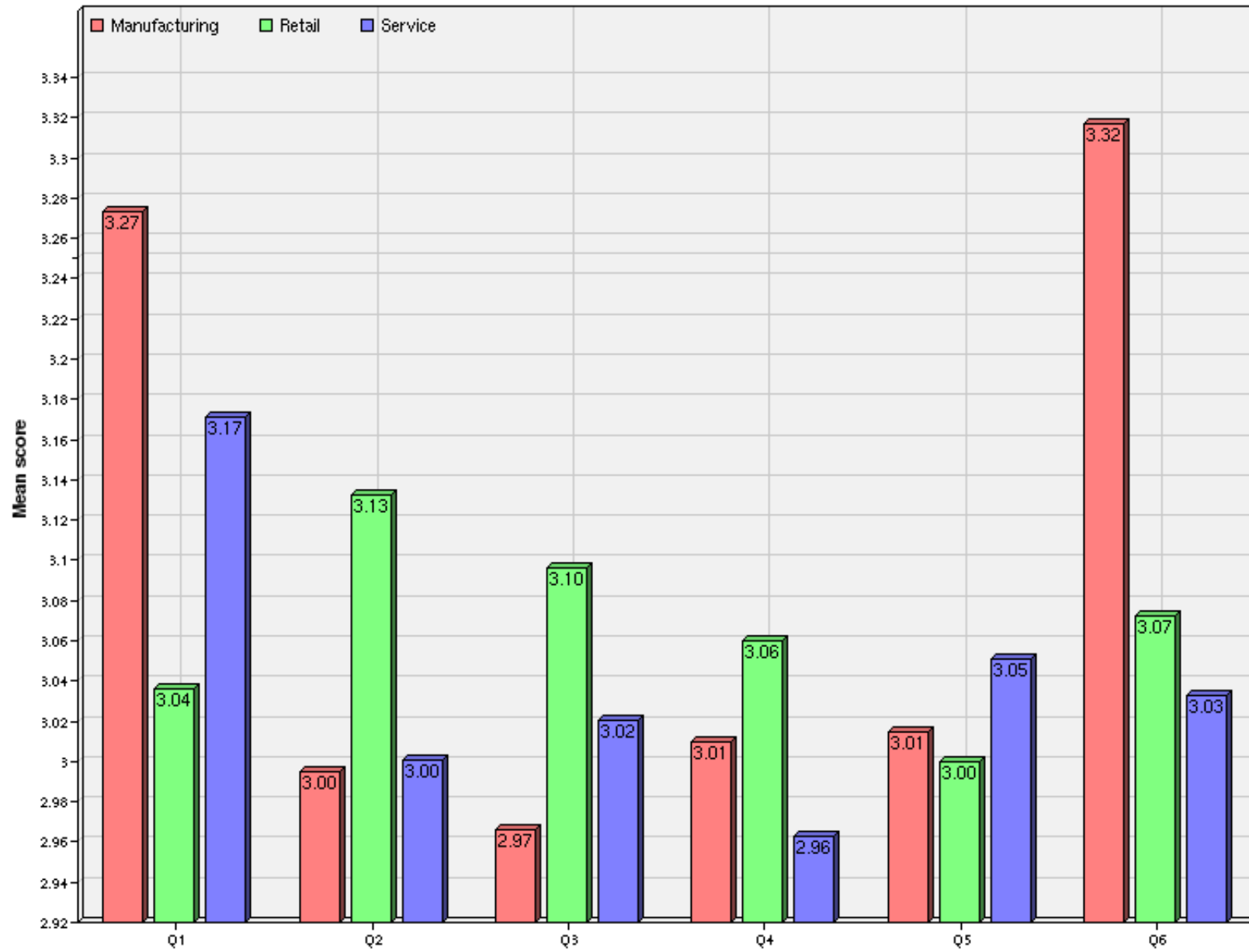
Demographic Breakouts: Gender (Fairness)



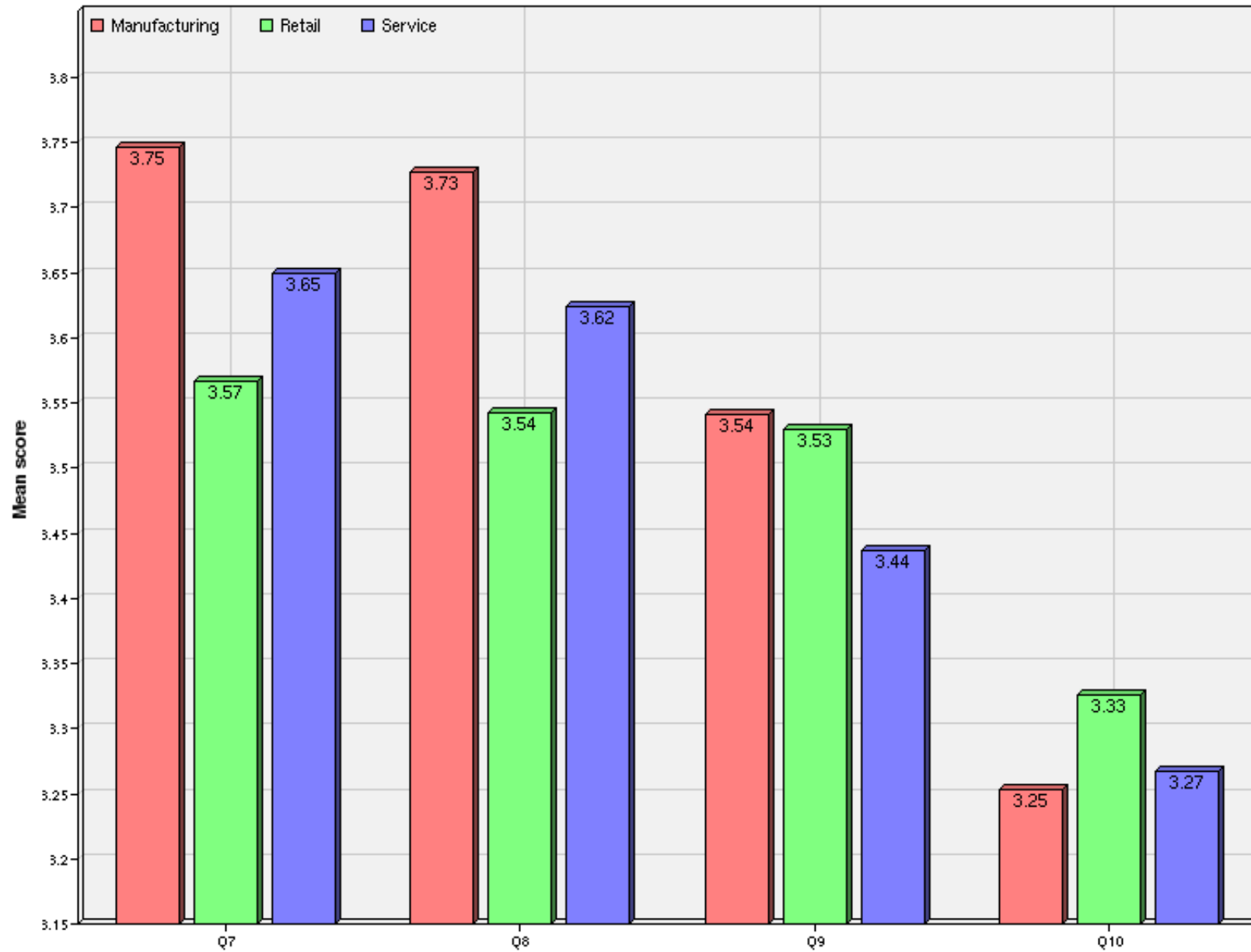
Demographic Breakouts: Gender (Summary)



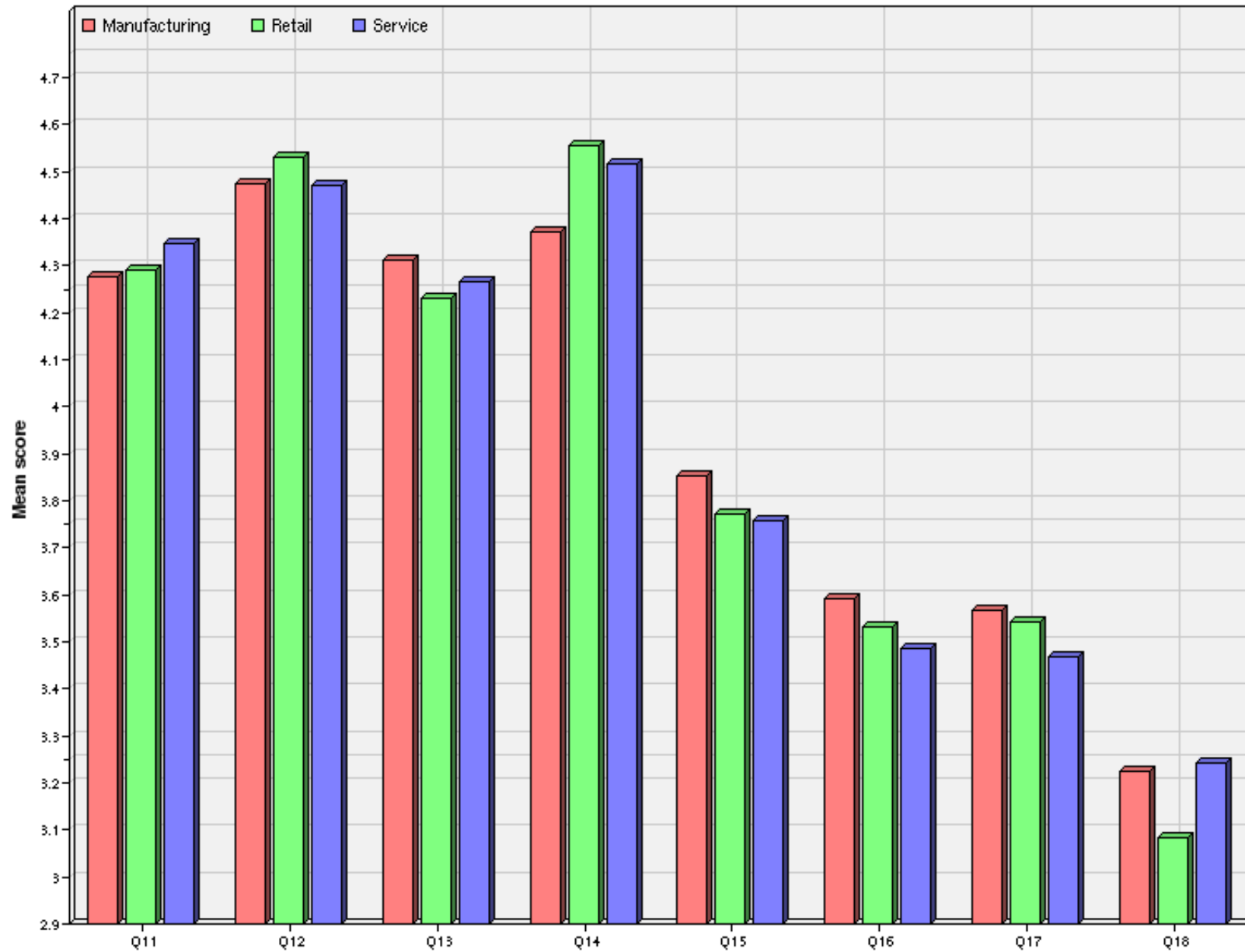
Demographic Breakouts: Industry (Manager)



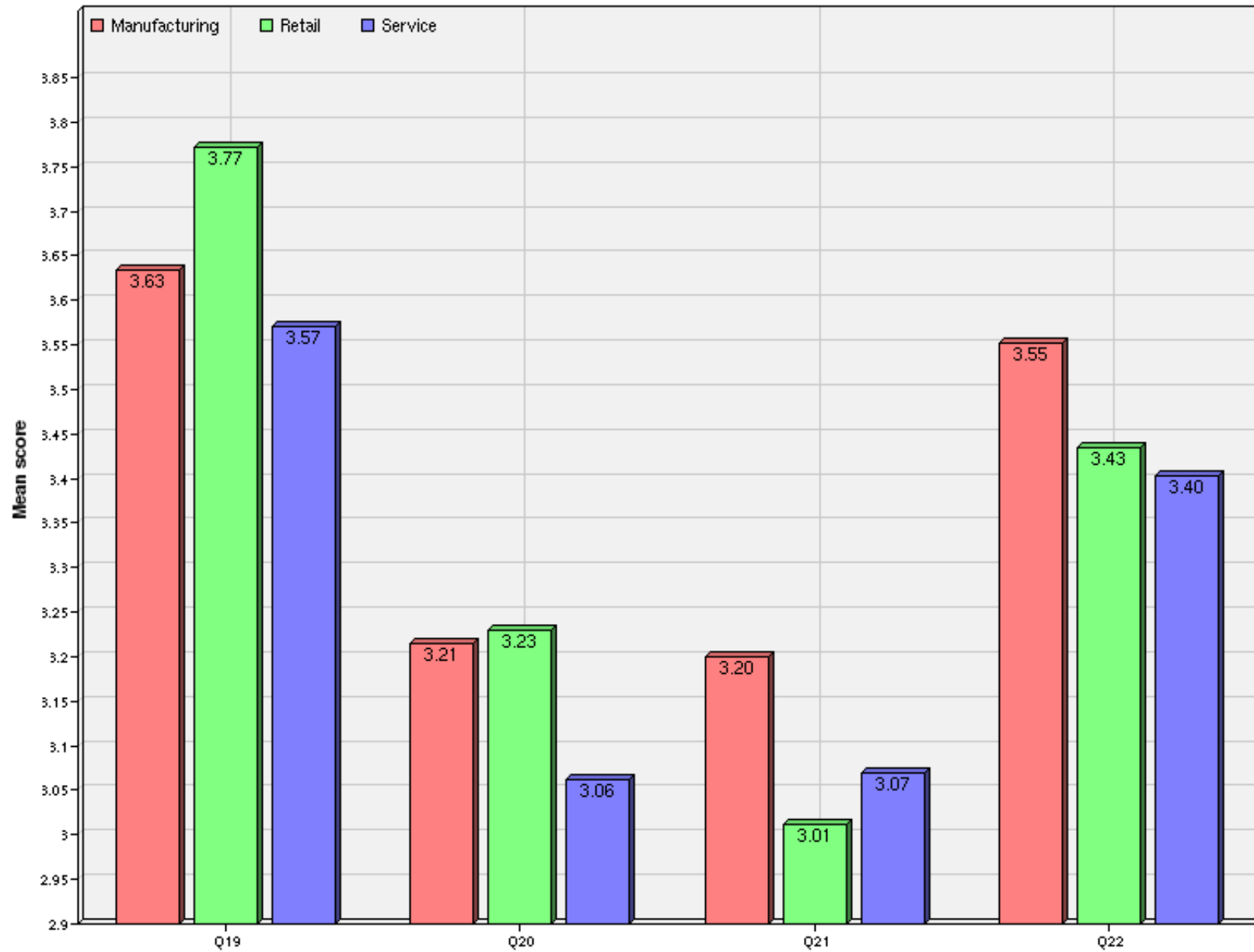
Demographic Breakouts: Industry (Values)



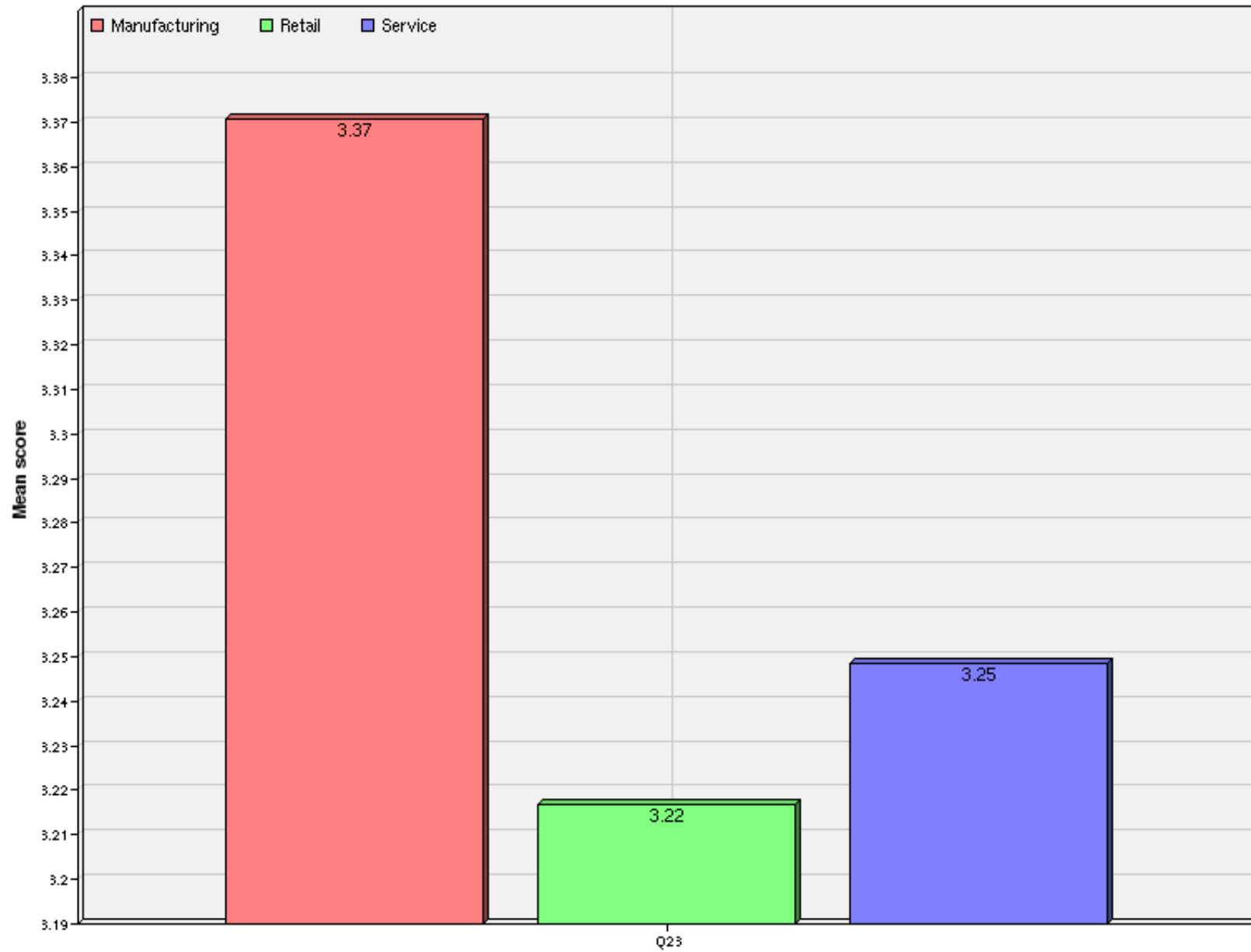
Demographic Breakouts: Industry (Work Environment)



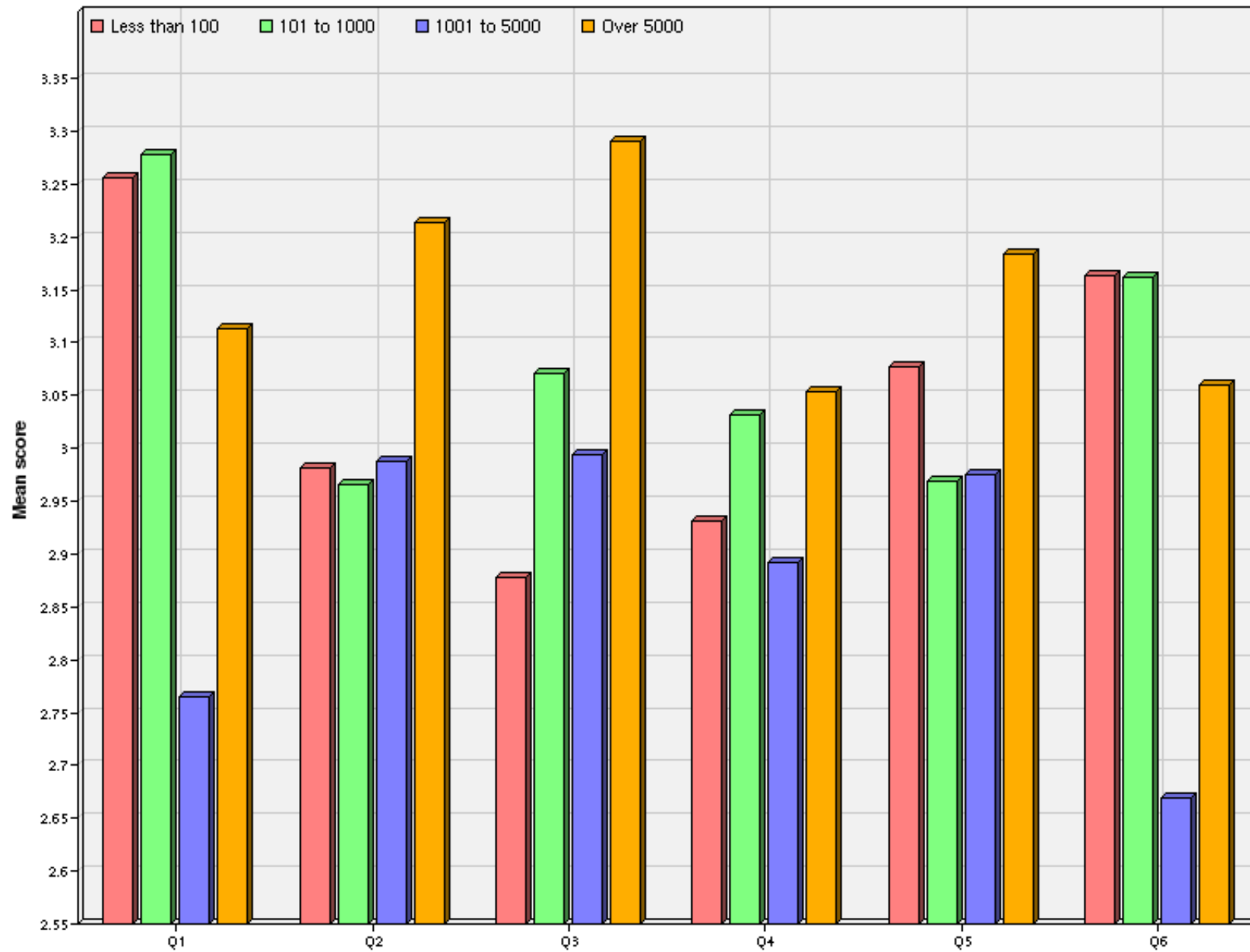
Demographic Breakouts: Industry (Fairness)



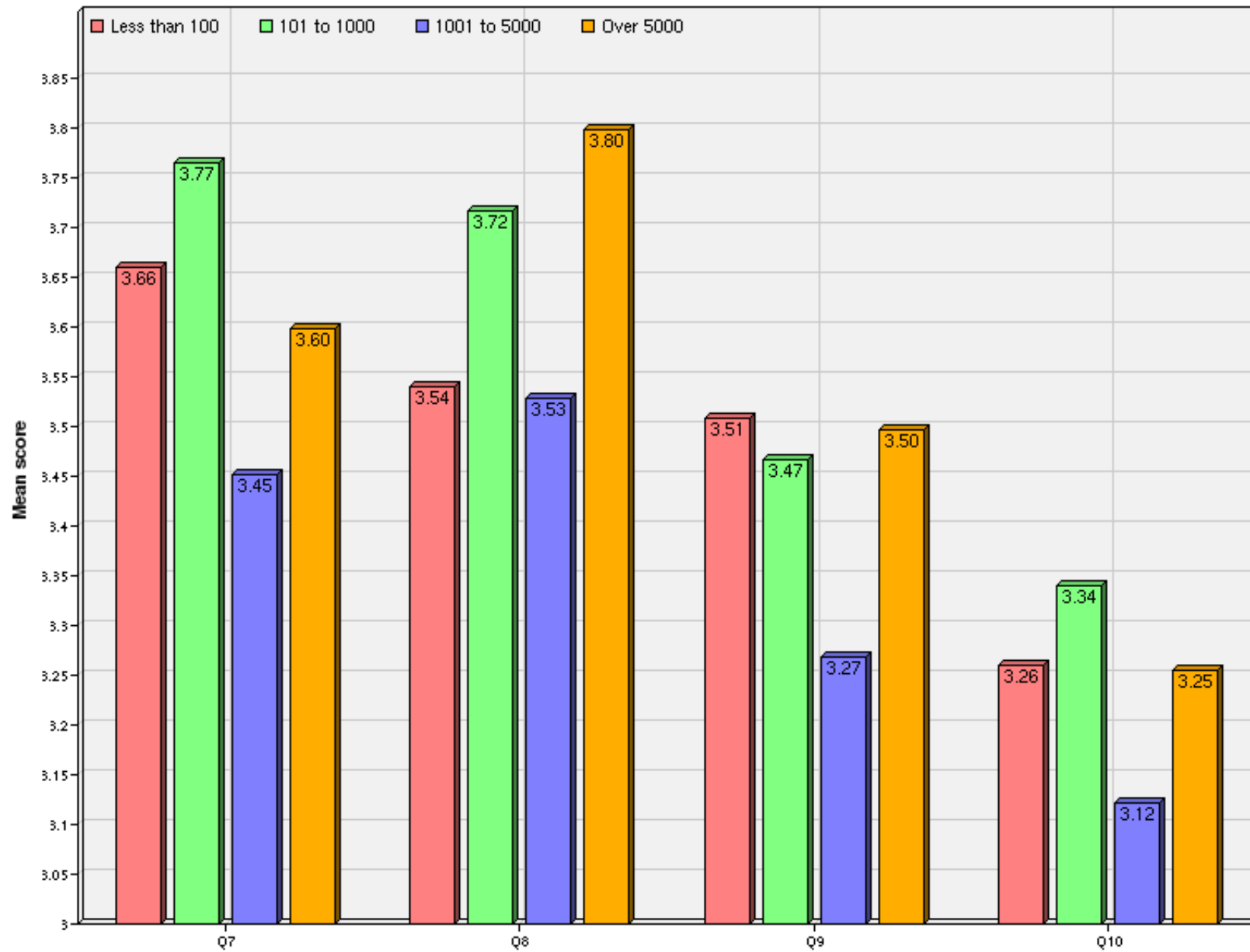
Demographic Breakouts: Industry (Summary)



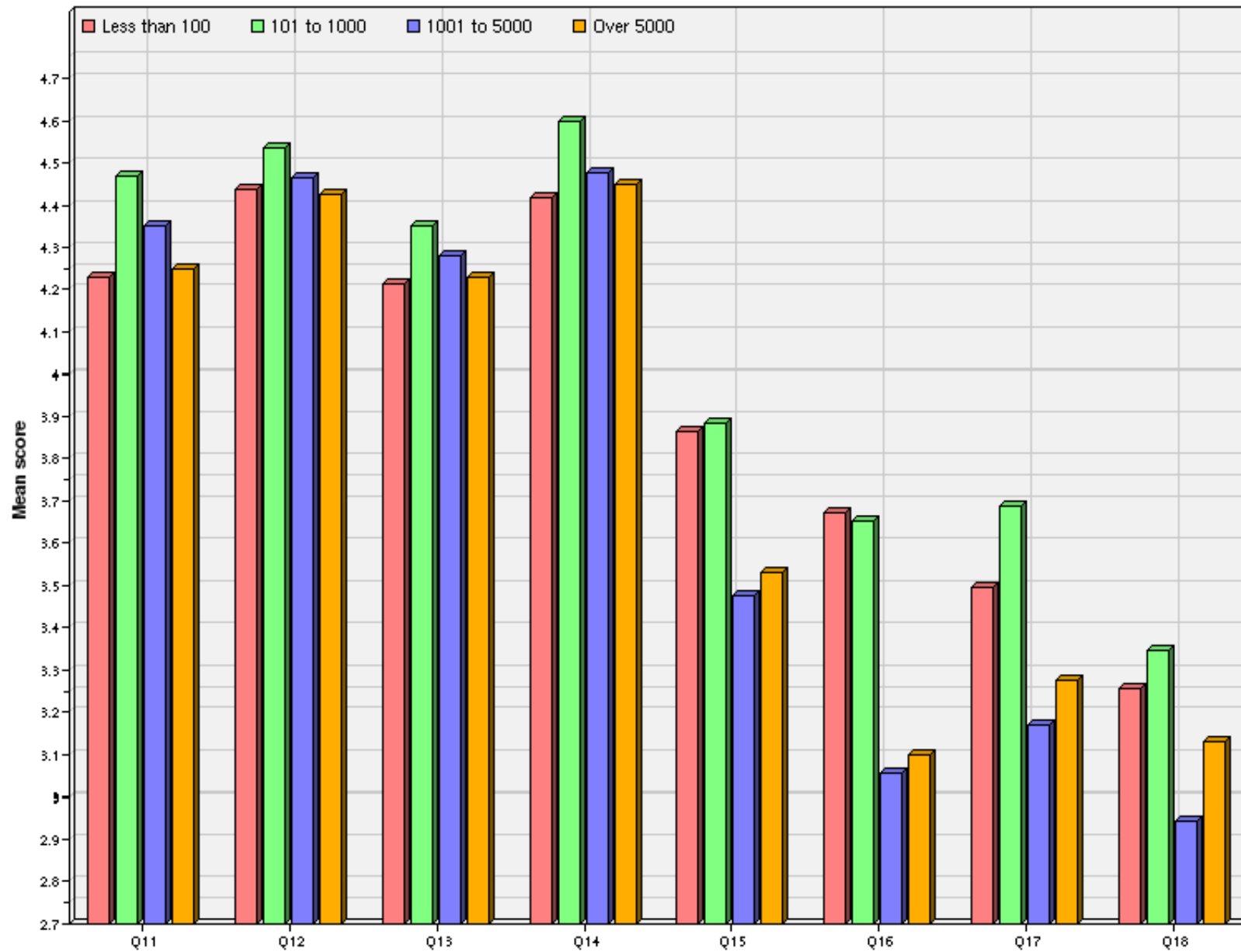
Demographic Breakouts: Company Size (Manager)



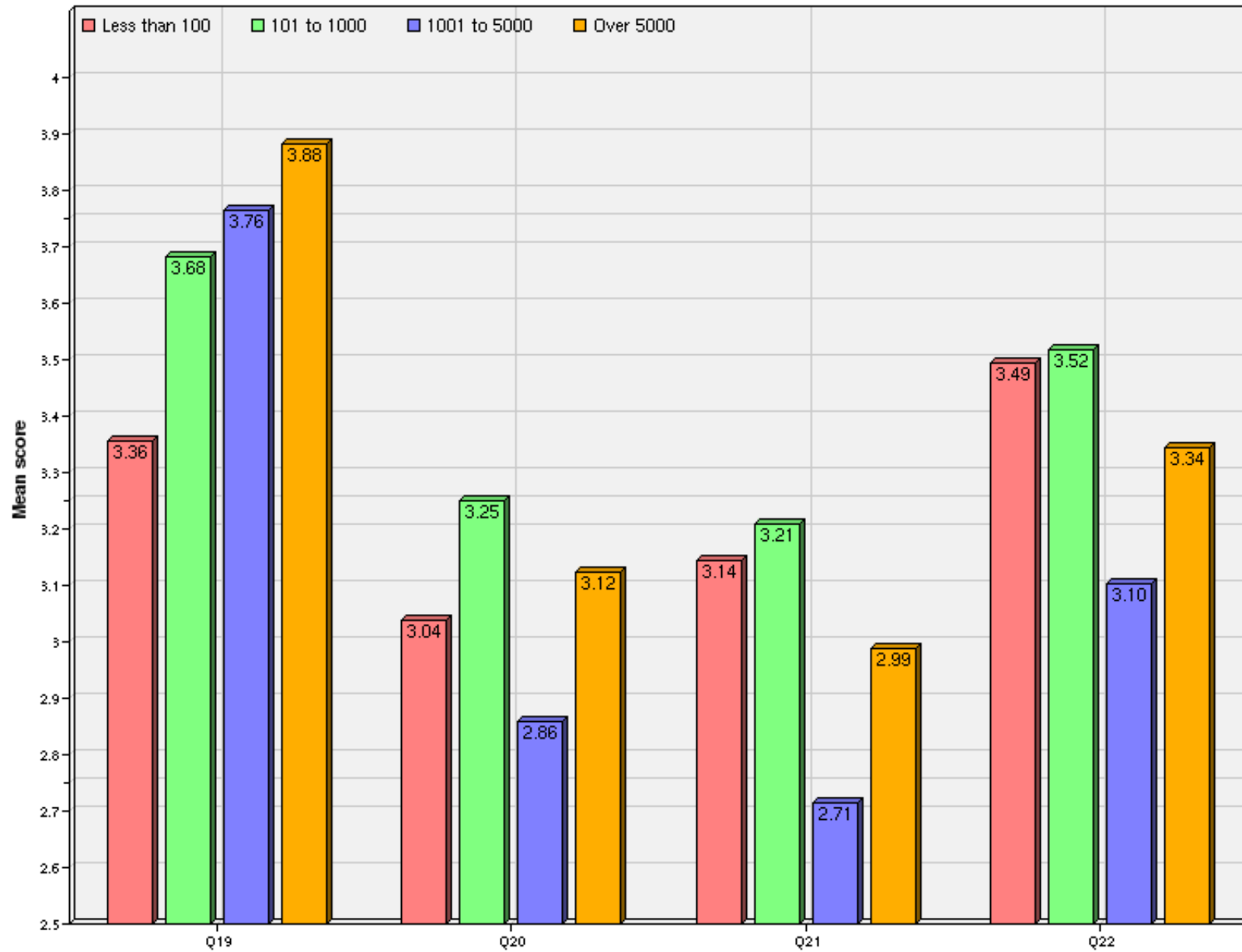
Demographic Breakouts: Company Size (Values)



Demographic Breakouts: Company Size (Work Environment)



Demographic Breakouts: Company Size (Fairness)



Demographic Breakouts: Company Size (Summary)

