

Six-Star Organisation Survey Report

Example Report

Date of report generated:
Wednesday, December 7, 2016

Report Categories Selected

Number of Employees: 48

Gender: All

Age: All

Employment Length: All

Level of Employment: All

Employment Status: All

Subgroups: All

Survey Groups: Organize, Organization,
Organize, Test Group 2



Mood



Resilience



Engagement



Communication



Relaxation



Positivity

eliteperformance
profiles

ACER

Introduction

The **Six-Star Organisation Wellbeing Survey** was designed to gain an overall gauge of a staff population and/or sub-groups of a staff population in six specific areas of wellbeing. The survey is a self-report survey and a reflection of a staff member's perception of their own wellbeing.

The **Six-Star Organisation Wellbeing Survey** is not a clinical or psychological assessment. It is a general guide or indicator of a person's perception of their wellbeing in the six survey areas.

The survey is administered and coordinated by a survey Administrator and the management of survey completion and results should be coordinated through the Administrator.

Proactively measuring and monitoring the well-being of staff is important for their overall wellbeing, as well as the wellbeing of the organisation. Staff with high levels of wellbeing are more motivated and display greater levels of engagement and productivity, compared to staff with low wellbeing. Higher wellbeing is also associated with fewer mental, emotional, and behavioural concerns.

The six categories that define the **Six-Star Organisation Wellbeing Survey** are: mood, resilience, school engagement, communication, positivity, and relaxation.

Report Purpose

This report provides a summary of data collected from the staff that completed the survey. The report can be used by the Administrator in consultation with executive or senior management staff including Human Resources staff to determine how the information may best be utilised to benefit the staff and the organisation.

The report may guide future support or professional development programs. Factors that may influence potential use of the report include what may or may not be occurring within an organisation with regard to leadership, wellbeing or other related professional development of occupational, health and safety factors.

Additional potential uses of the information in the report include:

- Identifying a baseline for wellbeing of the overall staff population or specific sub-groups within the organisation
- Monitoring the wellbeing of sub-groups over time
- Identifying strengths and potential target development areas for specific wellbeing and staff professional development programs
- Providing feedback on wellbeing to overall and staff sub-groups, and creating opportunity for conversations regarding wellbeing as deemed appropriate.
- Monitoring the impact of existing or future wellbeing programs
- Gaining data and insight into the six specific areas of wellbeing
- Comparing subgroups within your overall staff population
- Correlating the wellbeing results with any specific relevant outcome measures or performance indicators
- Incorporating survey results into goal setting for your overall organisation or sub-groups

Report Restrictions

This report is intended solely for the organisation that has entered into an agreement with ACER for the use of the Six-Star Organisation Wellbeing Survey. It is not to be shared with or provided to any third parties without the written and prior consent of ACER.

The Six-Star Organisation Wellbeing Survey is a summary of self-report data and should not be used as a definitive assessment or screening of an employee's overall wellbeing or performance in any specific individual sub-category. The information is intended for school use only as a guide to individual and group wellbeing. The results and report are intended for a specific allocated person within the school that is familiar with wellbeing concepts. When interpreting the results there are no right or wrong scores. The results should be considered in context of the Organisation's overall experience at the school and supported by further investigation, targeted assessments or specific professional advice. Elite Performance and its employees are not responsible for the use of and interpretation of data.

Anonymity & Confidentiality

The survey is anonymous and there was no provision for staff to enter their name. No individual results were generated and the report only includes group data. All data completed by staff will be stored remotely by Elite Performance Profiles in accordance with privacy policy. Organisations will not have access to raw data and all individual responses are considered confidential and not available to an individual or their organisation.

In addition, any sub-groups with staff numbers of less than 5 are not reported. Accordingly only sub-groups with 6 or more staff are reported in this report, to ensure the anonymity of staff.

Survey General and Specific Sub-Group Reporting

When staff completed the survey, the general information collected has been averaged and is outlined in this report. Categories reported on are:

- Overall sample
- Gender
- Age in 10 year ranges
- Level within the organisation
- Length of employment within the organisation
- Employment status
- Customised sub-groups, if any were selected by the Administrator

*As described in the Administrator Guide and above, only groups with 6 or more staff are reported on

Disclaimer

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Survey Sub-Categories

For detailed information on each of the sub-categories, please read the research paper on the survey, available on the website.

Mood

Monitoring and managing mood can be vital for an individual, as well as their colleagues and overall workplace. The sub-category identifies worry, mood fluctuations and happiness. Higher scores in this sub-category would indicate a happier workforce, with lower vulnerability to emotional health concerns. The mood sub-category does not identify any clinical concerns, but is an indication of the general emotional wellbeing of staff.

Resilience

Resilience represents successful adaptation in the face of challenges. This sub-category reflects capacity to value effort, persist with challenges, and deal with problems. Resilience is both a positive wellbeing construct, as well as an important target for identifying subgroups with concerns. Research indicates that resilience is a trainable construct.

Engagement

Work engagement reflects an individual's involvement with and attitude to their work and workplace. The engagement sub-category provides information about enjoying work, motivation, and feelings about culture and relationships with colleagues, supervisors and leaders. Engagement can also be related to motivation or linked with retention and performance.

Communication

Communication with colleagues and external stakeholders is critical for any workplace. This sub-category encompasses questions related to listening, speaking with others, written communication skills, working with others in a group and asking for help. Effective communication is often associated with healthy relationships and is also an area that can readily be developed through programs conducted either with individuals or groups in the workplace.

Relaxation

This sub-category is an inverse reflection of frustration and anger. The capacity for employees to be able to relax, both physically and emotionally has been recognised as an important skill. Relaxation is also a skill that has been shown to be able to be developed with intervention. The sub-category specifically identifies tension, managing frustration and anger and a capacity to relax or calm down.

Positivity

This sub-category reflects confidence, optimism and positivity. It also identifies how well employees know their strengths. There is growing evidence that being positive through a range of strategies is a skill that assists individuals to flourish and high positivity has been linked to general health and wellbeing. It is also an area that can impact on the culture of a group or broader organisation environment.

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Interpreting Scores

The **Six-Star Organisation Wellbeing Survey** provides ratings out of five in each of the six sub-categories described above. This is in line with the five point Likert scale used in the survey where individuals rate each item as 1 = none of the time, 2 = a little of the time, 3 = some of the time, 4 = most of the time or 5 = all of the time.

The items related to each sub-category are averaged and the scores are categorised into 4 groups for ease of interpretation. The scores for each sub-category are the raw or actual average or mean scores for that group and not a score compared to other staff or groups. These groups of scores are described below.

Considering that only actual or “raw” averages are provided, organisations can compare the overall group that has completed the survey with specific sub-groups, or compare sub-groups to other sub-groups to gain insight into how staff view themselves relative to their colleagues in your organisation.

4.0 +

A mean score of 4.0 or above suggests that on average, people responded well in this sub-category and likely scored ‘most of the time’ or ‘all of the time’ more often than not on these specific items. This would reflect that the average respondent does not perceive themselves to have any concerns and to be functioning at a high level in this category in the past 4 weeks prior to completing the survey.

3.5-3.99

A mean score of between 3.5 and 3.99 most likely reflects some areas of strength and some areas of development in this sub-category. It reflects that the average respondent rated some items in the category at 4 out of 5, and others at a lower level. A score in this range would warrant some reflection about the subgroup to determine what specific strengths and/or development areas they may have that would correlate with their rating.

3.0-3.49

A mean score between 3.0 and 3.49 reflects that on average, respondents did not rate many items highly, reflecting that the group may benefit from some development in this area. A score in this range would warrant some reflection about the subgroup to determine what specific strengths and/or development areas they may have.

3.0

A mean score below 3.0 suggests that the average respondent rated a number of items below ‘some of the time’, reflecting challenges in a number of specific items related to this category. It would also warrant further investigation to determine if the scores resemble staff perception of this group. Overall, a mean score of below three on any sub-category suggests that some specific development may be required in this area at present.

While the interpretation of any individual sub-category is of interest, it would be considered important to reflect on the combination of mean scores from different sub-categories.

Considering that there is no fixed interpretation for any particular combination of scores, it would be deemed important to take the following steps when reviewing scores:

- Check with leaders or some staff from a sub-group if they agree with the results
- Consider further investigation with targeted assessments of any specific sub-category
- Monitor the group from a behavioural, social and performance perspective

Low scores

In general, if a subgroup mean score falls below 3 in any particular sub-category, it is recommended to follow-up with further investigation. Factors that would influence the interpretation include how low below 3 the score is and the scores of other sub-categories, including if any and how many other sub-categories are also below 3.

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Six-Star Organisation Wellbeing Survey Overall Averages

Number of Employees: 48

Gender: All

Age: All

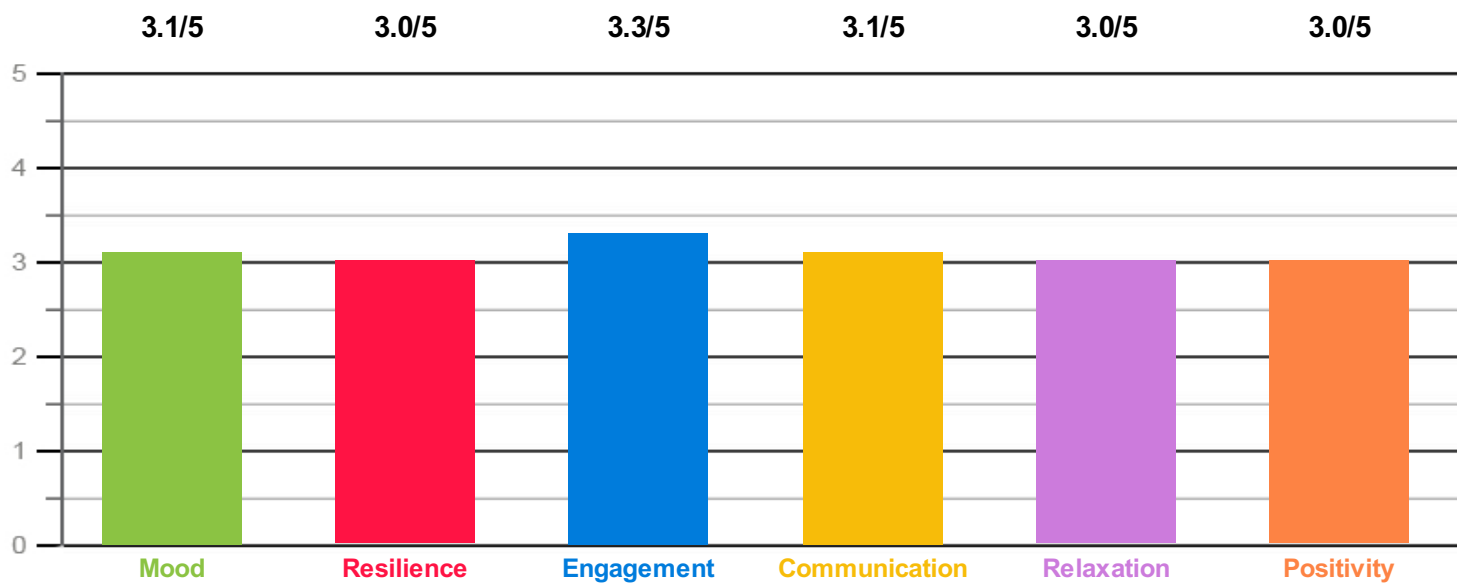
Employment Length: All

Level of Employment: All

Employment Status: All

Subgroups: All

Survey Groups: Organize, Organization, Organize, Test Group 2



Mood



Resilience



Engagement



Communication



Relaxation



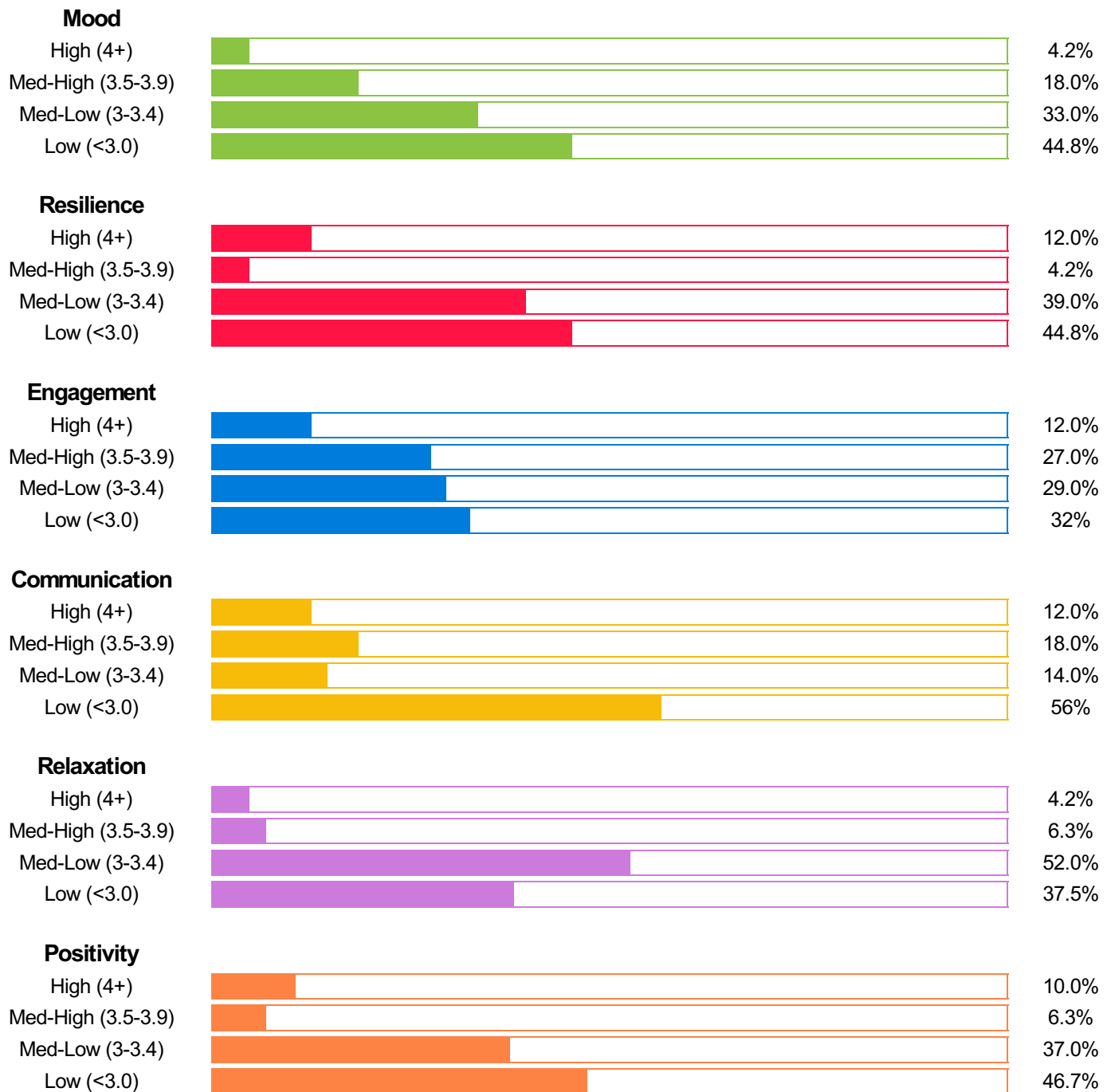
Positivity

Notes:

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Six-Star Organisation Wellbeing Survey Overall sub-category details

Organisation score details as percentages for each sub-category.



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Six-Star Organisation Wellbeing Survey Relative high and low scoring items

The five highest and lowest scoring items from the survey for the group filtered are provided below.

High	Items	Average response
1.	I find it easy to talk to people	3.6
2.	I would recommend my organisation to others as a place to work	3.6
3.	I have good relationships with my colleagues at work	3.6
4.	I enjoy my work	3.5
5.	I am a happy person	3.4

Low	Items	Average response
1.	I lose my temper at work	2.4
2.	I am optimistic	2.5
3.	I feel supported at work when dealing with challenges	2.6
4.	I believe I can do well at work	2.7
5.	I get worried	2.7



Mood



Resilience



Engagement



Communication



Relaxation

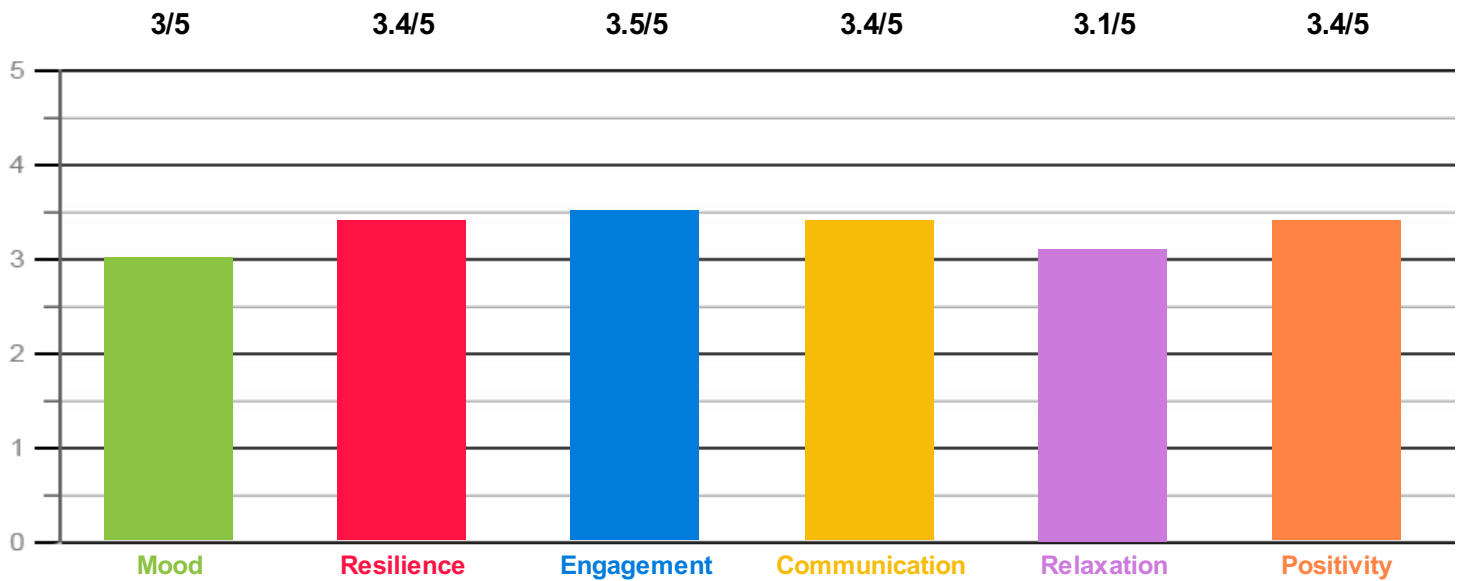


Positivity

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Six-Star Organisation Wellbeing Survey Gender averages: Male

Number in the group = 18

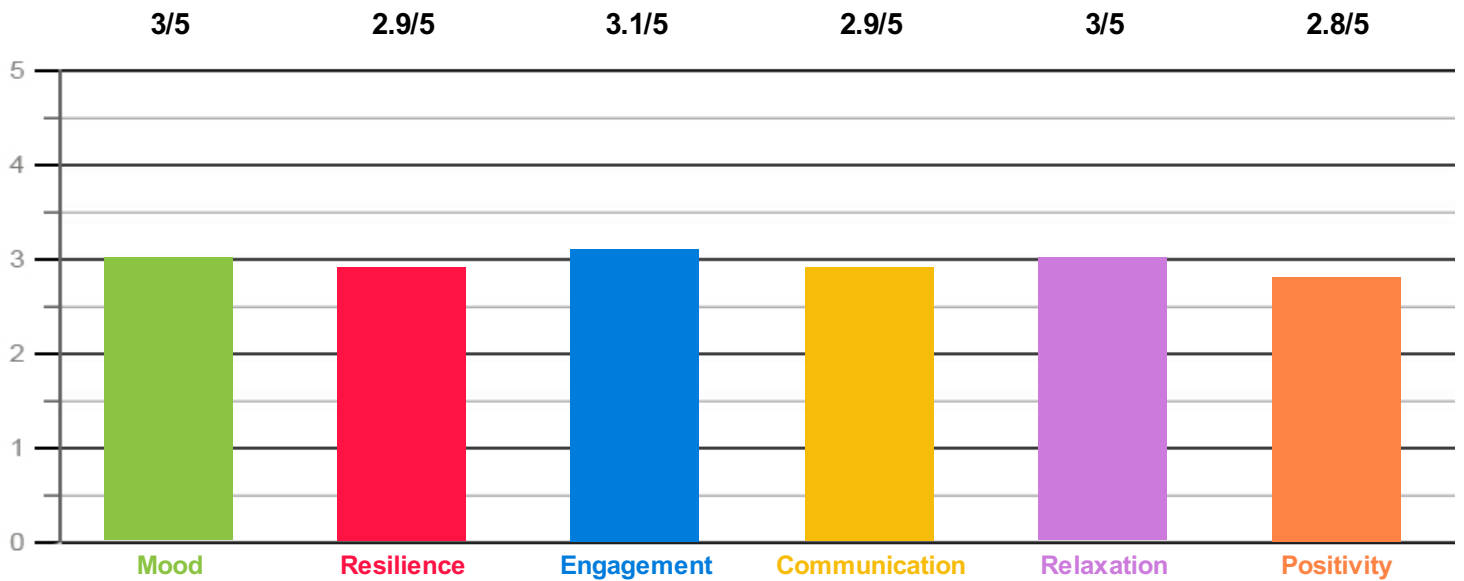


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Six-Star Organisation Wellbeing Survey Gender averages: Female

Number in the group = 30



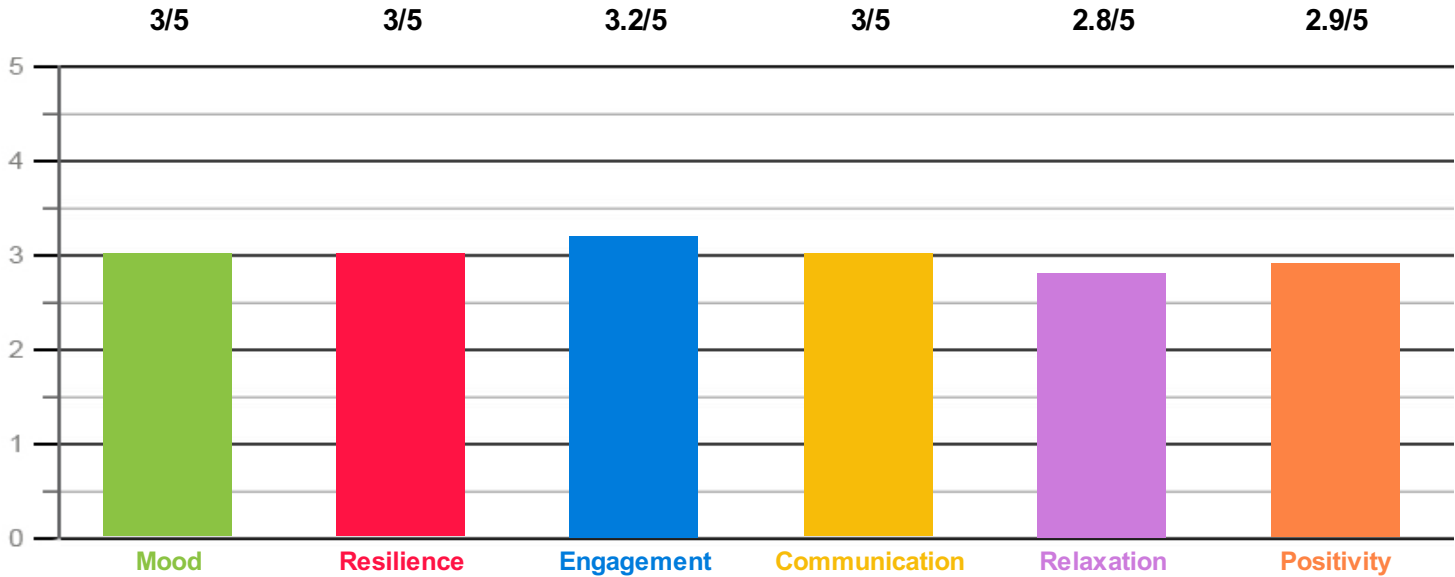
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Six-Star Organisation Wellbeing Survey

Age averages: Less than 20 Years

Number in the group = 9



Mood



Resilience



Engagement



Communication



Relaxation



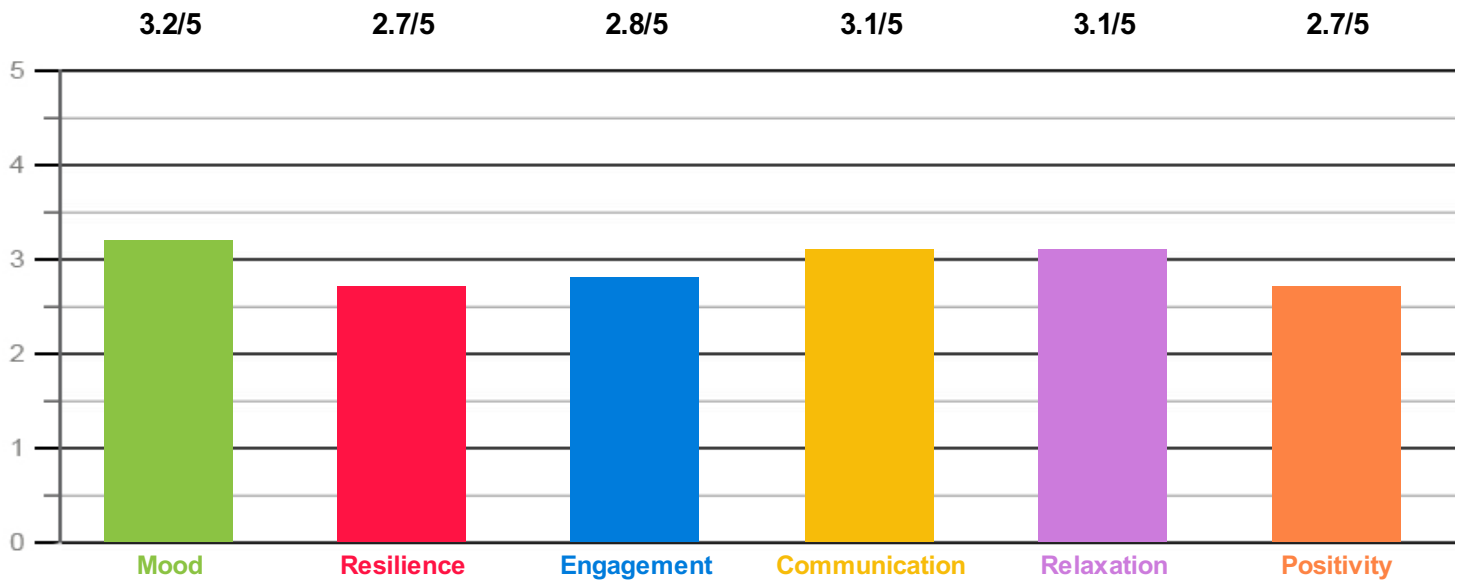
Positivity

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Six-Star Organisation Wellbeing Survey Age averages: 20-29 Years

Number in the group = 8

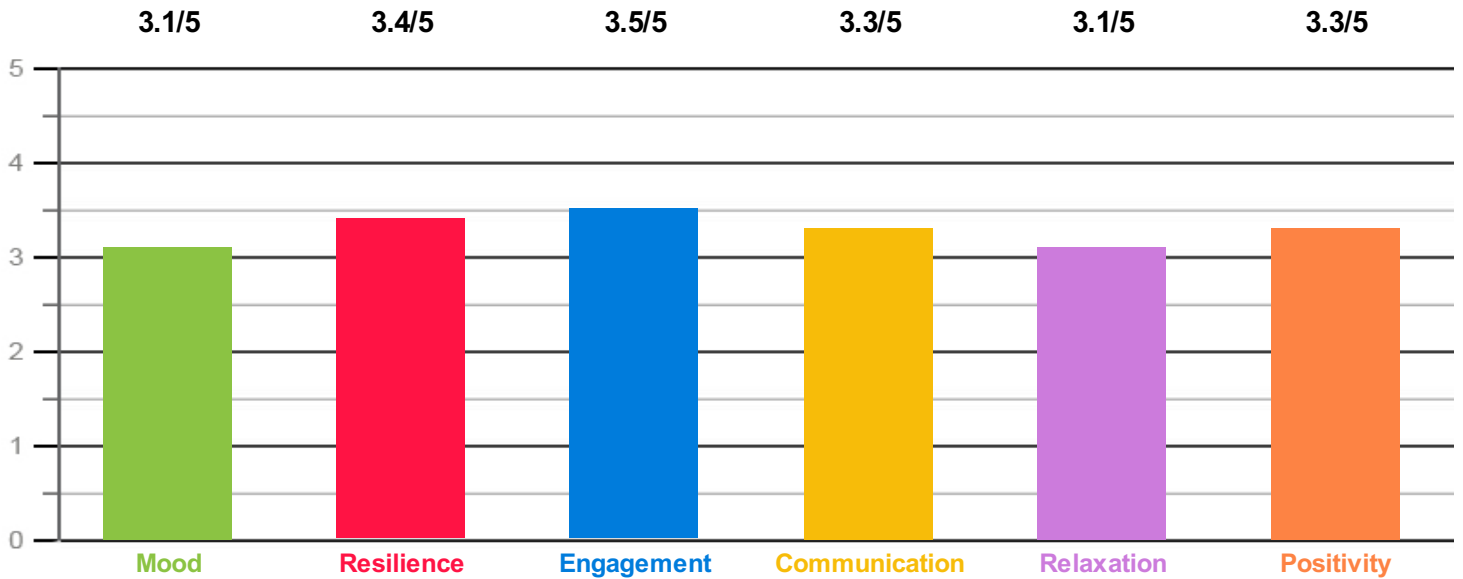


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Six-Star Organisation Wellbeing Survey Age averages: 30-39 Years

Number in the group = 13



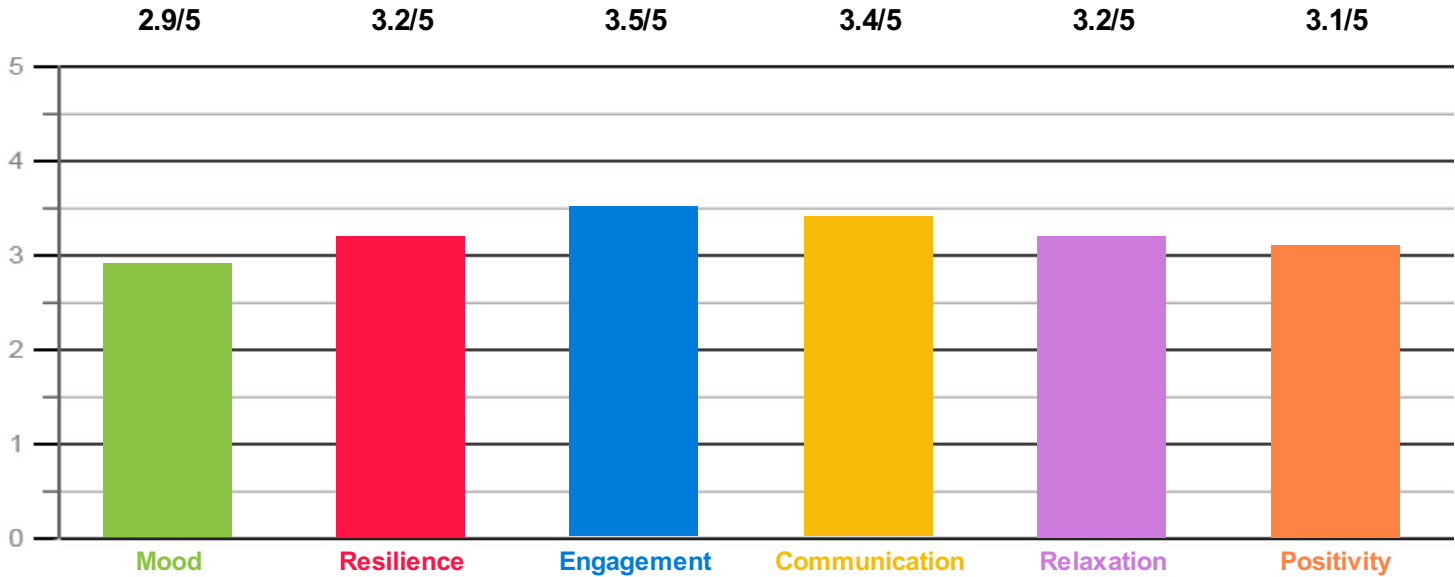
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Six-Star Organisation Wellbeing Survey

Age averages: 40-49 Years

Number in the group = 7

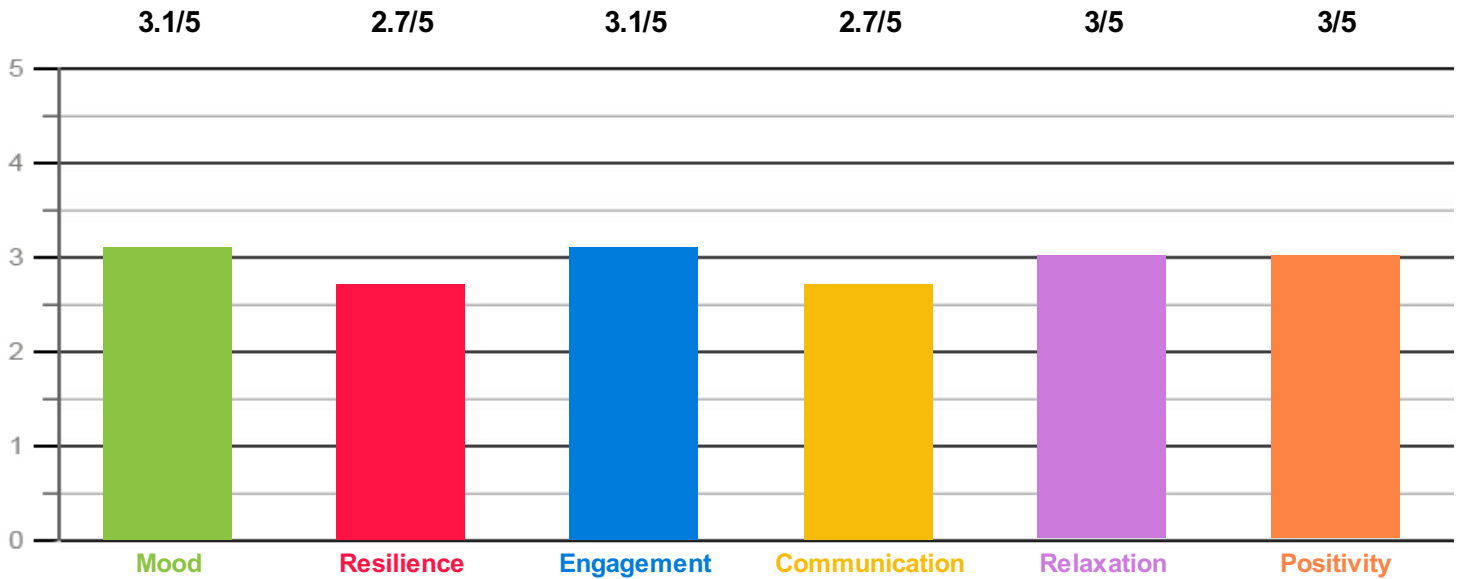


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Six-Star Organisation Wellbeing Survey Age averages: 60+ Years

Number in the group = 8



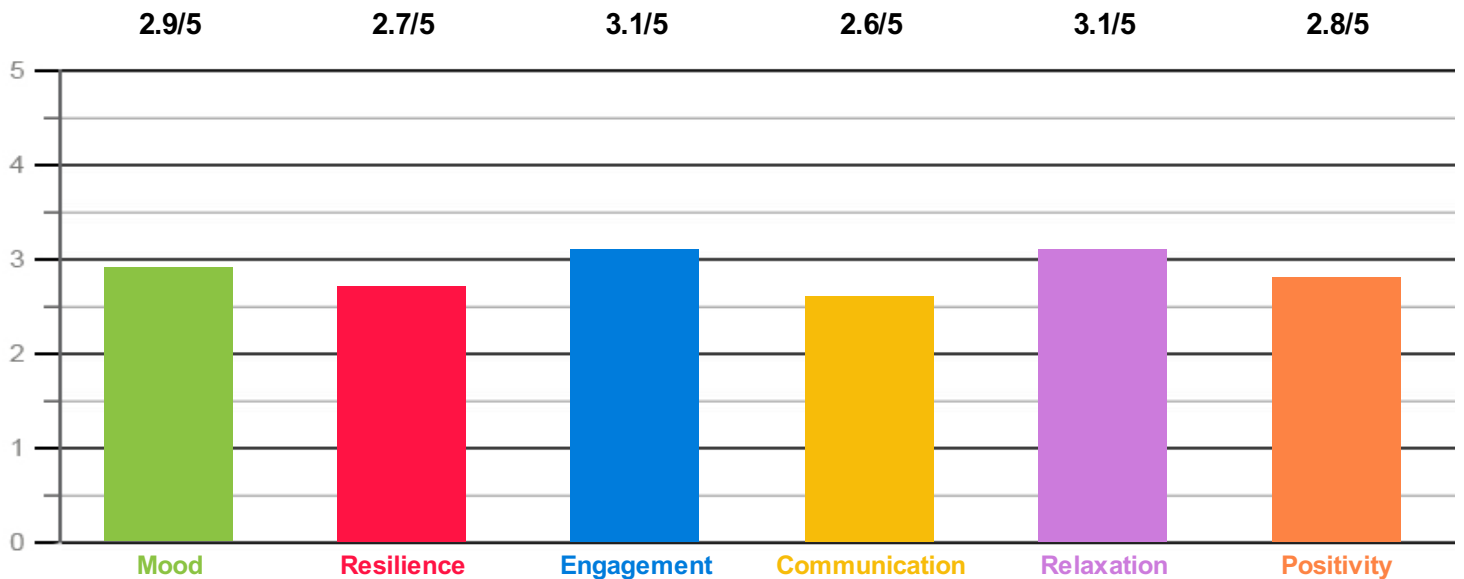
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Six-Star Organisation Wellbeing Survey

Length of employment in years with this organisation averages: Less than 2 Years

Number in the group = 6



Mood



Resilience



Engagement



Communication



Relaxation



Positivity

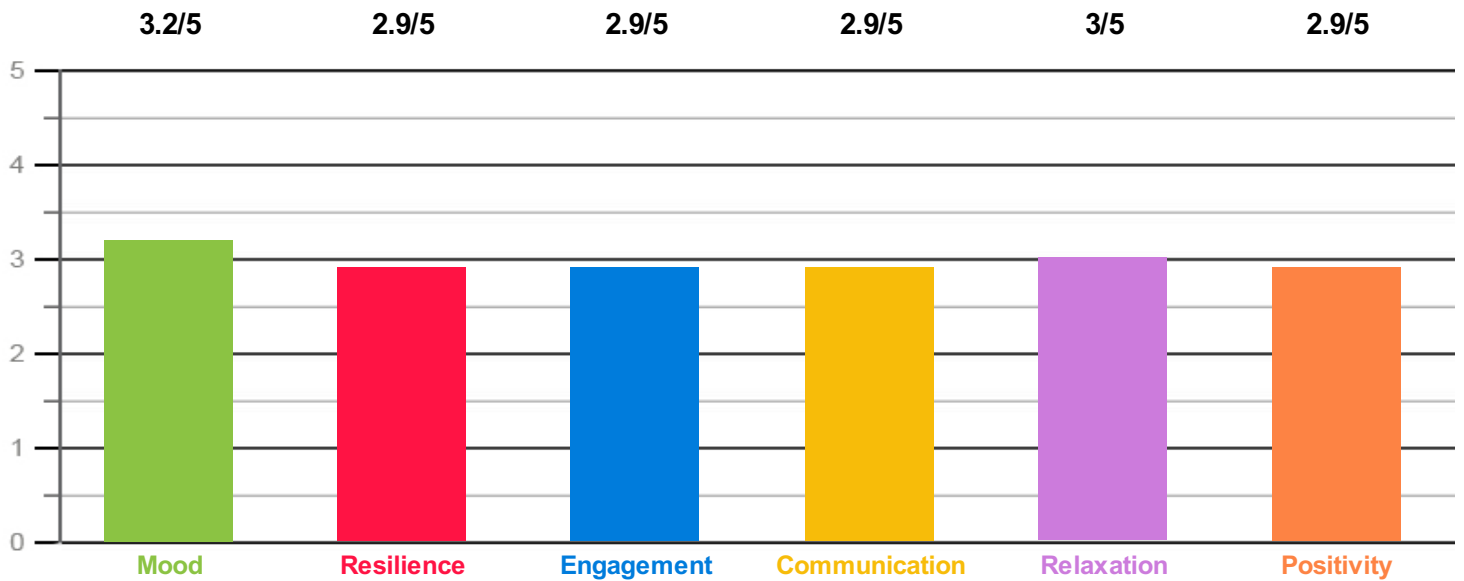
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Six-Star Organisation Wellbeing Survey

Length of employment in years with this organisation averages: 2-5 Years

Number in the group = 14



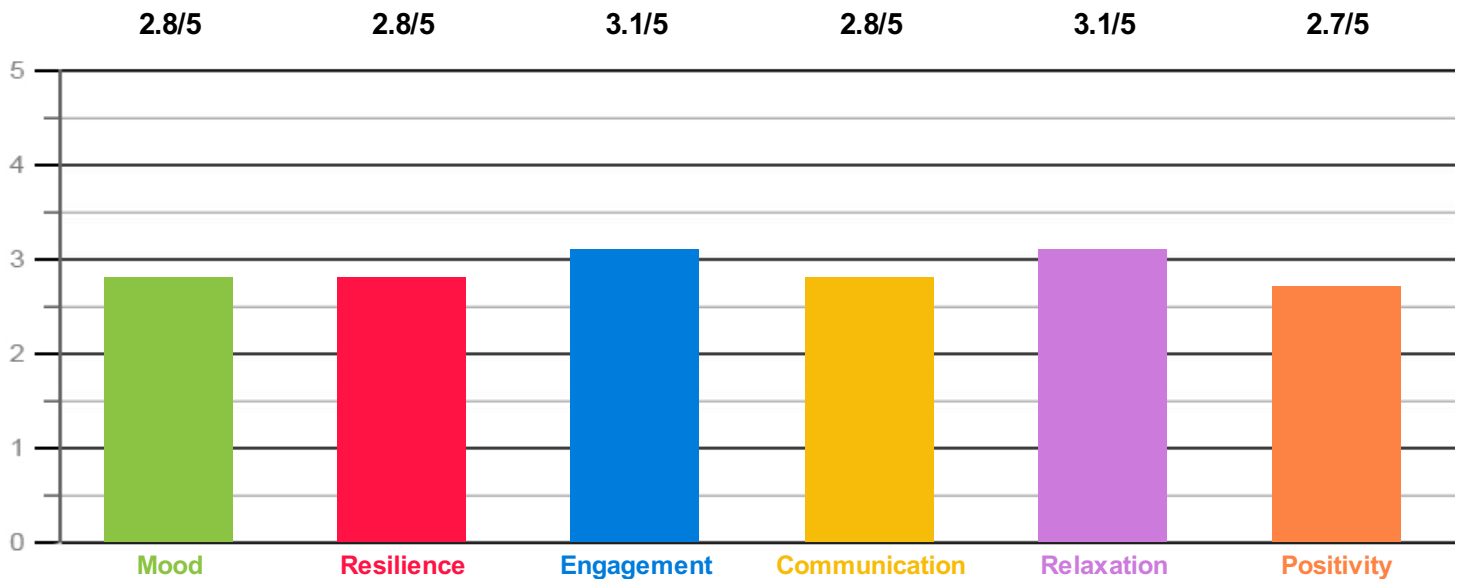
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Six-Star Organisation Wellbeing Survey

Length of employment in years with this organisation averages: 6-10 Years

Number in the group = 11



Mood



Resilience



Engagement



Communication



Relaxation



Positivity

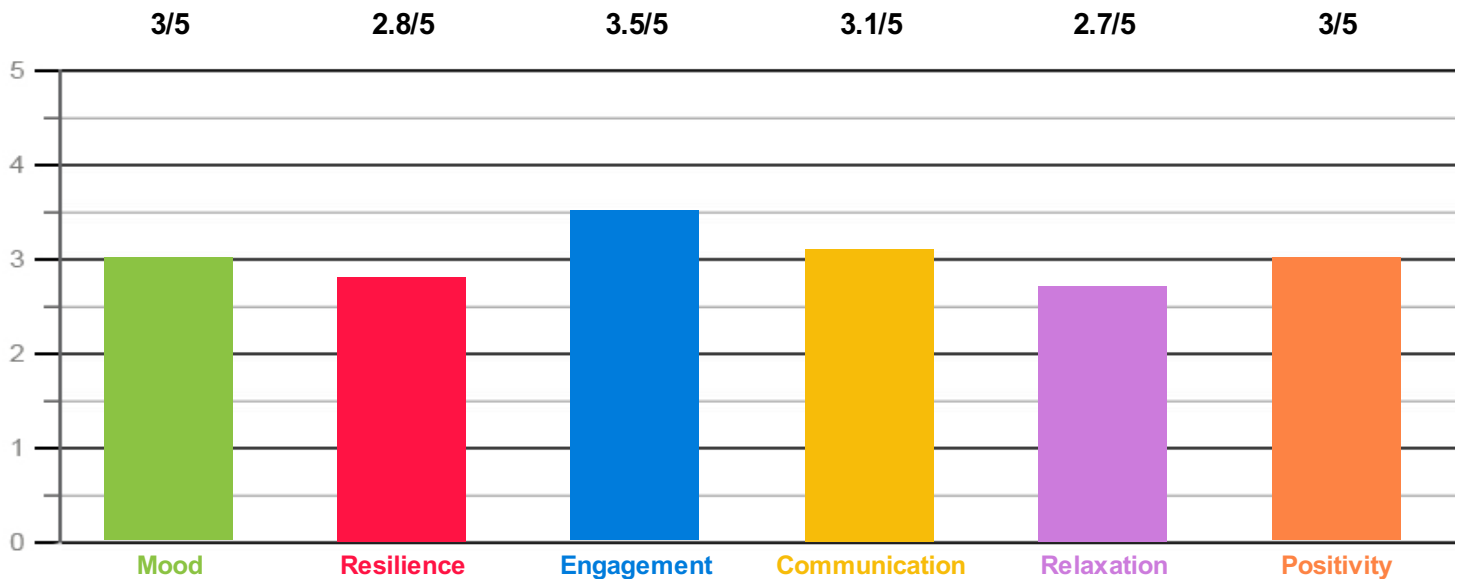
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Six-Star Organisation Wellbeing Survey

Length of employment in years with this organisation averages: 10-19 Years

Number in the group = 6



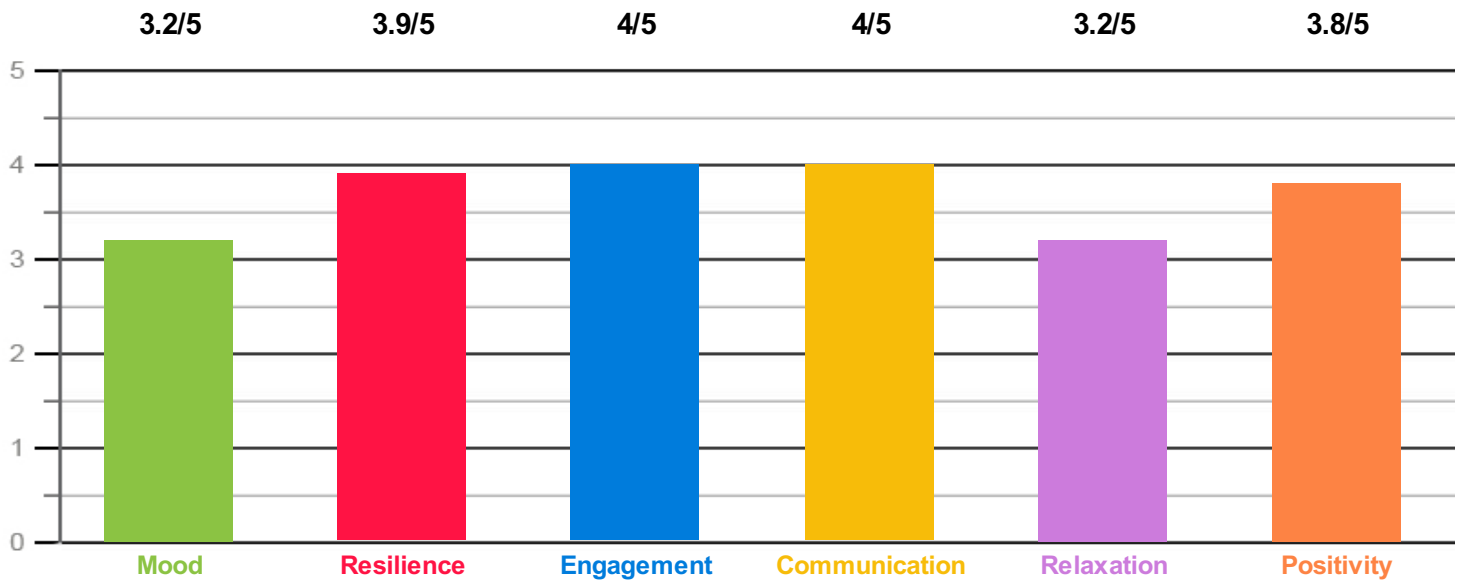
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Six-Star Organisation Wellbeing Survey

Length of employment in years with this organisation averages: 20+ Years

Number in the group = 9



Mood



Resilience



Engagement



Communication



Relaxation



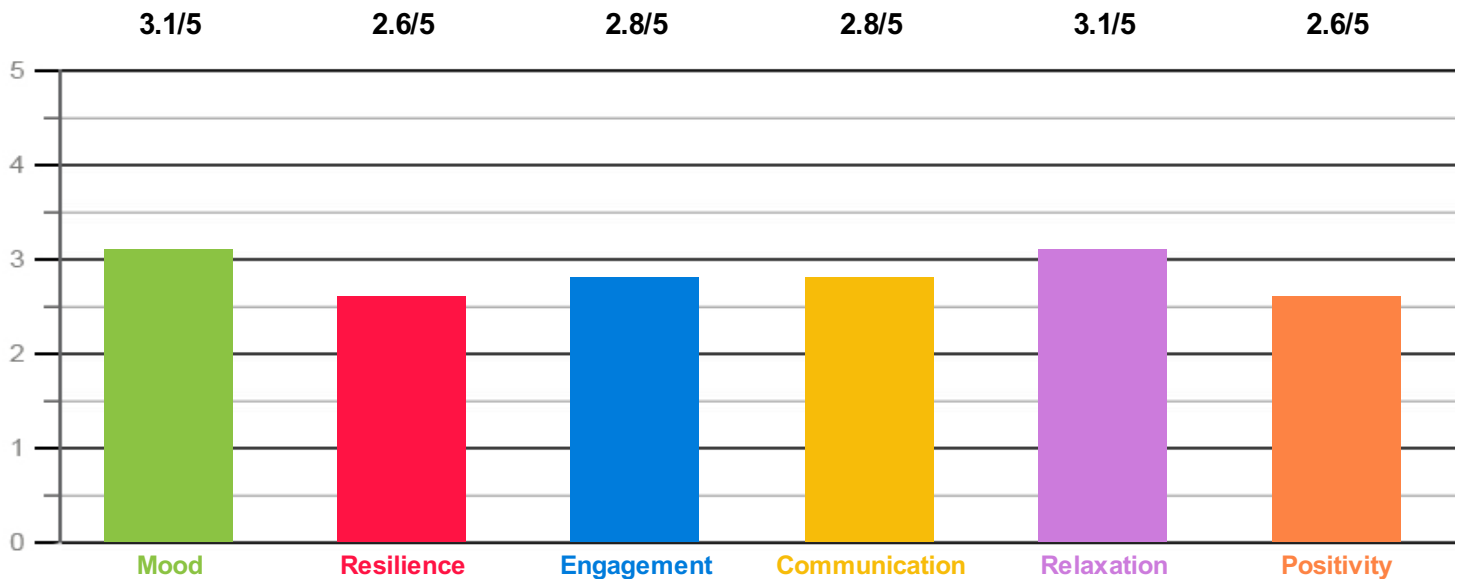
Positivity

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Six-Star Organisation Wellbeing Survey Level Employment averages: Senior Manager

Number in the group = 11



Mood



Resilience



Engagement



Communication



Relaxation



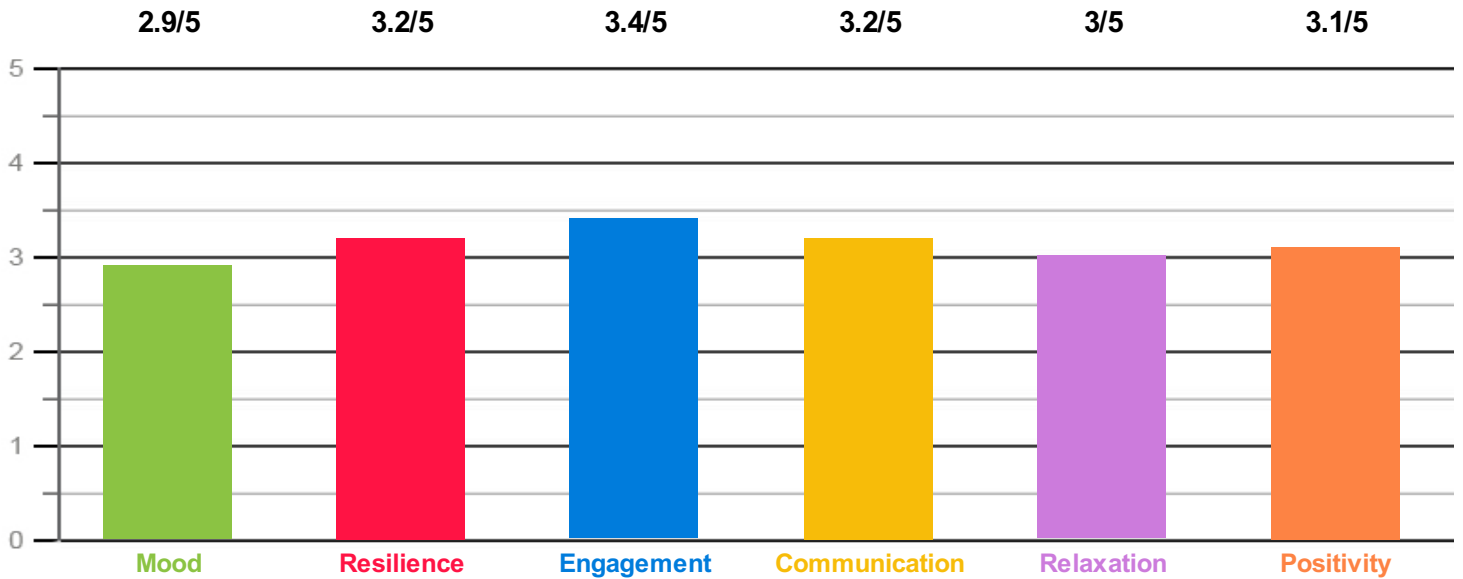
Positivity

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Six-Star Organisation Wellbeing Survey Level Employment averages: Manager / Team Leader

Number in the group = 14



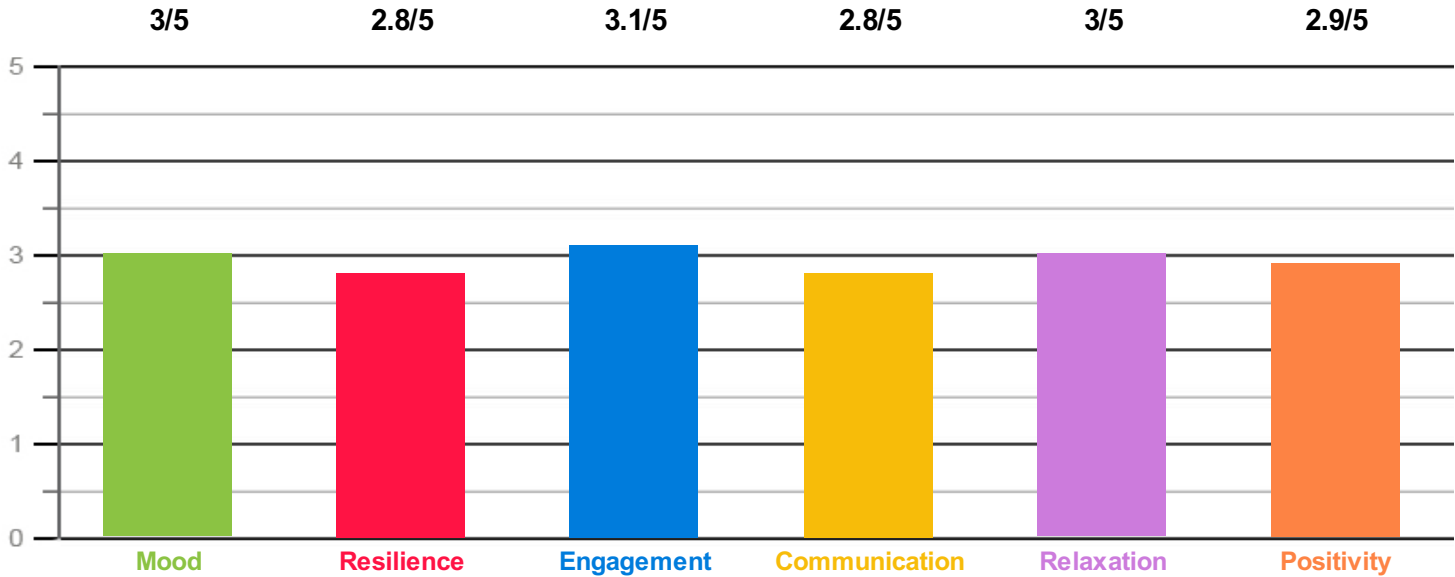
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Six-Star Organisation Wellbeing Survey

Level Employment averages: Other

Number in the group = 7



Mood



Resilience



Engagement



Communication



Relaxation



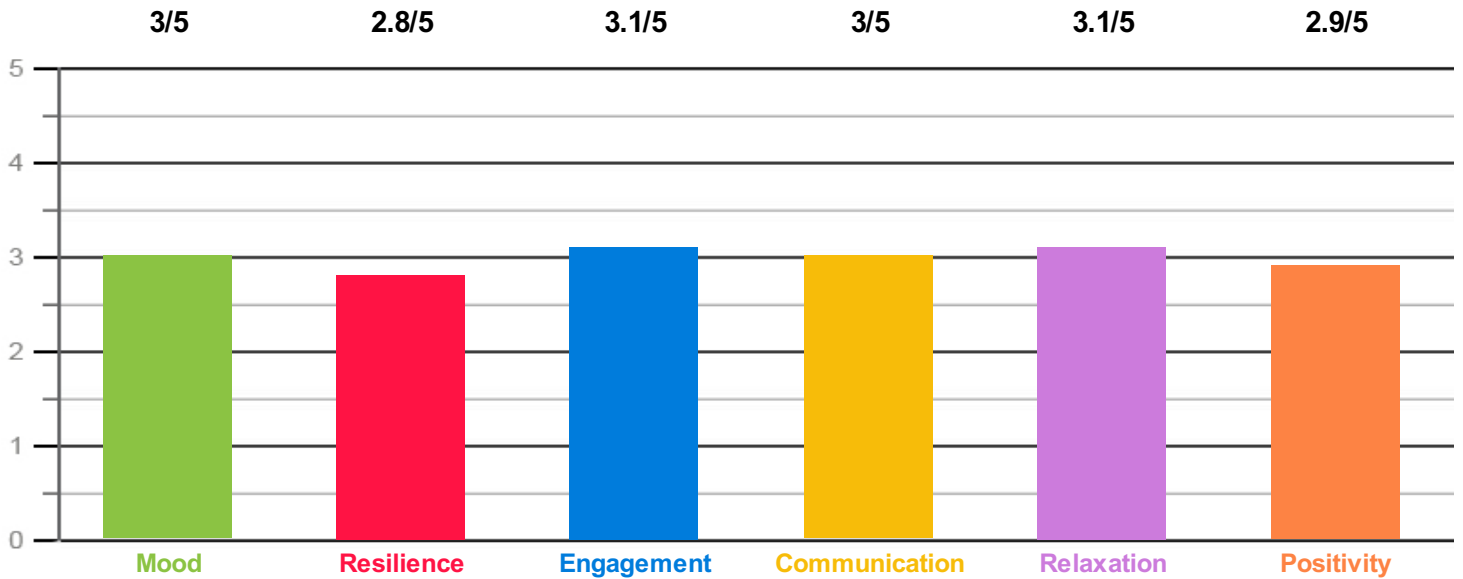
Positivity

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Six-Star Organisation Wellbeing Survey Employment Status averages: Full Time

Number in the group = 14

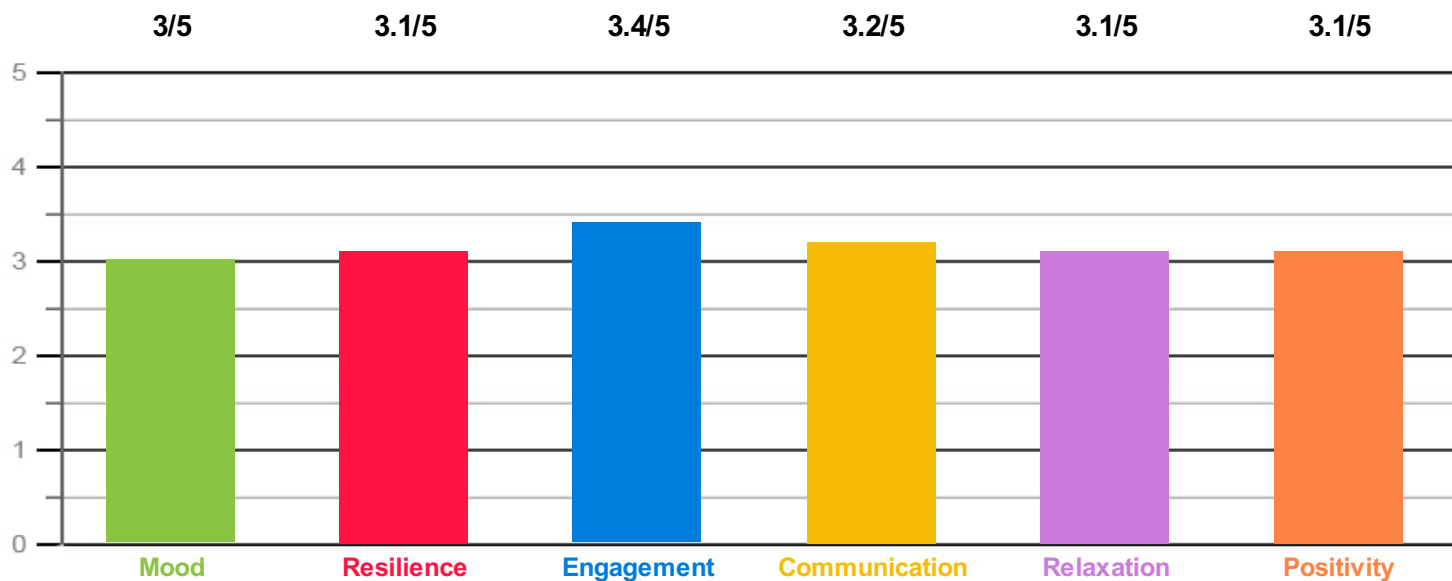


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Six-Star Organisation Wellbeing Survey Employment Status averages: Part Time

Number in the group = 17



Mood



Resilience



Engagement



Communication



Relaxation



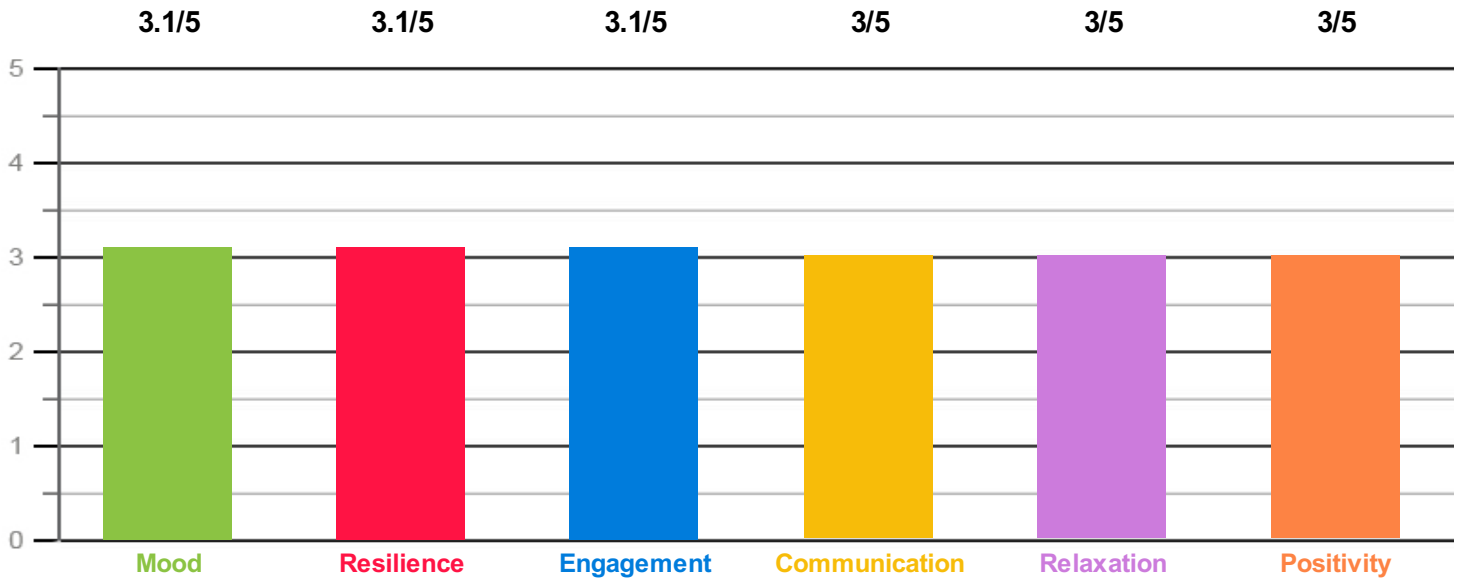
Positivity

Notes:

The Six-Star Organisation Wellbeing Survey is a summary of self-report data and should not be used as a psychological test or definitive assessment or screening of overall wellbeing or performance in any specific sub-category. The information is intended for organisation use only as a guide or indication about the wellbeing of sub-groups in the workforce. The results and report are intended for a specific allocated person within the organisation that is familiar with wellbeing concepts. The results should be considered in context of the overall experience within the organisation and supported by other indicators, further investigation, targeted assessments or specific professional advice. Elite Performance and its employees are not responsible for the use of and interpretation of data.

Six-Star Organisation Wellbeing Survey Employment Status averages: Casual

Number in the group = 16

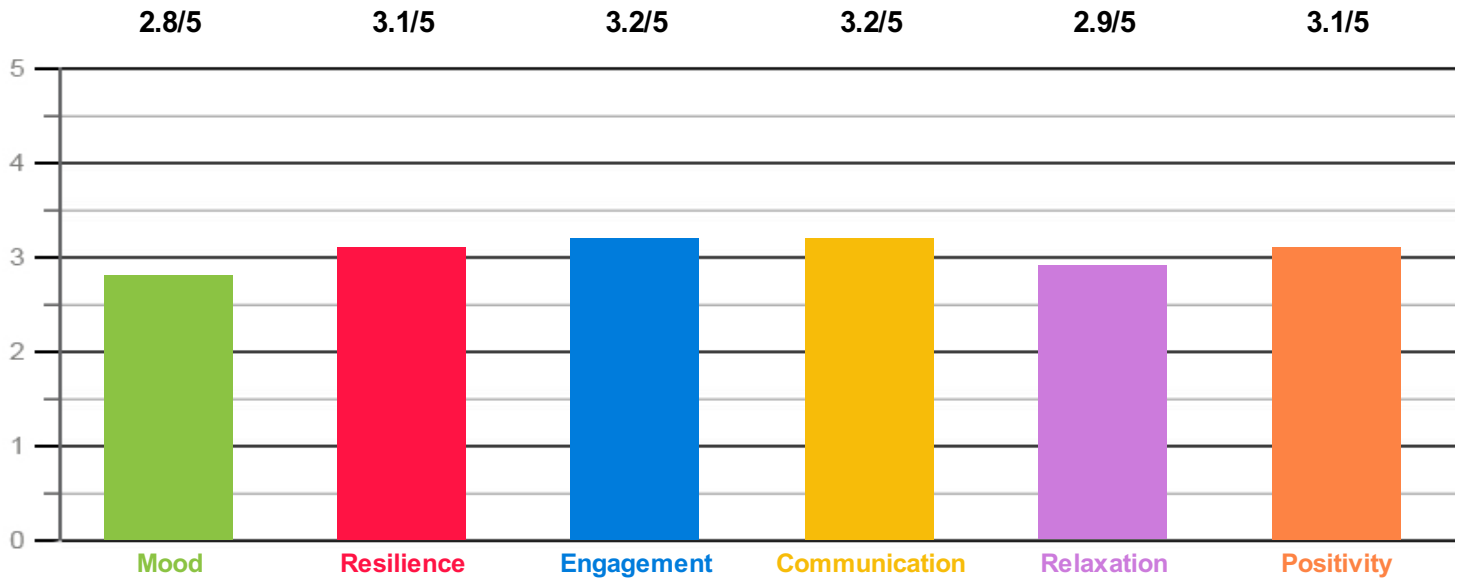


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Six-Star Organisation Wellbeing Survey Sub-group averages: B

Number in the group = 6

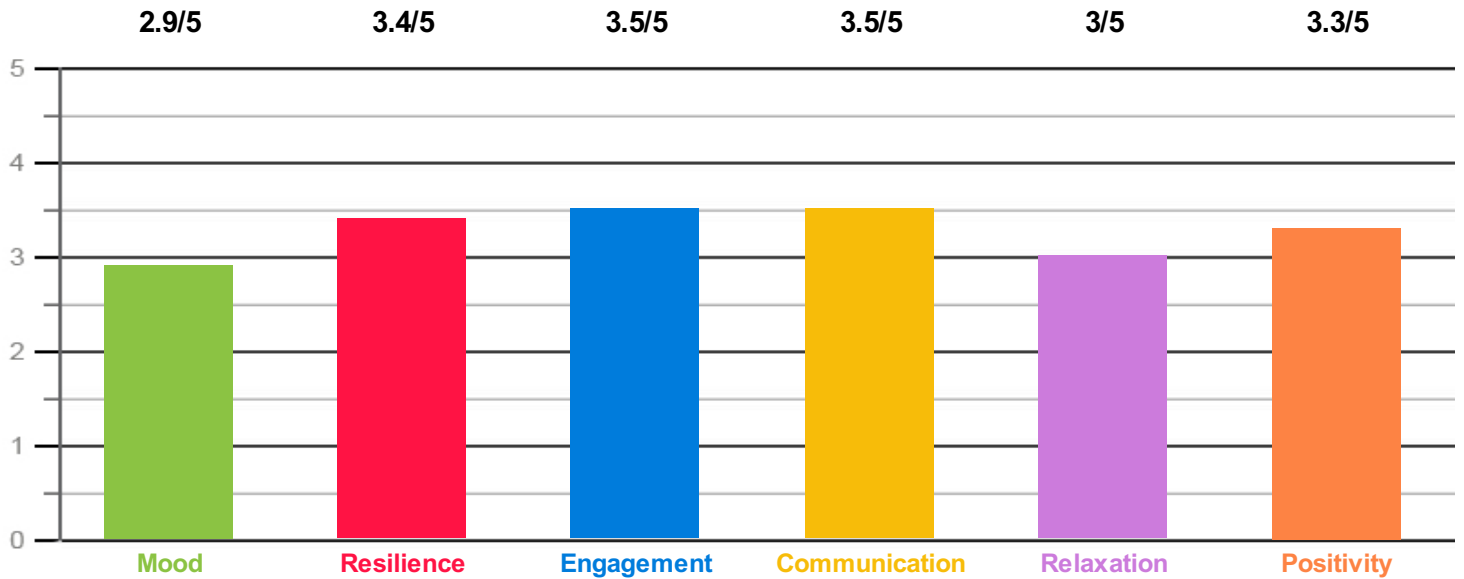


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Six-Star Organisation Wellbeing Survey Sub-group averages: C

Number in the group = 9



Notes:

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