

# Employee Engagement Survey

Sustainable high performing organisations have engaged workforces. Their employees feel satisfied, love their jobs, work hard and promote the company.

Extensive research links organisational performance to engaged employees. Insync's Employee Engagement Survey answers three critical questions:

- How engaged are your employees?
- What is driving their engagement?
- How do you increase engagement?

The survey also empowers line managers by providing information about their teams, and giving them an action list of the top three things to work on to increase engagement. We give you actionable information and put it in the hands of the people who are able to drive change.

## About the survey

The Employee Engagement Survey is founded on advanced academic, empirical and

statistical research. The core items measure what employees think and how they feel about the organisation. The survey also shows how these thoughts and feelings pay off in discretionary effort.

All employees complete the survey which takes about five minutes. The results are presented in raw scores and also benchmarked against Insync's extensive database.

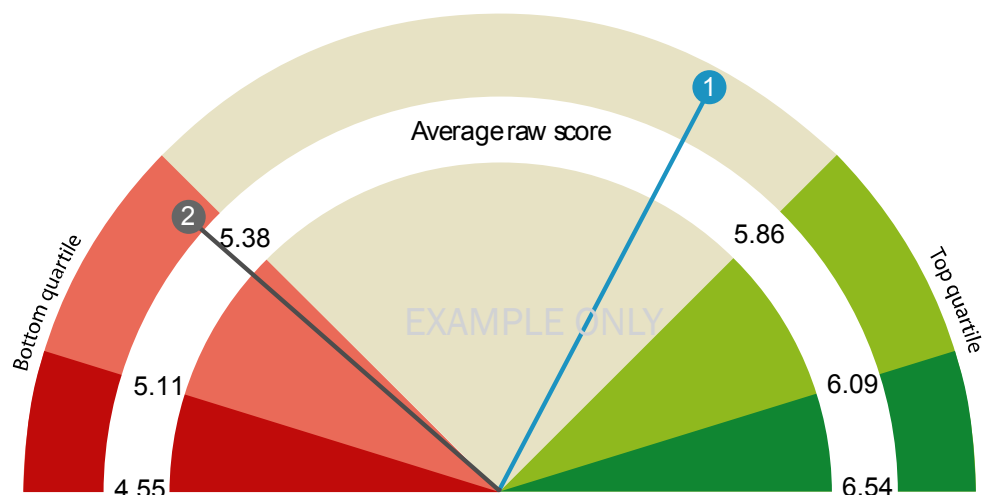
## From answers to action

How engaged are your staff? A disengaged workforce is not only counterproductive, it can cripple an organisation's performance. The Employee Engagement Survey provides comprehensive reports for HR professionals and executives. Simple, action oriented summaries are given to each line manager with six or more respondents. We provide train the trainer services, or speak directly to line managers about their results. We also help with action planning and follow up measurement.

“Identifying workforce engagement levels and the drivers of engagement is a powerful combination and extremely effective in identifying the path to increased performance.”

## Employee Engagement scan

The scan shows an organisation's benchmark ranking and company raw score in a snapshot.





## A model for success

Engaged employees think, feel and act in a way that positively impacts on performance. There are three clear areas of engagement:

- **Heart** – employees are emotionally invested in the organisation. They are satisfied, committed and proud.
- **Head** – employees think positive things about the organisation. They are enthusiastic and embrace challenges.
- **Hand** – employees translate their positive thoughts and feelings into action. They go above and beyond the call of duty and share willingly with their colleagues.

## What you can expect

The effectiveness of an engagement survey is based on open communication, smart action planning and comprehensive follow up. That's why Insync provides a complete solution.

From survey design, internal communications, reporting, action planning, goal setting and follow up, our experienced consultants partner with you to move from answers to action.

Successful organisations value the power of an engaged workforce and we're committed to bringing change to your organisation that equals business outcomes.

## About Insync

Insync helps your organisation achieve sustainable high performance by improving your employee and customer engagement.

With over 25 years' experience, we're experts in employee engagement surveys, customer research, exit interviews, 360 feedback and leadership team and board evaluations. We also assist clients with focus groups, action planning, change management and developing and reviewing EVPs and CVPs.

We've conducted over 1,000 employee, customer and board research projects in the last five years for some of the largest organisations throughout Asia Pacific. These include ACCC, AFL, ASX, Cathay Pacific, Country Road, Chevron, CSIRO, Fairfax, GrainCorp, John Holland, Johnson & Johnson, KPMG, Metro, Mitsui, Nufarm, QBE, Salvation Army, Swire, Sydney Water, Toll, Visy, YMCA, federal and state government departments and agencies, many local councils and most universities.

We have delivered surveys, research and consulting projects in around 100 countries and 40 languages. We have made significant investments in our people, processes, culture and technology to ensure that we provide cost-effective and actionable insights to clients that make a real difference to their organisation.

Visit: [www.insyncsurveys.com.au](http://www.insyncsurveys.com.au)  
Contact us: [info@insyncsurveys.com.au](mailto:info@insyncsurveys.com.au)

Melbourne  
Level 7  
91 William Street  
Melbourne, Vic 3000  
Australia  
Tel. + 61 3 9909 9209  
Fax. + 61 3 9614 4460

Sydney  
Level 20  
15 Castlereagh Street  
Sydney, NSW 2000  
Australia  
Tel. + 61 2 8081 2000  
Fax. + 61 2 9955 8929