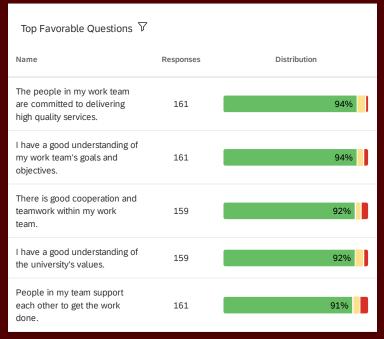
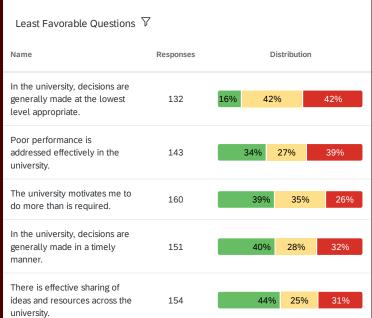
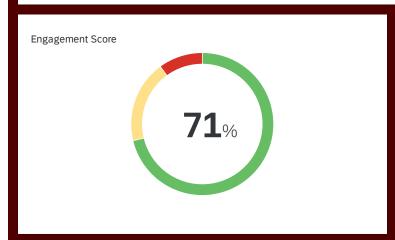
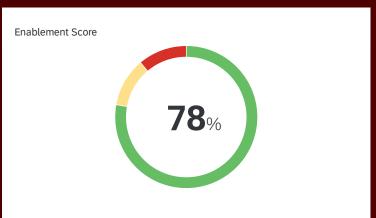
Where are we strongest and in need of improvement?





Engagement & Enablement Scores

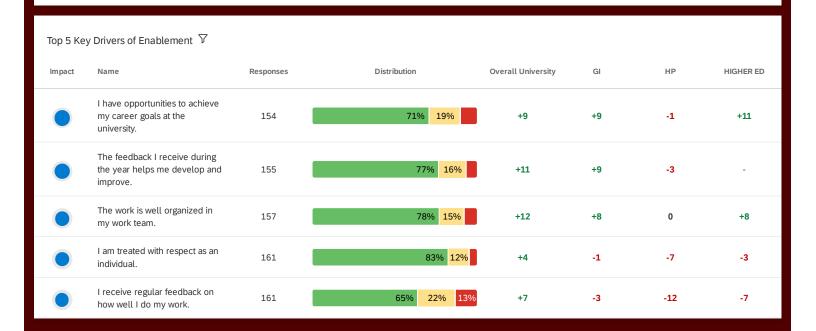




What should I focus on to increase Engagement?

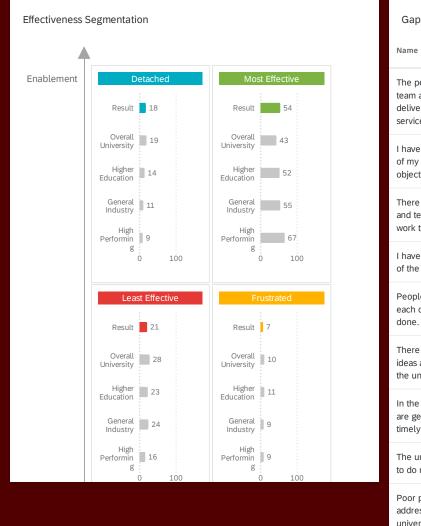
Top 5 Key Drivers of Engagement $$										
Impact	Name	Responses	Distribution	Overall University	GI	HP	HIGHER ED			
	The university shows care and concern for its employees.	159	63% 25% 13%	+8	-8	-18	+2			
	The university is open and honest in communications with employees.	159	62% 24% 14%	+9	-3	-13	+5			
	I believe that the university will be successful over the next 2-3 years.	157	82% 13%	+6	+7	-6	-			
	I have trust and confidence in the university's senior leadership team.	157	54% 32% 15%	+3	-14	-26	0			
	The university is effectively managed and well-run.	155	48% 33% 19%	+4	-15	-26	-6			

What should I focus on to increase Enablement?



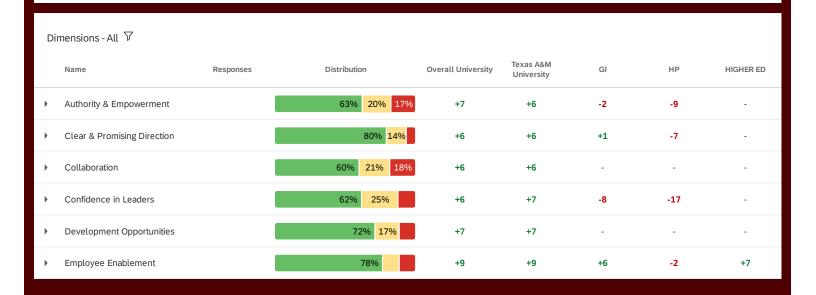
What should I focus on to move employees into the Engaged segment?

- . Determine which segment you want to focus on (Frustrated, Detached or Disengaged)
- Use the "Engagement Profile" filter at the top of the page and choose that segment
- . The chart below will show the questions with the largest favorable gaps between that group and the Engaged group





Overall Dimension & Question List



	Name	Responses	Distribution	Overall University	Texas A&M University	GI	НР	HIGHER ED
•	Employee Engagement		71% 19%	+6	+6	-1	-8	+3
→	Pay & Benefits		69% <mark>17% </mark> 14%	+11	+11	-	-	-
•	Performance Management		59% 22% 19%	+9	+9	-2	-14	-
•	Quality & Student Focus		77% 19%	+3	+3	-2	-10	-
+	Resources		75% 16%	+4	+4	+4	-4	-
•	Respect & Recognition		70% 18%	+8	+8	-5	-	-
•	Training		71% 15%	+8	+8	+2	-	-
•	Well-Being		78%	+6	+5	-1	-	-
+	Work, Structure, & Process		60% 22% 18%	+8	+9	-1	-11	-
•	Community		62% 31%	+1	+2	-11	-19	-
•	Development Opportunities - Faculty		Too few responses	-	-	-	-	-
•	Development Opportunities - Staff		72% 17%	+7	+7	+8	-3	-
•	Training - Faculty		Too few responses	-	-	-	-	-
•	Training - Staff		71% 15%	+7	+6	+4	-	-