

2015 Best Firms to Work For Employee Survey Results
XYZ SAMPLE FIRM



1. Do you believe your firm should qualify as one of the best firms in the industry to work for?

#	Answer	Response	%
1	Yes	39	100.0%
2	No	0	0.0%
	Total	39	100.0%

2. Why do you feel this way?

Statistic	Value
Total Responses	30

3. How likely would you be to recommend your firm to a friend looking for a new job?

#	Answer	Min Value	Max Value	Average Value	Responses
1	Likelihood that you would recommend your firm to a friend looking for a new job	5.0	10.0	9.7	39

4. How would you describe your firm to them?

Statistic	Value
Total Responses	30

5. Which of the following three words best describe your firm's culture or personality? Please select only three.

#	Answer	Response	%
1	Client focused	12	37.5%
2	Family atmosphere	25	78.1%
3	Flexible	11	34.4%
4	Team oriented/collaborative	9	28.1%
5	Entrepreneurial	2	6.3%
6	Caring/philanthropic/compassionate	5	15.6%
7	Supportive of professional goals	1	3.1%
8	High-tech	1	3.1%
9	Respectful	1	3.1%
10	Focused on integrity	1	3.1%
11	Full of pride	6	18.8%
12	Fun	20	62.5%
13	Innovative	2	6.3%

6. How satisfied are you with your firm on the following?

#	Answer	Min Value	Max Value	Average Value	Standard Deviation	Responses
1	Periodic pay increases	5.0	10.0	9.0	1.5	39
2	Opportunities for increased responsibility	5.0	10.0	9.5	1.1	39
3	Challenging work	6.0	10.0	9.4	1.1	39
4	Excellent benefits	5.0	10.0	9.1	1.3	39
5	Training opportunities	7.0	10.0	9.3	1.0	39
6	Career growth/advancement opportunities	4.0	10.0	9.3	1.3	39
7	Mentoring program	6.0	10.0	9.3	1.1	39

7. How much do you agree with the following statements regarding your firm's management?

#	Answer	Min Value	Max Value	Average Value	Standard Deviation	Responses
1	My firm has a trustworthy leadership/management team	6.0	10.0	9.6	0.9	39
2	My firm has a competent leadership/management team	8.0	10.0	9.8	0.5	39
3	I feel positive relationships exist between employees and management at my firm	6.0	10.0	9.7	0.9	39
4	If I have an idea or suggestion for improving the firm, management will listen and respond	4.0	10.0	9.5	1.2	39
5	If I have a grievance about the firm, management will listen and respond, and I am not fearful of negative impacts to my job	4.0	10.0	9.6	1.1	39
6	I know what to do if I have a complaint regarding employee-related matters, such as wrongful termination or sexual harassment	3.0	10.0	9.6	1.3	39

8. How much do you agree with the following statements regarding the ethics and values of your firm?

#	Answer	Min Value	Max Value	Average Value	Standard Deviation	Responses
1	My firm is ethical in its business practices	8.0	10.0	8.8	0.5	39
2	My firm uses fairness and consistency in its policies and decisions	7.0	10.0	9.6	0.8	39
3	My firm strives to improve	8.0	10.0	9.9	0.4	39
4	My firm practices fair and equitable treatment of employees regardless of age, gender, race, religion, sexual orientation, etc.	6.0	10.0	9.8	0.8	39
5	My firm abides by its mission, vision, and/or core values	8.0	10.0	9.9	0.4	39
6	My firm is involved in philanthropic and/or community service activities	9.0	10.0	9.9	0.3	39
7	In general, staff diversity is respected; employees of different backgrounds and personalities are valued	2.0	10.0	9.2	1.6	39

9. How much do you agree with the following statements regarding your firm's work environment?

#	Answer	Min Value	Max Value	Average Value	Standard Deviation	Responses
1	I have fun and look forward to going to work	6.0	10.0	9.6	0.9	39
2	I have a comfortable and attractive work environment	7.0	10.0	9.7	0.8	39
3	I feel positive relationships exist among employees at my firm	6.0	10.0	9.6	1.0	39
4	The morale at my firm is high	8.0	10.0	9.8	0.6	39
5	In general, staff at all levels and titles are respected	6.0	10.0	9.6	1.0	39
6	My firm provides opportunities for socializing and celebrating special events	8.0	10.0	9.9	0.4	39
7	My firm fosters a caring, "family" atmosphere	7.0	10.0	9.8	0.6	39
8	My firm's management shows compassion to employees in times of need	9.0	10.0	9.9	0.3	39
9	My firm has a team environment	8.0	10.0	8.8	0.6	39
10	My firm communicates well with staff about corporate policies and decisions	7.0	10.0	9.6	0.8	39

10. How much do you agree with the following statements regarding your firm's work environment?

#	Answer	Min Value	Max Value	Average Value	Standard Deviation	Responses
1	In general, I feel things are well-organized at my firm	8.0	10.0	9.5	0.8	39
2	In general, I feel things are effectively communicated at my firm	6.0	10.0	9.2	1.1	39
3	My firm is environmentally friendly	6.0	10.0	9.0	1.2	39
4	I am well-informed about the financial/budget information regarding projects on which I work	8.0	10.0	9.8	0.6	39
5	I am well-informed about the schedule for projects on which I work	8.0	10.0	9.7	0.7	39
6	I am well-informed about financial information regarding the firm	9.0	10.0	9.9	0.2	39
7	Leadership is accountable and works towards accomplishing its business goals	9.0	10.0	9.9	0.3	39
8	My firm's leaders plan well for the future by doing things like grooming future leaders and planning for ownership transition	9.0	10.0	9.9	0.2	39

11. How much do you agree with the following statements regarding the quality of work at your firm?

#	Answer	Min Value	Max Value	Average Value	Standard Deviation	Responses
1	My firm offers me interesting work opportunities	6.0	10.0	9.4	1.0	39
2	My firm provides high-quality work for clients	9.0	10.0	9.8	0.4	39
3	My firm takes action to ensure and assess client satisfaction	9.0	10.0	9.8	0.4	39
4	My firm makes important contributions to the industry	7.0	10.0	9.1	1.0	39

12. How much do you agree with the following statements regarding personal satisfaction at your firm?

#	Answer	Min Value	Max Value	Average Value	Standard Deviation	Responses
1	I feel a sense of pride in working for my firm	7.0	10.0	9.7	0.8	39
2	I feel appreciated for the work I do	6.0	10.0	9.5	1.0	39
3	I feel my job is secure without the threat of a downsizing event in the coming year	7.0	10.0	9.7	0.7	39
4	My level of authority accurately reflects my level of responsibility	5.0	10.0	9.5	1.1	39
5	My firm's expectations for me are appropriate for my skills and experience	4.0	10.0	9.4	1.3	39
6	My workload is appropriate	7.0	10.0	9.5	0.8	39
7	I am proud of my work	8.0	10.0	9.8	0.5	39

13. How much do you agree with the following statements regarding technology at your firm?

#	Answer	Min Value	Max Value	Average Value	Standard Deviation	Responses
1	Computers and equipment (e.g., field, lab, or office equipment) used to do my job are maintained and upgraded so that I can be efficient	7.0	10.0	9.3	1.0	39
2	Software used to do my job are maintained and upgraded so that I can be efficient	7.0	10.0	9.5	1.0	39
3	When a computer or piece of equipment isn't working properly, someone will quickly resolve the problem	6.0	10.0	9.6	0.9	39

14. How satisfied are you with your firm's practices regarding compensation and financial benefits?

#	Answer	Min Value	Max Value	Average Value	Standard Deviation	Responses
1	Base salary/hourly wage	5.0	10.0	9.0	1.3	39
2	Compensation for overtime	4.0	10.0	9.1	1.4	31
3	Compensation for extraordinary effort	2.0	10.0	8.7	2.1	31
4	Retirement plan (401(k), pension, other)	5.0	10.0	9.4	1.2	39
5	Distribution of company profits (for bonuses, retirement plan contributions, etc.)	7.0	10.0	9.7	0.8	39
6	Total compensation (including salary, bonus, retirement benefits, etc.)	7.0	10.0	9.5	0.8	39

15. How satisfied are you typically with your firm's practices regarding bonuses?

#	Answer	Min Value	Max Value	Average Value	Standard Deviation	Responses
1	Frequency of bonuses	5.0	10.0	9.6	1.2	39
2	Amount of bonuses	5.0	10.0	9.6	1.2	39

16. How much do you agree with the following statements regarding compensation at your firm?

#	Answer	Min Value	Max Value	Average Value	Standard Deviation	Responses
1	My firm makes an effort to improve its compensation structure to remain competitive	5.0	10.0	9.3	1.1	39
2	My level of compensation accurately reflects my workload	5.0	10.0	9.0	1.3	39

17. How satisfied are you typically with your firm's practices regarding raises? (consider your response over many years since the current economy has forced firms to deviate from their normal practices)

#	Answer	Min Value	Max Value	Average Value	Standard Deviation	Responses
1	Frequency of raises	5.0	10.0	9.1	1.5	31
2	Amount of raises	5.0	10.0	9.0	1.4	39

18. How satisfied are you with the benefits offered by your firm?

#	Answer	Min Value	Max Value	Average Value	Standard Deviation	Responses
1	Quality of medical coverage	0.0	10.0	9.1	2.1	31
2	Your out-of-pocket medical expenses	0.0	10.0	8.8	2.1	31
3	Overall benefits package (considering the full package such as retirement plans, medical insurance, paid time off, and other fringe benefits)	0.0	10.0	9.1	1.9	39
4	Tuition reimbursement	5.0	10.0	9.4	1.3	30
5	Flexible spending account for child care expenses	5.0	10.0	9.2	1.5	27
6	Flexible spending account for medical expenses	3.0	10.0	9.2	1.7	30
7	My firm makes an effort to improve the quality of benefits offered to staff.	5.0	10.0	9.6	1.1	39

19. Do you feel your firm is effectively recruiting new employees?

#	Answer	Response	%
1	Yes	39	100.0%
2	No	0	0.0%
	Total	39	100.0%

20. How satisfied are you with your firm's practices regarding:

#	Answer	Min Value	Max Value	Average Value	Standard Deviation	Responses
1	Telecommuting	5.0	10.0	9.1	1.2	39
2	Time off	5.0	10.0	9.0	1.5	39
3	Work-life balance	7.0	10.0	9.6	0.9	39
4	Flexible work hours	9.0	10.0	9.8	0.4	39
5	Overtime	6.0	10.0	9.4	1.1	31
6	Maternity leave	5.0	10.0	9.7	1.0	29
7	Paternity leave	5.0	10.0	9.6	1.1	29
8	The amount of paid time off you receive annually including vacation, sick, PTO, holiday, etc.	0.0	10.0	8.6	2.2	39

21. What is your company doing to recruit new employees?

Statistic	Value
Total Responses	28

22. Do you feel your firm is effectively retaining employees?

#	Answer	Response	%
1	Yes	39	100.0%
2	No	0	0.0%
	Total	39	100.0%

23. What is your company doing to retain employees?

Statistic	Value
Total Responses	29

24. Are new employees made to feel welcome and valued?

#	Answer	Response	%
1	Yes	39	100.0%
2	No	0	0.0%
	Total	39	100.0%

25. What does your company do to make new employees feel welcome and valued?

26. How much do you agree with the following statements regarding professional development?

#	Answer	Min Value	Max Value	Average Value	Standard Deviation	Responses
1	Management takes an interest in my professional development	8.0	10.0	9.7	0.6	39
2	I have opportunities for career growth at my firm	2.0	10.0	9.3	1.7	39
3	As I develop my skills and experience, there are opportunities for continued financial gain at my firm	5.0	10.0	9.4	1.3	39
4	My firm strives to improve professional development opportunities offered to staff	6.0	10.0	9.7	0.9	39

27. How would you rate your firm's professional development activities?

#	Answer	Min Value	Max Value	Average Value	Standard Deviation	Responses
1	Quality of training	7.0	10.0	9.5	0.9	39
2	Frequency of training	5.0	10.0	9.3	1.3	39
3	Quality of mentoring	8.0	10.0	9.6	0.7	39
4	Frequency of mentoring	5.0	10.0	9.4	1.1	39

28. Does your firm identify a professional development curriculum that will lead to career advancement?

#	Answer	Response	%
1	Yes	31	96.9%
2	No	1	3.1%
	Total	39	100.0%

29. Is your manager supportive of professional development/continuing education?

#	Answer	Response	%
1	Yes	39	100.0%
2	No	0	0.0%
	Total	39	100.0%

30. Are you permitted to use work time to meet these obligations?

#	Answer	Response	%
1	Yes	39	100.0%
2	No	0	0.0%
	Total	39	100.0%

31. How would you rate your firm's recognition of your job performance?

#	Answer	Min Value	Max Value	Average Value	Standard Deviation	Responses
1	Frequency of performance reviews with my supervisor	5.0	10.0	9.6	1.0	39
2	Informal feedback on my performance	5.0	10.0	9.4	1.2	39
3	Quality of feedback	7.0	10.0	9.5	0.8	39
4	Frequency of coaching to assist in improving my performance	6.0	10.0	9.6	0.9	39
5	The ability to manage my own work when necessary	7.0	10.0	9.8	0.7	39

39. How do you rate your firm's practices regarding all employees?

#	Answer	Min Value	Max Value	Average Value	Standard Deviation	Responses
1	Recognition of individual performance	3.0	10.0	8.9	1.6	39
2	Recognition of team performance	3.0	10.0	9.2	1.6	39
3	Addressing sub-par performance when necessary	5.0	10.0	8.9	1.5	39

33. How much do you agree with the following statements?

#	Answer	Min Value	Max Value	Average Value	Standard Deviation	Responses
1	My level of compensation accurately reflects my job performance	4.0	10.0	9.2	1.4	39
2	I know what actions lead to praise for doing a good job	3.0	10.0	9.1	1.6	39
3	I understand how my job performance is evaluated	6.0	10.0	9.5	1.0	39
4	My manager helps me establish goals and holds me accountable to meeting them	6.0	10.0	9.6	1.0	39
5	My supervisor supports my efforts to succeed at work	7.0	10.0	9.7	0.7	39
6	My supervisor recognizes that mistakes can be learning opportunities	7.0	10.0	9.8	0.7	39
7	Management appropriately handles negative situations	6.0	10.0	9.4	1.2	39
8	Management offers recognition that is fair and appropriate	5.0	10.0	9.4	1.2	39
9	I'm comfortable disagreeing with or constructively criticizing my supervisor	3.0	10.0	9.4	1.4	39

34. How does your firm compare to other firms in your industry?

#	Answer	Min Value	Max Value	Average Value	Standard Deviation	Responses
1	Rate your firm in comparison to other firms in your industry	7.0	10.0	9.7	0.7	31

35. What have you experienced or heard about at other firms that you would like to see implemented at your firm?

36. Where do you see your firm in two years?


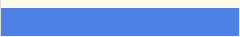



37. If you could ask your leadership just one question, what would it be?

38. Please tell us anything else about your firm that you feel makes it the Best Firm to Work For.

39. What is your gender?



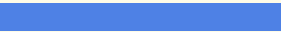


#	Answer	Response	%
1	Male	25	78.1%
2	Female	7	21.9%
	Total	39	100.0%

40. What is your age? (U.S. Census, 9 Categories)

#	Answer		Response	%
1	Under 18 years		0	0.0%
2	18 to 24 years		4	12.5%
3	25 to 34 years		16	50.0%
4	35 to 44 years		7	21.9%
5	45 to 54 years		3	9.4%
6	55 to 64 years		2	6.3%
7	65 to 74 years		0	0.0%
8	75 to 84 years		0	0.0%
9	85 years or older		0	0.0%
	Total		39	100.0%

41. How many years have you been employed at this firm?

42. Which of the following best describes your position within your firm?

#	Answer		Response	%
1	Support staff (e.g. administration)		2	6.3%
2	Non technical office staff (e.g. marketing, human resources, accounting)		3	9.4%
3	Technical office staff (e.g. architect, designer, engineer, scientist, project manager)		19	59.4%
4	Field staff (e.g. surveyor, field technician, construction inspector)		4	12.5%
5	Management (e.g. president, vice president, principal, associate)		4	12.5%
	Total		39	100.0%