



Employee Comments Report

Employee Survey – March 2007
XYZ Company

SAMPLE
(Abbreviated Version)

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About the Employee Comments ...

The Employee Comments Report provides valuable insight into the pulse of your organization's 40 and older population. When your employees completed the survey as part of the 2007 AARP Best Employers For Workers Over 50 program, they were asked two open-ended questions:

- What makes this a great organization where people want to work?
- What would make this a better place to work?

In response, employees had the opportunity to write their comments. The survey instructions promised anonymity in an effort to encourage honest, candid feedback about your organization. These comments were entered into our database and have been listed below in random order exactly as they were provided to us from your employees. Typographical errors and misspellings have not been corrected. However, self-identifying remarks may have been edited or removed to protect employee anonymity.

Question One: What makes this a great organization where people want to work?

The Respect you get from your coworkers, top to bottom through your knowledge not who you are.

Flexibility, benefits like tuition reimbursement, honesty and ethics of Board/Management.

The flexibility to do your job without constant supervision and the trust between upper management and myself that I can do my job if they are out of the office without problems happening that I can't handle.

The leadership takes action to make things better.

The trust that management has in its employees. I feel that employees are treated fairly and equally

Management is truly concerned with your opinion and ideas to improve both customer service and the organization as a whole. They take time to listen and share their opinions so everyone is on the same page and can effectively concentrate on providing the best service possible to our members/customers

Sr Mangmnt says that they care about the employees and they try to show it. Everyone is friendly and respectful. The values of the CEO and his commitment to the organization is something we all strive for.

In my department, I feel valued and appreciated.

We care about the individual employees and respect their particular situations.

Teamwork; fun at the workplace; caring co-workers; one on one contact with customers/members; good benefits.

Each person is allowed to have their different views and contributive differences and not be judged based on them. We are allowed to work at our own speed in order to acheive success in our daily tasks.

It feels like one big family. Everybody knows everybody for the most part and everybody treats one another like we are all friends. These actions foster better relationships both in the office and outside of the office. This is a fun place to work were the stuffy-ness of most

Question Two: What would make this a better place to work?

I staff would feel more comfortable in talking to their seniors about interdepartment subjects

Each person taking pride and responsibility in doing their jobs rather than trying to push blame around; more celebrating of our successes.

Better communication and for senior management to listen more to employee suggestions

More employee perks. Not enough personal perks, i.e. freebies, small items that say we like the way you do your job and function with others or with members. I think this is what most people want here but don't see much of it.

For everyone to trust that management is putting forth their best effort to change the culture for the better.

I feel that the working conditions here are very good and I have been here many years. I think that to be a better place to work is up to the employees that are there and there attitude

I would like to see some of the more reserved Sr Mangnmt Team be a bit more "out there" among the rank and file. It would show a stronger support connection, meaning they SEE what we all do. Spend some time knowing the person not just the job description.

More communication between different branches and departments. More equitable pay and benefits.

Some people can be negative at times and complain about other co-workers. It would be nice if they kept their comments to themselves or discussed it directly with whomever they seem to be having a problem with.

More communication at all levels and more continuity in the messages being delivered.

Sr. management be more visual to front office co-workers, customers/members.

Better bonuses and raises based on acheivements

Senior management recognizing the work employees perform.