

# 2007 AARP Best Employers for Workers over 50

## Employee Survey Summary Spreadsheet XYZ Company March 2007

Sample Report Only - This report does not contain actual results and is for illustrative purposes only.

	Overall		Benchmarks				Gender		Age						Ethnicity						Status		Duration of Employment					Job Role						Department												
	Positive Response	Negative Response	2007 AARP Best Employers Winner	Industry: Hospital/Healthcare	Size: 50-499 Employees	Male	Female	40-44	45-49	50-54	55-59	60-64	65+	African American	Asian	Caucasian	Hispanic/Latino	Native American	Pacific Islander	Biracial/Multi-racial	Full-Time	Part-Time	Less than 2 years	2-3 years	4-5 years	6-10 years	10 years or more	Admin (Clerical)	Admin (Technical)	Executive Team	Senior Manager	Mgr./Supervisor	Production/Service	Professional	Human Resources	Sales/Acct. Mgmt.	Customer Svc./Sup.	Quality Assurance	Marketing	Operations	Legal	Facilities Support	Information Tech.	Finance/Acct.		
Total number of survey respondents (592)			50	6	12	410	182	281	113	85	80	17	16	4	2	576	0	4	4	2	442	150	82	320	109	35	46	43	4	4	3	67	326	145	4	140	324	0	4	11	3	98	4	4		
<b>Individual Perspective</b>																																														
1	I understand our organization's mission and strategic goals	99	0	93	93	93	100	99	100	100	100	100	91	*	*	99	*	*	*	*	*	98	100	100	100	100	96	100	*	*	*	*	100	98	100	*	100	100	*	100	*	100	*	*		
2	My job makes good use of my skills and abilities	88	4	87	87	87	79	92	94	89	86	100	80	84	*	*	87	*	*	*	*	92	84	85	92	83	94	89	80	*	*	*	*	100	85	80	*	87	87	*	90	*	87	*	*	
3	I am provided the training I need to be effective in my job	91	1	83	83	83	88	92	94	94	93	90	88	84	*	*	91	*	*	*	*	92	91	81	97	100	89	96	80	*	*	*	*	93	91	85	*	100	90	*	100	*	75	*	*	
4	I understand how my job contributes to this organization's success	97	1	95	95	95	97	97	100	94	100	100	95	92	*	*	97	*	*	*	*	98	96	95	100	94	100	96	90	*	*	*	*	100	96	100	*	100	100	*	100	*	87	*	*	
5	I am given the responsibility and freedom to do my job	88	3	90	90	90	79	91	77	84	93	81	89	92	*	*	87	*	*	*	*	87	89	85	92	100	89	78	90	*	*	*	*	89	87	86	*	93	87	*	81	*	87	*	*	
6	I am regularly recognized for my contributions	69	9	69	69	69	68	69	73	73	66	90	59	53	*	*	69	*	*	*	*	73	62	61	71	55	84	78	60	*	*	*	*	89	60	75	*	68	57	*	81	*	75	*	*	
7	I have a clear understanding of this organization's current financial performance	78	10	69	69	69	70	82	83	88	73	100	74	63	*	*	79	*	*	*	*	79	80	74	78	77	88	81	80	*	*	*	*	96	70	80	*	87	74	*	90	*	71	*	*	
8	I am provided the resources I need to be effective in my job	88	2	84	84	84	81	91	89	94	73	81	93	69	*	*	88	*	*	*	*	89	89	89	92	88	84	85	90	*	*	*	*	96	83	93	*	100	85	*	100	*	62	*	*	
9	I am given a real opportunity to develop my skills in this organization	77	6	80	80	80	79	76	77	84	73	90	72	66	*	*	77	*	*	*	*	76	80	72	81	66	85	80	70	*	*	*	*	96	69	73	*	75	74	*	90	*	75	*	*	
10	I understand the steps necessary to advance my career	86	6	77	77	77	85	87	94	78	86	100	86	60	*	*	87	*	*	*	*	86	88	80	97	88	78	88	80	*	*	*	*	96	83	78	*	87	83	*	100	*	62	*	*	
11	I have the flexibility and authority to quickly address customer needs	91	2	93	93	93	88	92	100	100	100	100	78	84	*	*	91	*	*	*	*	95	84	83	94	100	89	96	70	*	*	*	*	100	91	93	*	87	92	*	90	*	100	*	*	
12	I am paid fairly for my work	78	10	71	71	71	88	75	73	89	60	63	85	84	*	*	78	*	*	*	*	76	84	79	84	72	78	75	70	*	*	*	*	86	72	86	*	93	76	*	100	*	75	*	*	
13	My supervisor makes his/her expectations clear	90	4	81	81	81	91	90	100	89	86	91	89	92	*	*	90	*	*	*	*	93	88	89	92	94	85	92	90	*	*	*	*	96	86	93	*	86	87	*	100	*	87	*	*	
14	I trust my supervisor enough to follow him/her, even when I disagree with his/her decisions	82	6	81	81	81	77	85	89	89	80	75	84	76	*	*	82	*	*	*	*	86	79	83	86	88	60	89	90	*	*	*	*	93	75	81	*	86	76	*	90	*	62	*	*	
15	My supervisor actively solicits my suggestions and ideas	77	7	78	78	78	74	78	83	84	66	83	80	50	*	*	77	*	*	*	*	79	74	82	81	66	60	82	66	*	*	*	*	89	72	75	*	66	75	*	90	*	50	*	*	
16	My supervisor keeps his/her promises	79	6	81	81	81	77	80	78	89	66	66	77	76	*	*	78	*	*	*	*	80	78	80	81	77	70	82	80	*	*	*	*	82	79	68	*	100	74	*	100	*	62	*	*	
17	I receive feedback from my supervisor that helps me	79	5	79	79	79	66	85	84	89	73	83	78	53	*	*	79	*	*	*	*	80	79	75	86	83	70	82	70	*	*	*	*	93	77	68	*	87	76	*	90	*	50	*	*	
18	My supervisor takes an active interest in helping me advance my career	72	13	71	71	71	64	76	70	70	73	77	70	80	*	*	72	*	*	*	*	73	72	65	72	68	73	84	66	*	*	*	*	93	65	53	*	73	62	*	100	*	57	*	*	
19	I believe what I am told by my supervisor	85	6	80	80	80	79	87	78	89	78	75	91	76	*	*	85	*	*	*	*	83	89	91	83	88	80	78	90	*	*	*	*	93	82	68	*	93	79	*	100	*	75	*	*	
20	My supervisor supports my efforts to balance my work and personal life	82	4	85	85	85	73	85	78	84	80	81	80	84	*	*	81	*	*	*	*	82	83	85	78	77	80	85	90	*	*	*	*	86	80	75	*	93	79	*	90	*	62	*	*	
21	I have a good relationship with my supervisor	90	2	89	89	89	91	89	89	84	86	91	93	92	*	*	89	*	*	*	*	92	88	87	92	100	80	92	80	*	*	*	*	93	89	87	*	87	92	*	100	*	75	*	*	
22	My supervisor regularly models our organization's values	86	3	85	85	85	84	87	94	94	73	75	89	76	*	*	86	*	*	*	*	88	86	87	86	94	80	85	90	*	*	*	*	89	83	86	*	87	81	*	100	*	75	*	*	
23	When I offer a new idea, I believe it will be fully considered	74	9	77	77	77	66	77	78	66	73	75	76	61	*	*	74	*	*	*	*	74	75	81	71	66	65	78	90	*	*	*	*	89	69	62	*	93	70	*	81	*	62	*	*	
24	I am comfortable expressing my opinions on issues important to me	83	7	84	84	84	82	83	89	83	66	83	87	66	*	*	83	*	*	*	*	84	82	85	76	94	80	85	80	*	*	*	*	93	80	81	*	87	76	*	100	*	75	*	*	
25	Changes that affect me are discussed prior to being implemented	73	12	64	64	64	62	78	84	72	73	81	73	58	*	*	74	*	*	*	*	74	73	72	70	76	65	85	100	*	*	*	*	86	71	62	*	81	71	*	81	*	50	*	*	
<b>Individual Perspective - Average</b>																																														
26	In my workgroup, we communicate openly about issues that impact each other's work	78	3	82	82	82	81	77	73	89	73	83	84	61	*	*	80	*	*	*	*	82	72	81	75	72	75	85	70	*	*	*	*	85	75	81	*	93	67	*	81	*	75	*	*	
27	Issues of low performance are addressed in my workgroup	69	8	69	69	69	61	72	68	63	71	75	78	53	*	*	71	*	*	*	*	67	72	79	70	61	55	66	66	*	*	*	*	75	69	56	*	93	67	*	72	*	50	*	*	
28	Promotions in my workgroup are based on a person's ability	72	12	72	72	72	62	76	82	80	61	70	72	66	*	*	73	*	*	*	*	70	77	74	70	66	68	80	50	*	*	*	*	85	72	50	*	73	70	*	80	*	57	*	*	
29	In my workgroup, we have opportunities to contribute to important decisions	76	6	79	79	79	69	79	78	73	60	72	88	66	*	*	76	*	*	*	*	75	78	84	74	72	70	71	80	*	*	*	*	89	75	56	*	86	67	*	90	*	75	*	*	
30	My workgroup constantly looks for ways to achieve better results	82	3	86	86	86	77	85	84	73	86	83	91	76	*	*	83	*	*	*	*	83	83	89	75	83	75	85	80	*	*	*	*	89	80	81	*	93	80	*	72	*	87	*	*	
31	In my workgroup, we actively seek to understand customer needs	93	1	92	92	92	86	96	89	89	100	83	91	100	*	*	92	*	*	*	*	95	91	89	100	88	95	92	80	*	*	*	*	100	93	86	*	100	92	*	100	*	87	*	*	
32	In my workgroup, we adapt quickly to changing circumstances	80	2	87	87	87	72	84	78	78	73	75	85	69	*	*	80	*	*	*	*	80	83	79	84	77	69	85	78	60	*	*	*	*	89	81	81	*	100	74	*	90	*	62	*	*
33	My work environment is fair for everyone	78	10	75	75	75	84	76	78	78	57	83	80	84	*	*	78	*	*	*	*	80	77	79	72	77	80	85	80	*	*	*	*	82	73	93	*	75	69	*	80	*	87	*	*	
34	In my workgroup, we genuinely care about each other	77																																												