

2007 AARP Best Employers for Workers Over 50

Employee Survey - Topline Feedback Report

XYZ Company



Survey Summary

The ModernThink Insight Survey[®] consists of 70 statements and two open-ended questions. Employees respond to the 70 statements using a five-point rating scale (Strongly Agree, Agree, Sometimes Agree/Sometimes Disagree, Disagree, Strongly Disagree, Not Applicable).

The survey statements measure the strength of certain critical organizational competencies and relationships that most directly impact your organization's culture and the daily experience of your employees. There are a number of different lenses through which employees view/assess their jobs. These include how employees view their individual job, the experience in their workgroup, and their connection to the larger organization. This framework captures the experience of your employees in these three categories and can be used to better understand the unique strengths of your organization as well as to identify opportunities for improvement.

The survey results below reflect the average percent of positive responses for each category, that is, the average percentage of your employees who responded with 'Strongly Agree' or 'Agree' to the statements comprising that specific category.

Response Rates

Survey Audience	Employees ages 40+
Number of surveys sent to your organization	800
Number of surveys completed	592
Your survey response rate	74%

Survey Results (POSITIVE RESPONSE AVERAGE)	XYZ Company*	All 2007 AARP Best Employer Applicants* (#)	Industry: Hospital-Healthcare* (#)	Size: 10K-20K* (#)
Individual How employees view their jobs at an individual level, largely a function of job fit; recognition and compensation; and advancement opportunities.	83%	80%	66%	76%
Workgroup How employees experience their workgroups in terms of their ability to work collaboratively, perform effectively, and create a collegial, supportive environment.	78%	79%	85%	64%
Organization How employees view their connection to the organization as a whole; relates to their identification with the mission/vision, trust in senior leadership, and their experience of a supportive organizational culture.	84%	81%	77%	67%
Overall Average	82%	78%	44%	76%

* Because this is a sample report only, the above results are not actual results and are for illustrative purposes only.