



COMPANY NAME
ERC Survey Results Report



Executive Summary

The corresponding data lists the participation rate and percentage of agreements. The percentage of agreement is defined as a rating of Slightly Agree, Agree, or Strongly Agree. Please note that percentages displayed in the table may be within 1% accuracy due to the rounding of decimals.

Total Participation
Rate

67%

Overall
Percentage of Agreement

89%

Engagement Item
Percentage of Agreement (#11)

89%

	Item	%
Highest Score	6. My coworkers and I care about one another.	99
Lowest Score	3. The training I have received has improved my job performance.	74

Participation

Total Participation Rate

	%
2024	84%
2023	50%

*Total Participants: 21 respondents (25 surveys distributed) (Average participation rate for an ERC survey is typically 75-85%)

Department

	%	Count
Admin	24%	5
Sales	48%	10
Finance	29%	6

Location

	%	Count
Ohio	24%	5
Florida	24%	5
Texas	24%	5
California	29%	6

Role

	%	Count
Individual Contributor	62%	13
Manager	38%	8



Results Summary

The corresponding table lists the individual survey items based on the overall percentage of employee endorsement (defined as a rating of Slightly Agree, Agree, or Strongly Agree) with each. Please note that percentages displayed in the table may be within 1% accuracy due to the rounding of decimals.

	2024	2023	2022	2021
1. I understand what my role is and how it fits into the overall organization strategy.	90	88	88	81
2. The organization has clearly defined its vision, mission, and values.	90	86	89	90
3. I have opportunities for career advancement.	86	88	92	94
4. My supervisor and I have clear communication.	81	89	88	92
5. My supervisor and I have strong working relationships.	81	87	86	86
6. My supervisor is someone I can rely on for support.	81	83	55	53
7. I have the opportunity to use my skills and abilities.	81	89	93	87
8. I trust the organization's leadership.	81	70	100	96
9. The company has achieved its strategic goals.	81	89	95	90
10. I am satisfied with the work life.	76	91	99	90
11. The organization is a great place to work.	76	71	79	77
12. The organization provides me with the resources needed to do my job effectively.	62	65	71	69



Current & Previous Year Significant Differences

The statements below describe which items significantly increased or decreased from the previous survey. An item that statistically significantly increases or decreases, means it is not due to chance. In other words, there is something that contributed to the change.

The following items statistically significantly **increased** from 2023 to 2024:

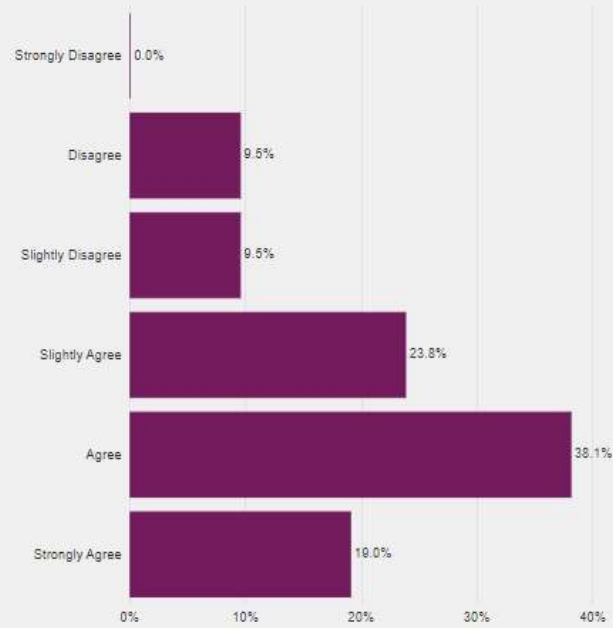
The following items statistically significantly **decreased** from 2023 to 2024:



**Items that statistically significantly increase or decrease will be listed on this page.*

1. I trust this organization's leadership.

	%
Strongly Disagree	.0%
Disagree	9.5%
Slightly Disagree	9.5%
Slightly Agree	23.8%
Agree	38.1%
Strongly Agree	19.0%
Average	4.48
Sample Size	21.0



**All items will be reported out like the screenshot above.*

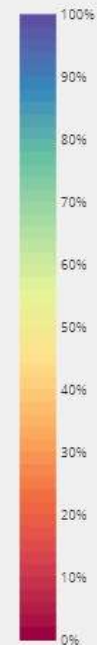
(All) v

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Demographic Summary - Percentage of Agreement

Location

	Ohio	Florida	Texas	California
1. I have a clear understanding of how my work contributes to the overall organizational strategy.	100%	100%	60%	100%
2. My organization has a reputation for excellent customer service.	100%	100%	80%	83%
3. I have opportunities for career advancement.	100%	100%	60%	83%
4. My supervisor/manager provides constructive feedback.	80%	100%	60%	83%
5. My supervisor/manager provides ongoing training and development.	80%	100%	80%	67%
6. I am involved in decisions that affect my work.	80%	100%	60%	83%
7. I have the opportunity to use my skills and abilities.	80%	100%	60%	83%
8. I trust the organization's leadership.	80%	100%	60%	83%
9. The company has a strong reputation for high-quality products.	100%	100%	60%	67%
10. I am well compensated for the work I do.	60%	100%	60%	83%
11. The organization is open to new ideas.	80%	100%	40%	83%
12. The organization provides the tools and resources I need to do my job effectively.	60%	100%	40%	50%



**All demographic categories will be reported out like the screenshot above.*

1. I trust this organization's leadership.

	Row % Count	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Row Sample Size
Department	Admin	0% 0	20% 1	0% 0	20% 1	20% 1	40% 2	5
	Sales	0% 0	0% 0	10% 1	10% 1	60% 6	20% 2	10
	Finance	0% 0	17% 1	17% 1	50% 3	17% 1	0% 0	6
Location	Ohio	0% 0	0% 0	20% 1	20% 1	20% 1	40% 2	5
	Florida	0% 0	0% 0	0% 0	20% 1	60% 3	20% 1	5
	Texas	0% 0	20% 1	20% 1	40% 2	20% 1	0% 0	5
	California	0% 0	17% 1	0% 0	17% 1	50% 3	17% 1	6
Role	Individual Contributor	0% 0	15% 2	15% 2	23% 3	23% 3	23% 3	13
	Manager	0% 0	0% 0	0% 0	25% 2	63% 5	13% 1	8

**All items will be reported out like the screenshot above.*

(All)

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Open-Ended Comments

What motivates you to do your best work here?

communication

my supervisor relationship

nothing - this department needs to have better communication

having a moderate workload. i feel like i am overloaded every day. it is hard to even take off.

having a strong relationship with my supervisor. unfortunately, other departments do not have that.

the work-life balance in this department

compensation, i do feel pay should be re-evaluated. we are clearly below market and i am not sure the company knows this.

my colleagues, they support me and are great to work with

the customers and my coworkers

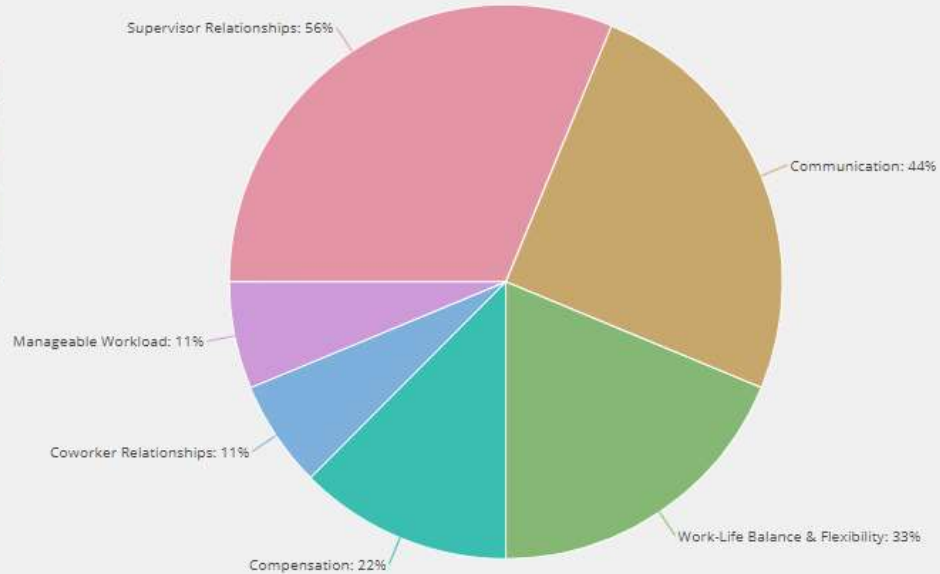


**Open-ended comments can be broken out by your choice of one (1) demographic category (i.e., filter in the top left).*

Open-Ended Themes

What motivates you to do your best work here?

	%
Supervisor Relationships	56%
Communication	44%
Work-Life Balance & Flexibility	33%
Compensation	22%
Coworker Relationships	11%
Manageable Workload	11%



Recommendations



**A number of comprehensive and actionable recommendations are included in the results report.*