



Organisation Name

People Leader Pack

Survey Distributed
13th Oct - 6th Nov 2025



An Introduction to Best Companies



At Best Companies, our purpose is simple: *Helping make the world a better workplace.*

With over 25 years' experience measuring **Organisational Health**, we help organisations understand and improve their culture so people can thrive and do their best work.

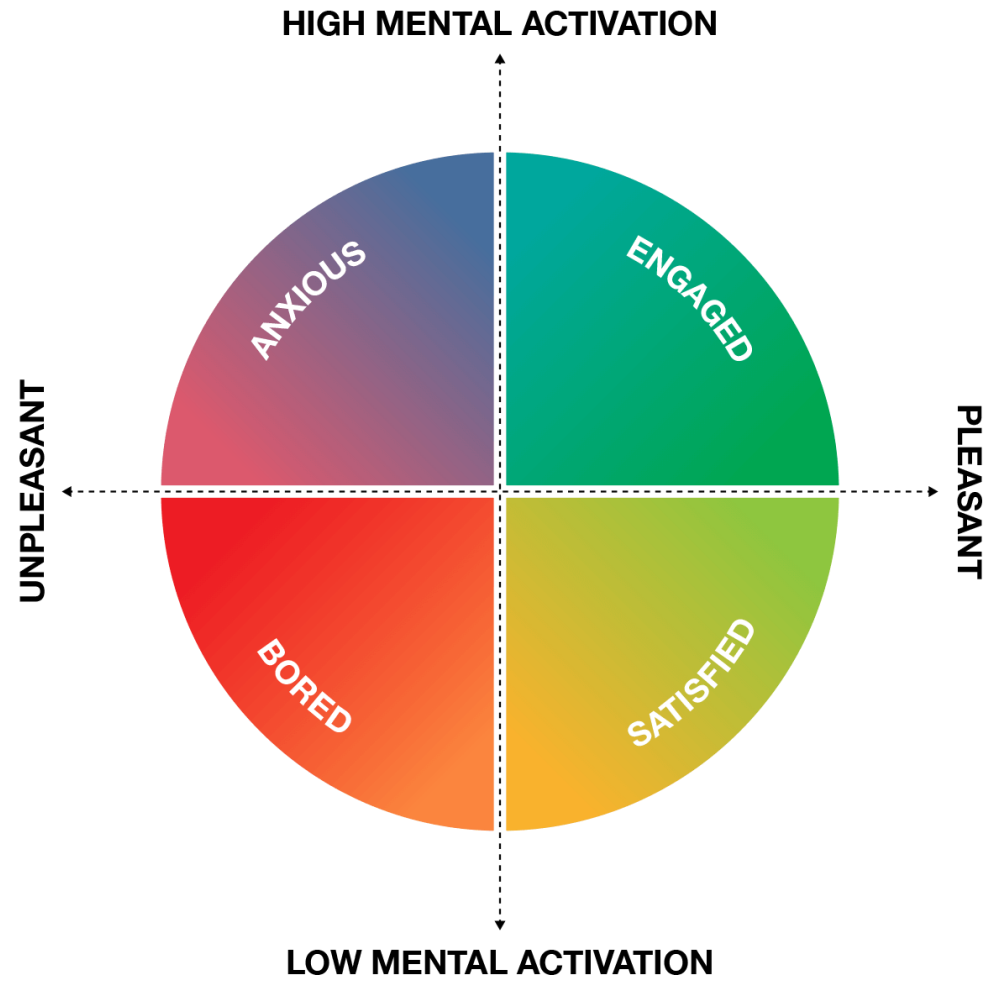
Our *b-heard* survey gives every employee the chance to share their views across the **4 Pillars and 4 Enablers of Organisational Health** – a proven framework for accurately measuring the effectiveness of **leaders, managers, and teams**, and understanding how people truly feel at work.

From these insights, we generate a **Best Companies Index (BCI) score**, which underpins our **accreditation programme**.

Just as the **Michelin star system** recognises excellence in dining, our **star-ratings** celebrate excellence in workplace engagement – helping organisations see where they excel, where challenges remain, and how engaged their people truly are.

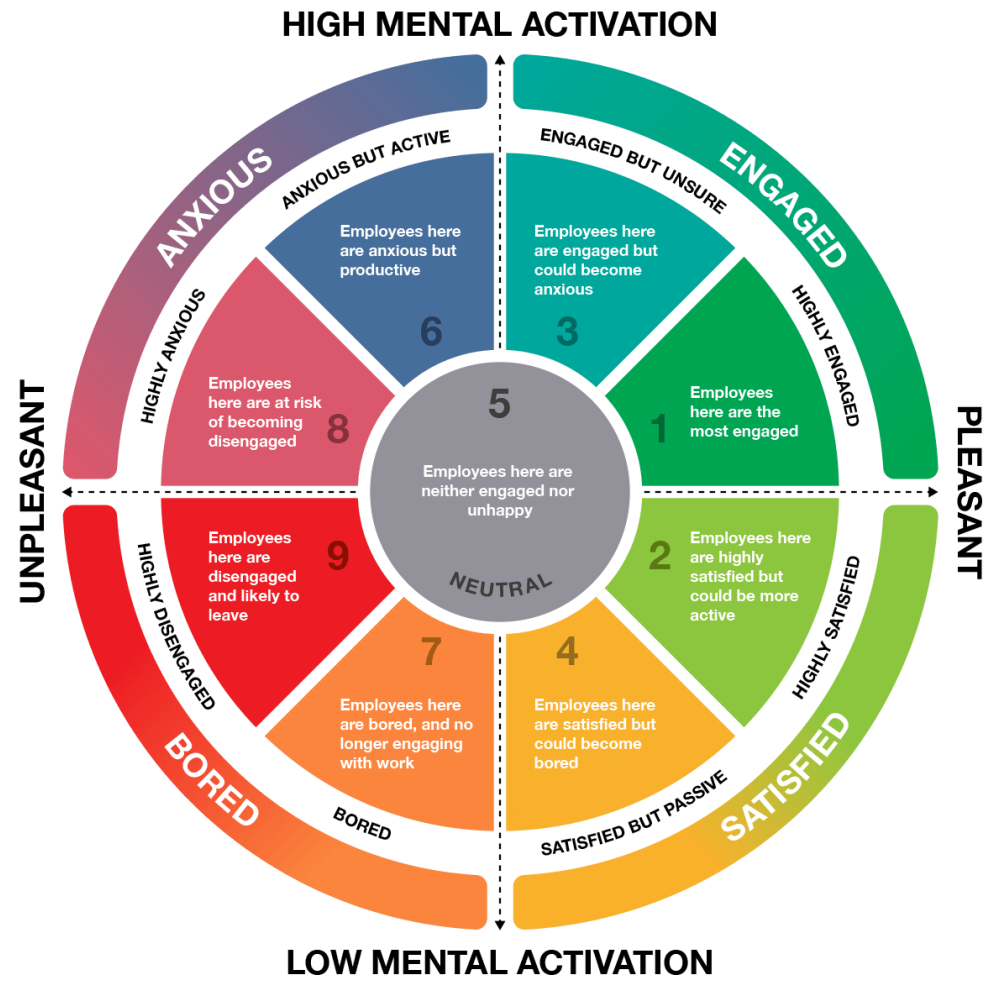


Engagement vs. Satisfaction



Russell's Circumplex Theory of Affect (1980)

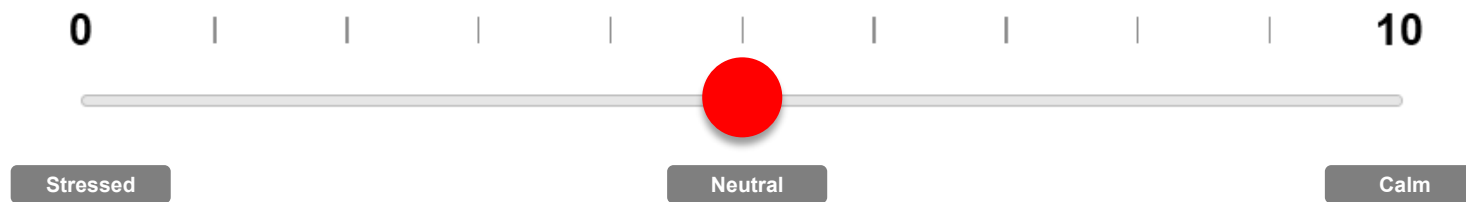
Our Circumplex Model



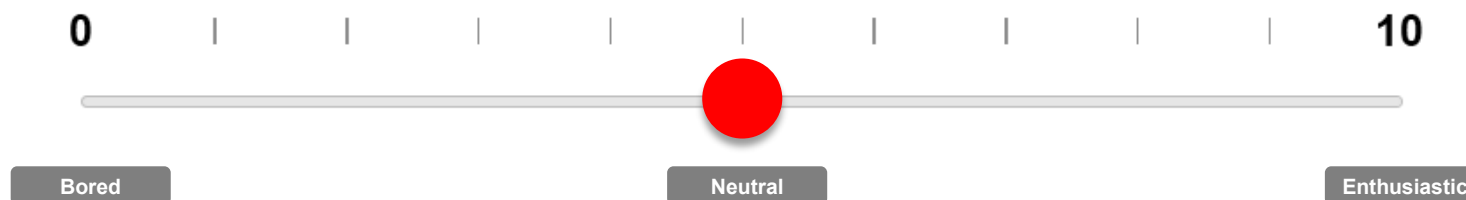
How is this measured?

Via the “How you’re feeling about work” scales

On a scale of 0 - 10, please mark how you’ve felt about work recently, where 0 = Stressed, and 10 = Calm



On a scale of 0 - 10, please mark how you’ve felt about work recently, where 0 = Bored, and 10 = Enthusiastic



Organisation Name

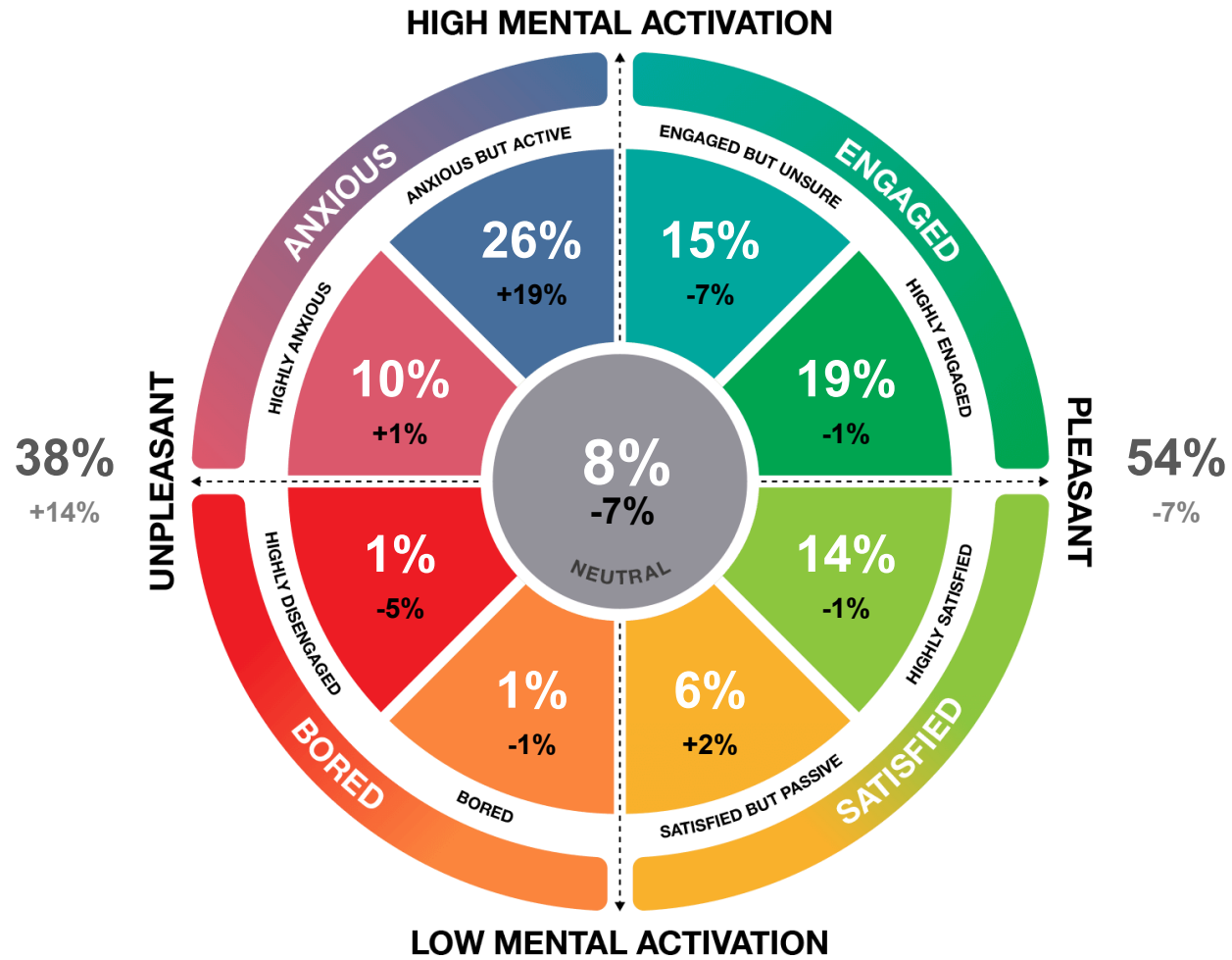
vs Aug-24



Survey Response Rate
67% (40 / 60)

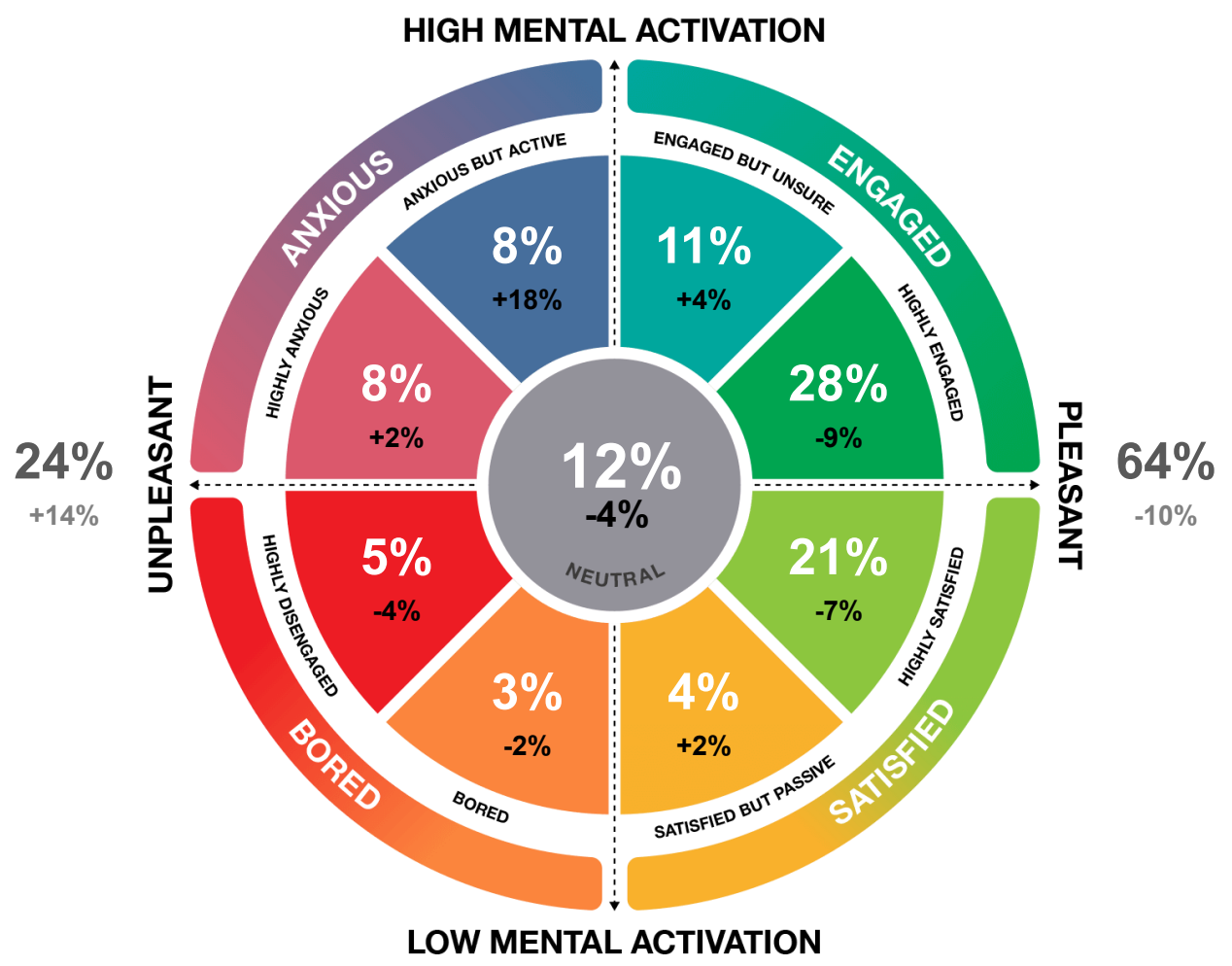
Employee Responses
Percentage / Numbers Guide

1%	1
6%	3
8%	3
10%	4
14%	6
15%	6
19%	8
26%	11
38%	17
54%	23



Due to rounding percentages may not add up to 100%

Organisation Name vs 1 Star Companies



Due to rounding, percentages may not add up to 100%

Definitions



Below are definitions of who or what the terms in the survey refer to, when answering:



“Leader of this organisation”

CEO Name



“Senior Managers”

Direct reports of CEO, including Managing Directors

How to understand your data pack

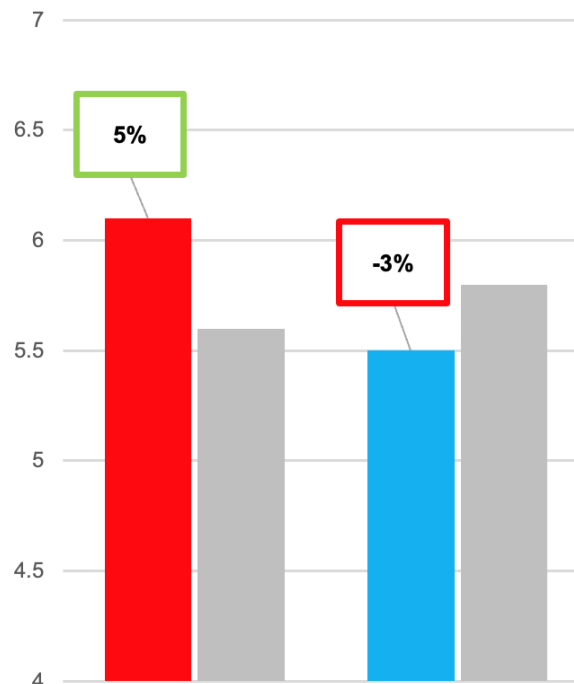
Statement Scoring

All statements are scored on a 7 Point Scale:

- 7 – Strong Agreement
- 6 – Agreement
- 5 – Slight Agreement
- 4 – Neither Agree or Disagree
- 3 – Slight Disagreement
- 2 – Disagreement
- 1 – Strong Disagreement

Factor Scoring

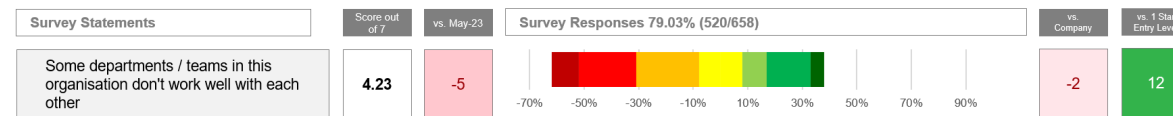
All scores are calculated as a mean score and then compared to a benchmark. Then shown as either the % above or % below either the mean score of the Factor or Statement.



Heatmaps

All statements are also displayed in a “Heatmap” format with the 7 Point scale being represented with 7 being Dark Green and 1 being Dark red. All negatively worded statements are always reversed with Green being a good score and red being not good yet.

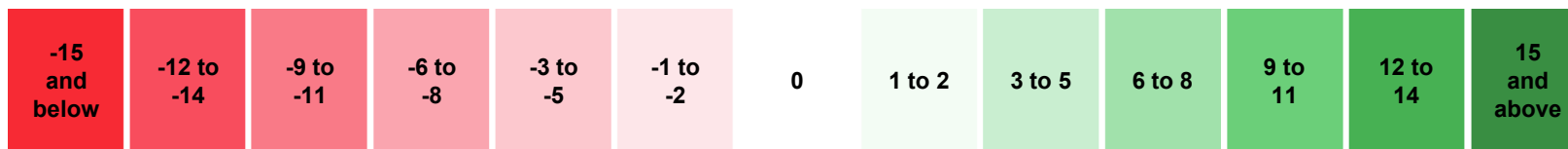
■ Strongly Negative
 ■ Negative
 ■ Mildly Negative
 ■ Neutral
 ■ Mildly Positive
 ■ Positive
 ■ Strongly Positive



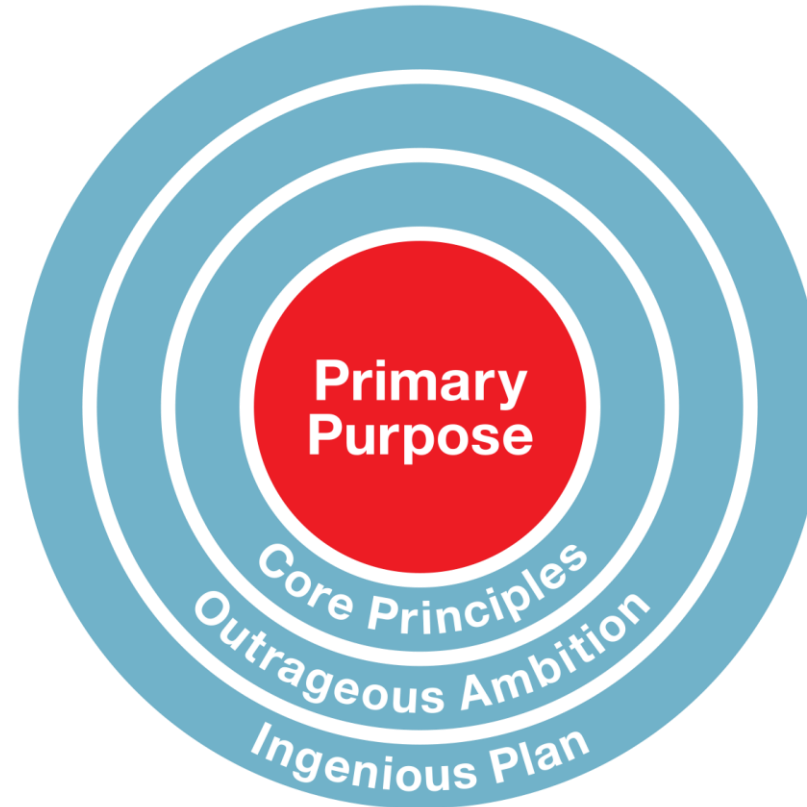
How to understand your data pack

Conditional Formatting

All statements and factors are displayed using conditional formatting. The deeper the green the better the score the deeper the red the less good the score. The numbers in the red and green boxes are simply percentage variance compared to last year, or your company etc. A % difference of either -1 to -2 or + 1 to +2 is not statistically significant.

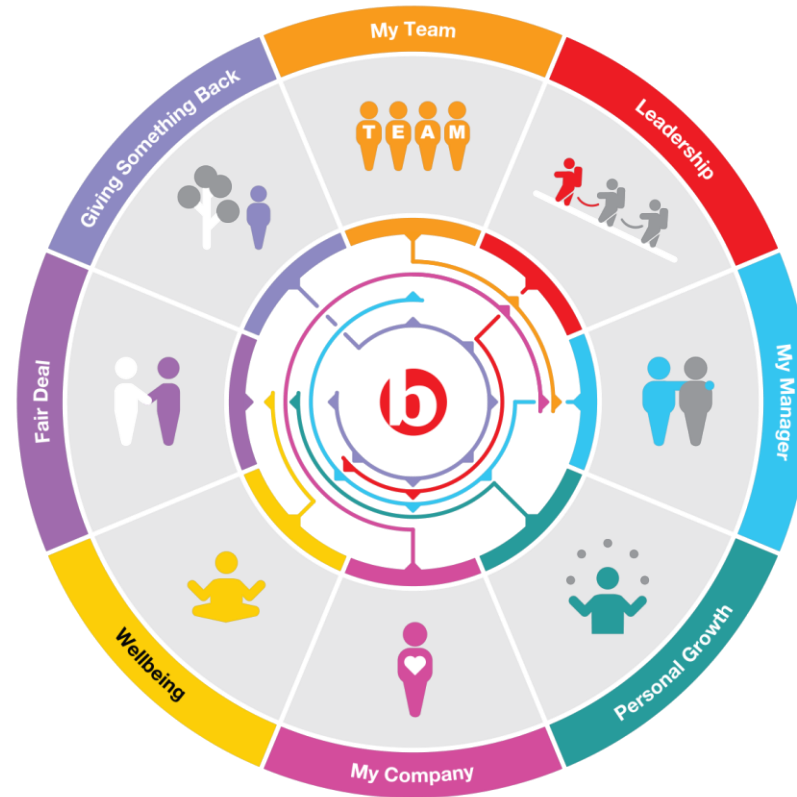


Organisational Clarity



The foundation of Organisational Health is Organisational Clarity. This defines the purpose, principles, ambition, and the plan of an organisation. When this is clear and well communicated, managers can connect their people to the organisation's vision, teams can align their efforts, and individuals know exactly how they contribute.


The 8 Factors of Organisational Health



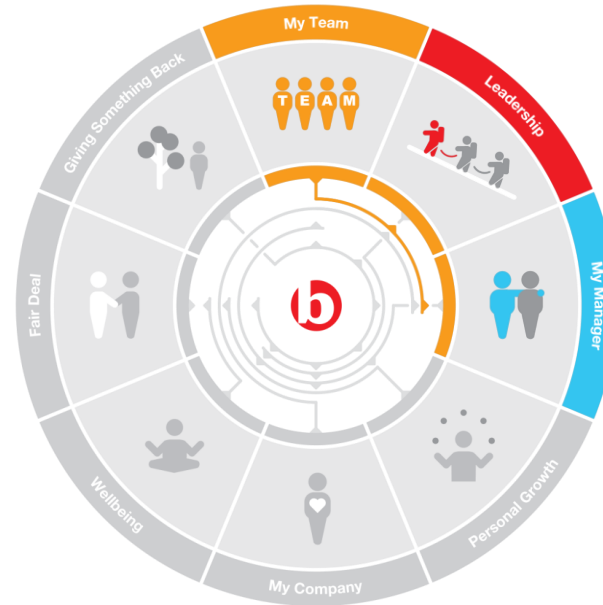
Our Eight Factors of Organisational Health fall into two distinct groups. The Four Pillars are what the organisation must deliver. The Four Enablers are what employees need to give their very best. When the pillars are strong the organisation achieves its goals. When the enablers are in place, employees feel proud, engaged, and motivated to succeed.

Organisational Clarity

The 4 Pillars & 4 Enablers of Organisational Health



Pillar 1
Build and Maintain
Cohesive Teams that
Collaborate



The First Pillar is about building and maintaining cohesive teams that collaborate. This connects strongly with the Leadership and My Manager factors. Cohesive teams break down silos, share knowledge, and support each other across departments.

Organisational Clarity



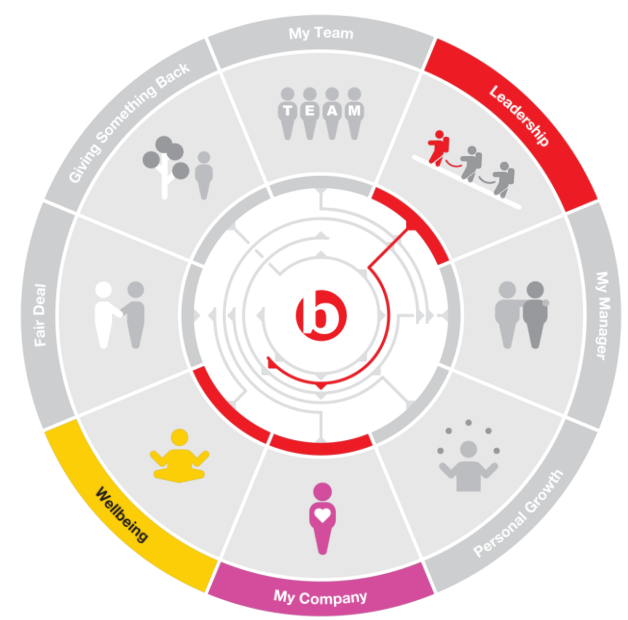
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The 4 Pillars & 4 Enablers of Organisational Health



Pillar 2

Reinforce
Organisational Clarity



The Second Pillar is reinforcing Organisational Clarity. When Leadership consistently reinforces clarity, it reduces uncertainty about the organisation's future and as a result, the individual's role within it.



Pillar 1

Build and Maintain
Cohesive Teams that Collaborate

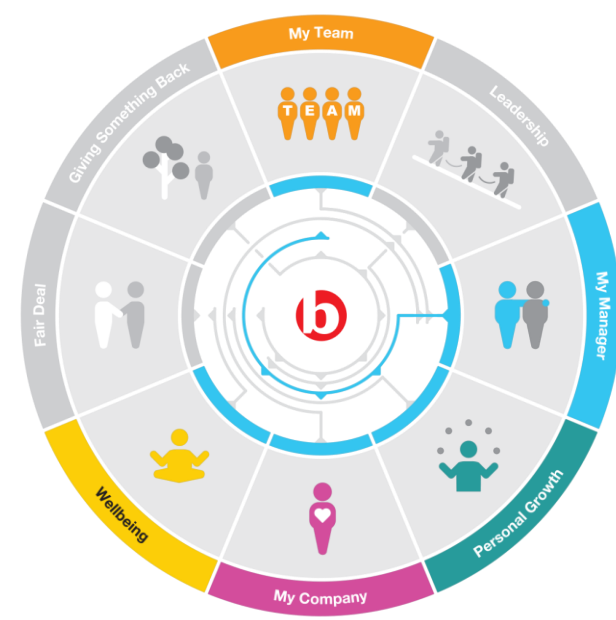
Organisational Level

Organisational Clarity 

The 4 Pillars & 4 Enablers of Organisational Health



Pillar 3
Over Communicate Clarity via **Managers**



The Third Pillar is over-communicating Organisational Clarity through Managers. When this is done well, it strengthens the My Team factor, supports Personal Growth, builds pride in the My Company factor, and enhances Wellbeing.



Pillar 1
Build and Maintain Cohesive Teams that Collaborate



Pillar 2
Reinforce Organisational Clarity

Organisational Level

Organisational Clarity

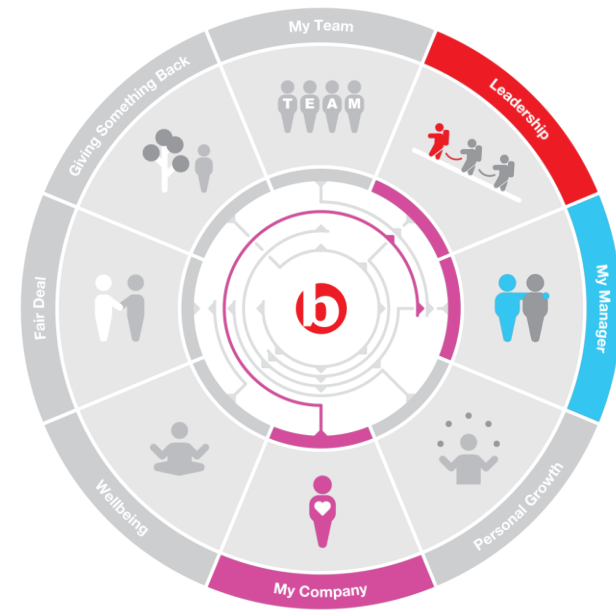


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The 4 Pillars & 4 Enablers of Organisational Health



Pillar 4
 Manage and Measure Performance around **Clarity**



The Fourth Pillar is managing and measuring performance around clarity. When the foundation of organisational clarity is strong and its being regularly reinforced by both Leaders and Managers. When Teams are cohesive and collaborating, this drives both engagement and performance.



Pillar 1
 Build and Maintain Cohesive Teams that Collaborate



Pillar 2
 Reinforce Organisational Clarity



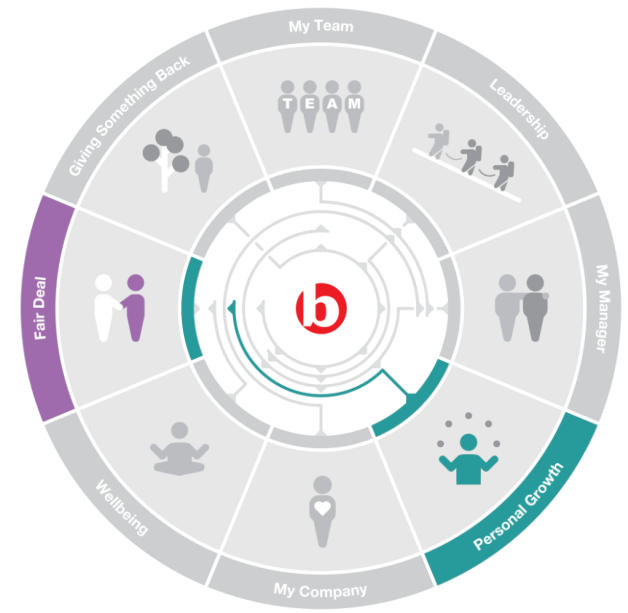
Pillar 3
 Over Communicate Clarity via Managers

Organisational Level

Organisational Clarity 

The 4 Pillars & 4 Enablers of Organisational Health

The First Enabler is Personal Growth one of the three key drivers of engagement. When colleagues feel invested in, it boosts their confidence, skills, and sense of security. It also positively impacts their sense of receiving a Fair Deal.



Enabler 1
to deliver performance we need to **Grow** our people

Pillar 1
Build and Maintain Cohesive Teams that Collaborate

Pillar 2
Reinforce Organisational Clarity

Pillar 3
Over Communicate Clarity via Managers

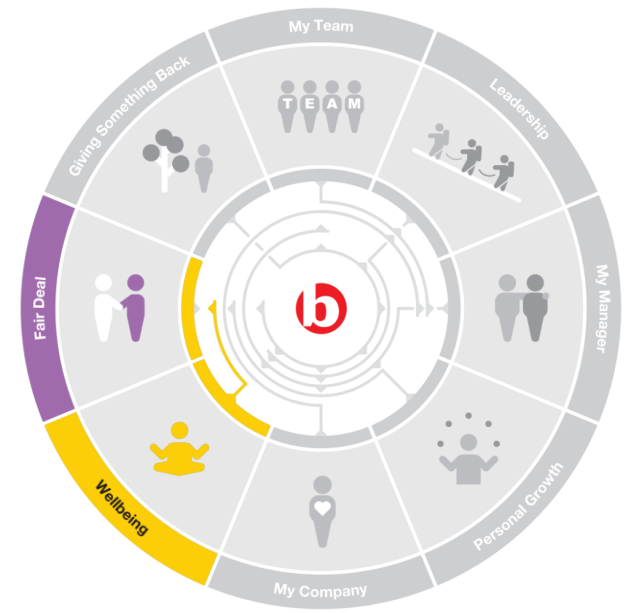
Pillar 4
Manage and Measure Performance around Clarity

Organisational Level

Organisational Clarity

The 4 Pillars & 4 Enablers of Organisational Health

The Second Enabler is maintaining high levels of Wellbeing. This links directly to our Fair Deal factor. Sustaining high performance means making sure people have the energy, balance, and support to deliver great work.



Enabler 2
while maintaining high levels of Wellbeing

Pillar 1
Build and Maintain Cohesive Teams that Collaborate

Pillar 2
Reinforce Organisational Clarity

Pillar 3
Over Communicate Clarity via Managers

Pillar 4
Manage and Measure Performance around Clarity

Enabler 1
to deliver performance we need to Grow our people

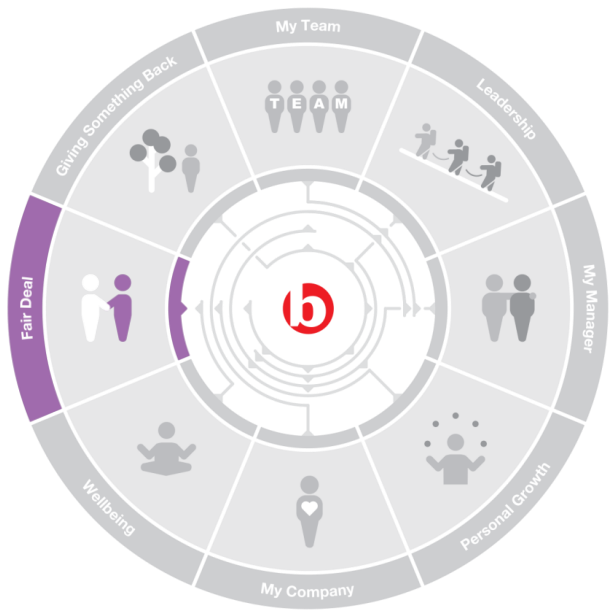
Organisational Level

Individual Level

Organisational Clarity

The 4 Pillars & 4 Enablers of Organisational Health

The Third Enabler is ensuring colleagues feel well rewarded and feel valued for their contribution. This links directly to our Fair Deal factor. If colleagues don't feel adequately rewarded for the work they do, disengagement will follow..



Enabler 3
ensuring that Colleagues feel well **Rewarded**

Pillar 1
Build and Maintain Cohesive Teams that Collaborate

Pillar 2
Reinforce Organisational Clarity

Pillar 3
Over Communicate Clarity via Managers

Pillar 4
Manage and Measure Performance around Clarity

Enabler 1
to deliver performance we need to Grow our people

Enabler 2
while maintaining high levels of Wellbeing

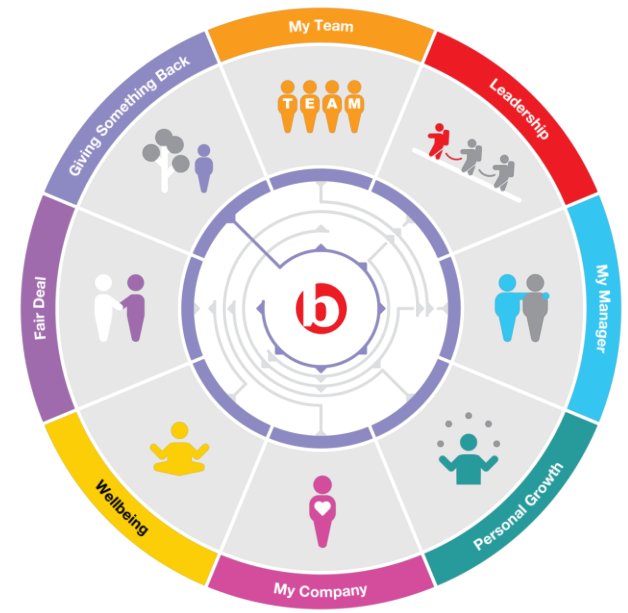

Organisational Level

Individual Level

Organisational Clarity

The 4 Pillars & 4 Enablers of Organisational Health

The Fourth Enabler is making sure we are giving something back. This links to our Giving Something Back factor, focusing on supporting local and wider communities, caring for the environment, helping people from disadvantaged backgrounds, and fostering a strong social conscience.

Enabler 4
while making sure that we are Giving Something Back




Pillar 1
Build and Maintain Cohesive Teams that Collaborate




Pillar 2
Reinforce Organisational Clarity




Pillar 3
Over Communicate Clarity via Managers




Pillar 4
Manage and Measure Performance around Clarity



Enabler 1
to deliver performance we need to Grow our people



Enabler 2
while maintaining high levels of Wellbeing



Enabler 3
ensuring that Colleagues feel well Rewarded

Organisational Level

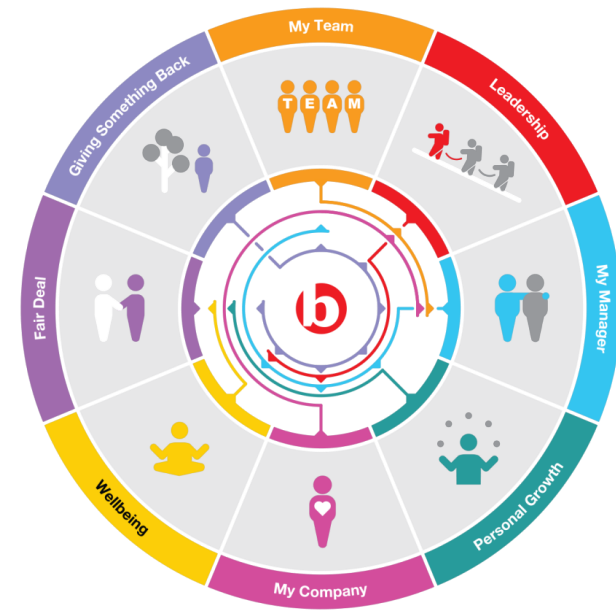
Individual Level

Organisational Clarity 



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The 4 Pillars & 4 Enablers of Organisational Health



By focusing on the Four Pillars and the Four Enablers, we create a high-performing workplace with a world-class culture. A culture that delivers performance that's sustainable over time.

Pillar 1
Build and Maintain Cohesive Teams that Collaborate

Pillar 2
Reinforce Organisational Clarity

Pillar 3
Over Communicate Clarity via Managers

Pillar 4
Manage and Measure Performance around Clarity

Enabler 1
to deliver performance we need to Grow our people

Enabler 2
while maintaining high levels of Wellbeing

Enabler 3
ensuring that Colleagues feel well Rewarded

Enabler 4
while making sure that we are Giving Something Back

Organisational Level

Individual Level

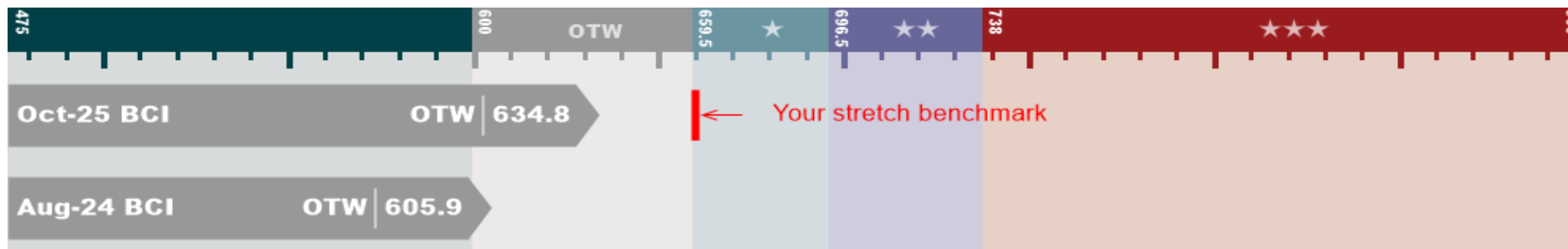
Organisational Clarity 

The 4 Pillars & 4 Enablers of Organisational Health

The BCI Score is the key index score calculated from the answers colleagues give to the core engagement questions in the B-Heard survey across the 4 Pillars and 4 Enablers. The BCI score is a single number between 0 and 1000 that represents the average engagement level of colleagues in a company / practice / department. This graphic shows the BCI score for your organisation and how it relates to our accreditation standard (in this case Ones to Watch). BCI scores from previous years are shown for comparison.



Organisation Name BCI Score



Survey	No. of Responses
Organisation Name Oct-25	66.67% (40/60)
Organisation Name Aug-24	85.71% (66/77)

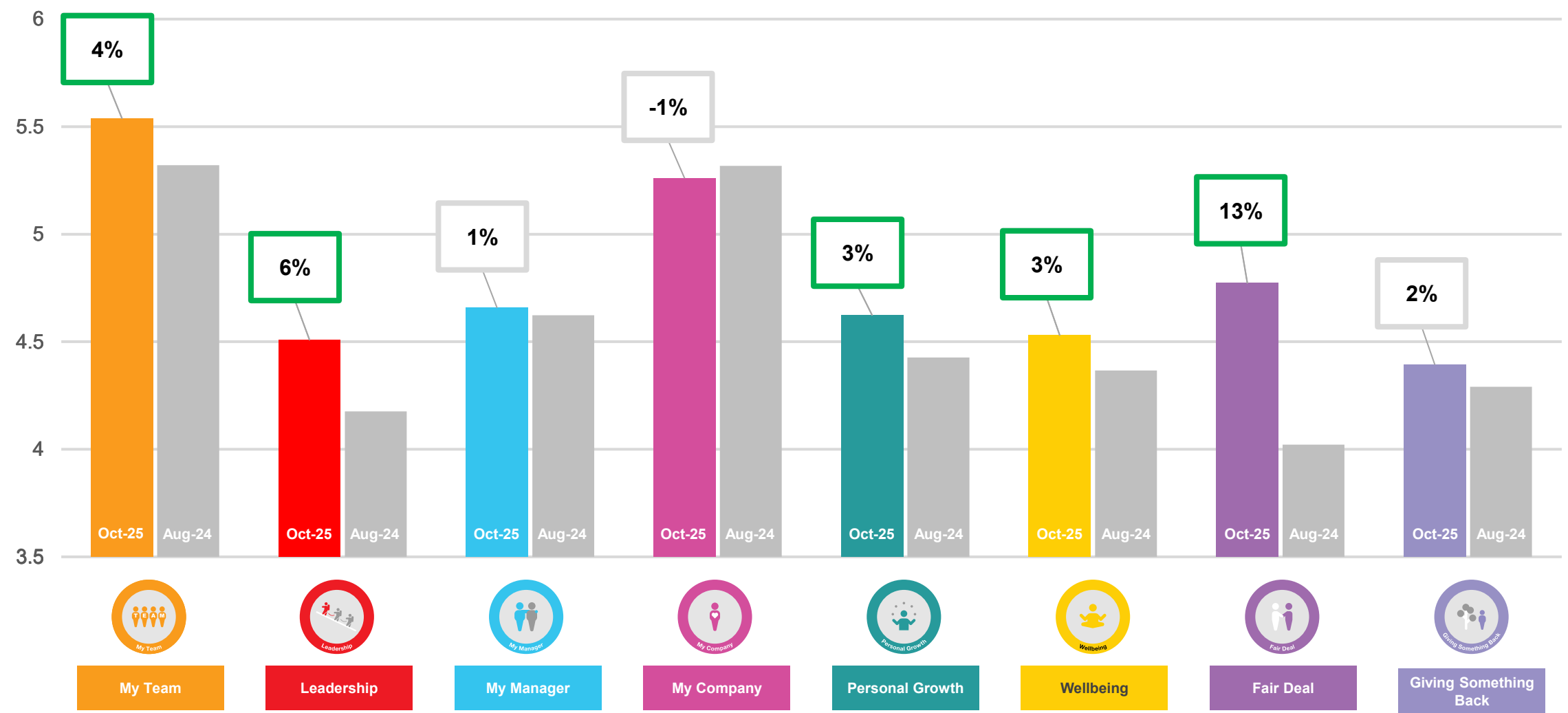


The 4 Pillars & 4 Enablers vs. Benchmarks

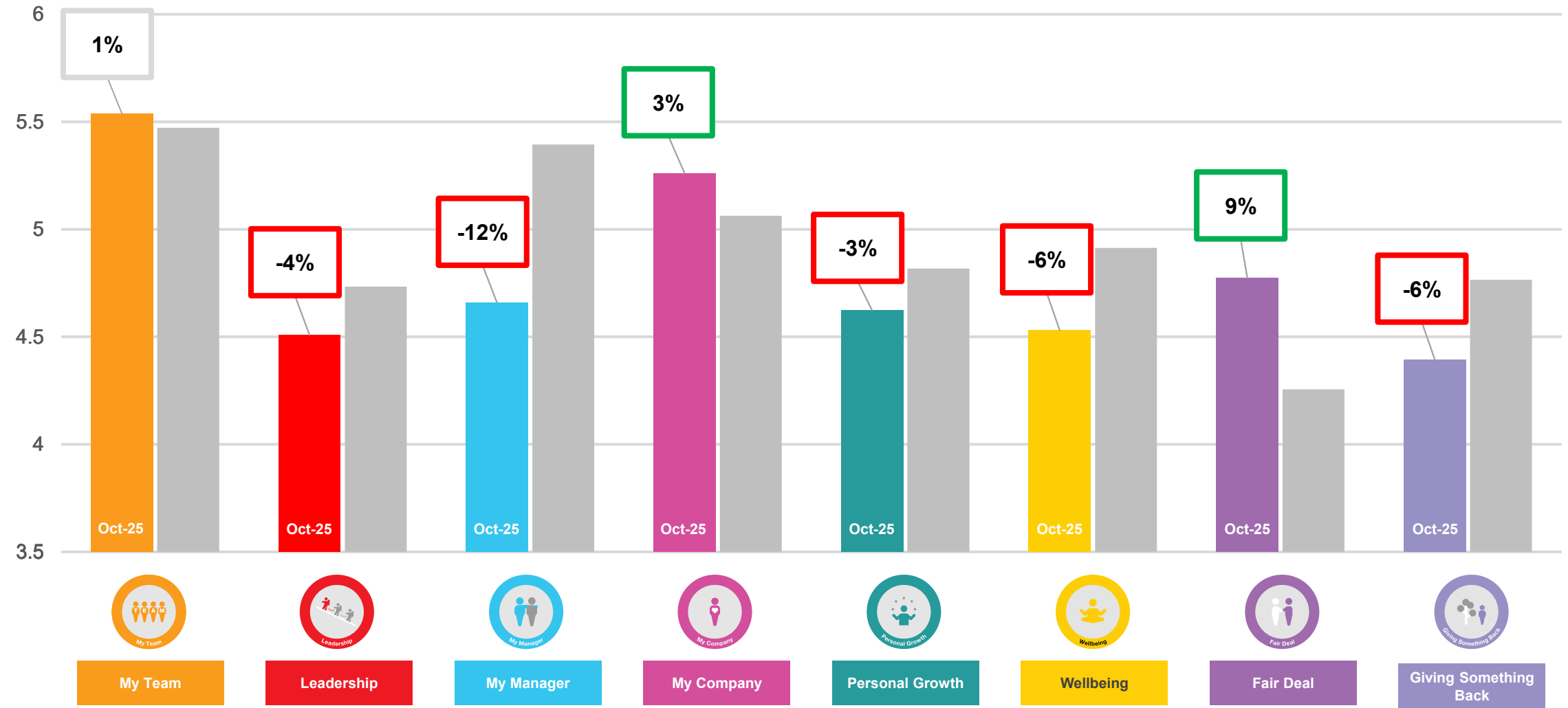
Organisation Name

Survey Distributed
13th Oct - 6th Nov 2025

Organisation Name Oct-25 vs. Aug-24



Organisation Name Oct-25 vs. 1 Star Entry Level Companies 2025 Benchmark





Job Grade Data vs. Benchmarks

Organisation Name

Survey Distributed
13th Oct - 6th Nov 2025



Job Grade Mappings

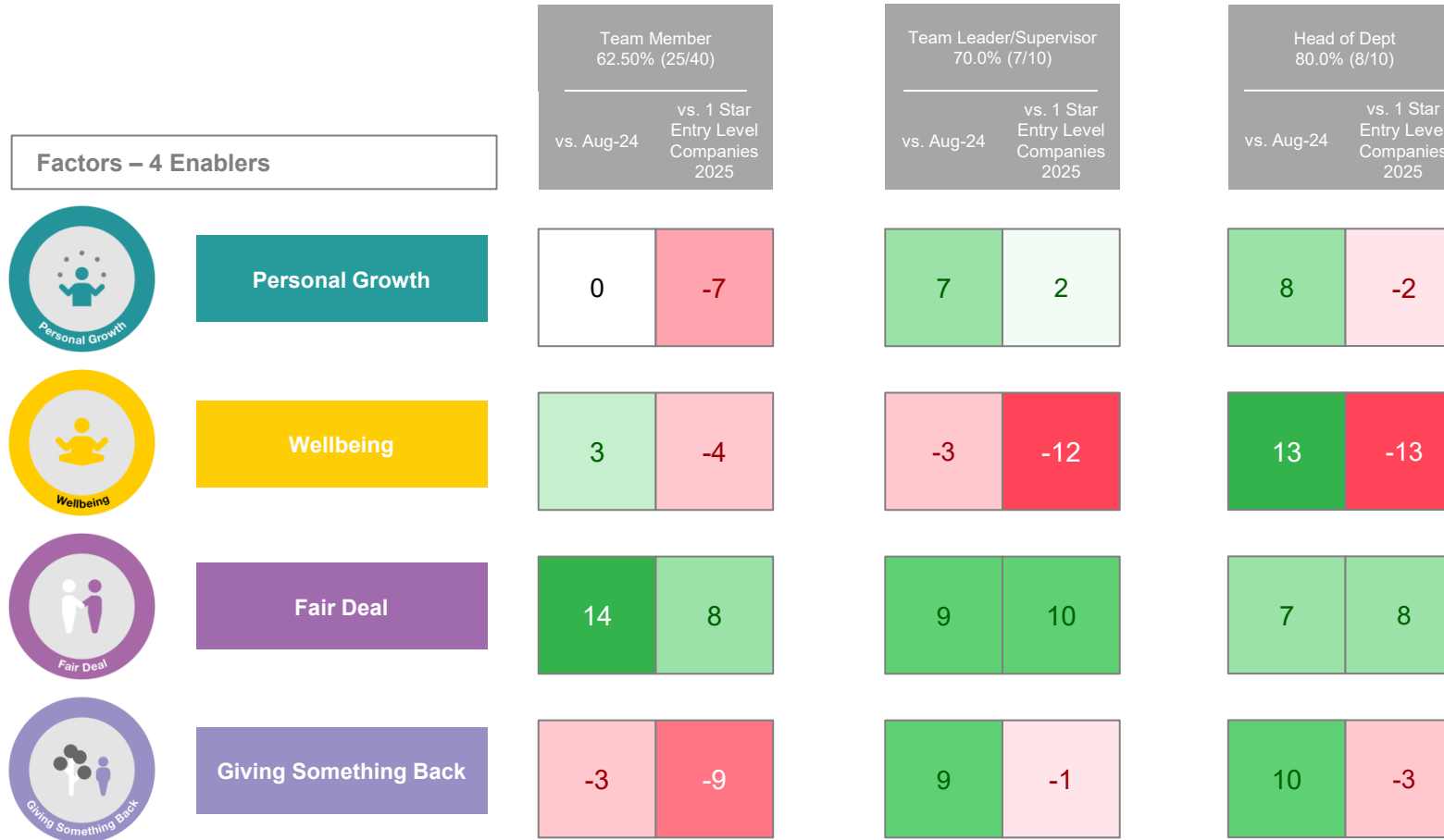
Oct-25 Job Grades vs. Aug-24

Your Defined Job Grade	Maps to	Responses	
		Aug-24	Oct-25
Team Member	Team Member	44/51	25/40
Team Leader/Supervisor	Team Leader/Supervisor	12/14	7/10
Head of Dept	Senior Manager	10/12	8/10

Oct-25 By Job Grade vs. Benchmarks



Oct-25 By Job Grade vs. Benchmarks





Organisation Name
Factor to Celebrate



Survey Distributed
13th Oct - 6th Nov 2025

Current Reality - Fair Deal



Currently, Fair Deal is landing well. Most people feel positively about how their pay and benefits stack up for the job they do and against similar roles elsewhere, and overall, we are performing above the Best Companies 1 Star benchmark. The colleague offer is a clear strength: pay feels competitive for the area in a lot of roles, pension and annual leave are valued, and the ability to buy extra leave, access health and wellbeing support, and work in a hybrid way is helping people balance work and life. Flexible and remote working are regularly called out as making a real difference for parents and carers, and there is a strong sense that recent improvements to benefits have moved the dial in the right direction.

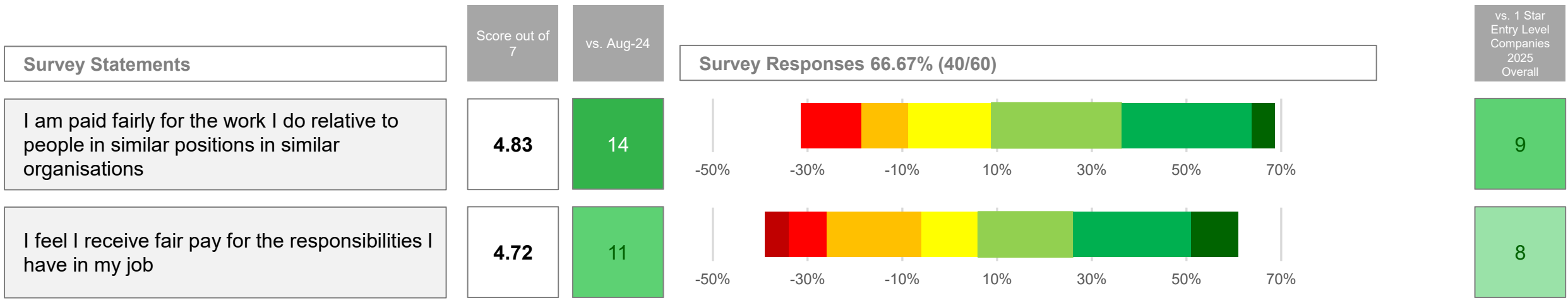
Across seniority, sentiment is positive and above the Best Companies 1 Star benchmark throughout. Senior leadership scores are especially strong, which suggests our approach to reward and recognition at the top end is clear and credible. Front-line and entry-level roles are also above benchmark, so the foundations of Fair Deal are in place across the board.

At the same time, there are some gaps to close to push Fair Deal from “good” to “great”. Colleagues want pay benchmarking and internal parity to stay sharp, with clearer consistency across roles and regions, and a closer look at car allowance for high-mileage roles. People also want a more visible link between contribution, progression, and pay, and for benchmarking to consider a wider market where roles attract transferable skills. Keeping the transparency going on how pay decisions are made and continuing to spotlight the total value of our benefits, will help sustain the positive momentum.



Fair Deal

Organisation Name Oct-25 All Job Grades Combined vs. Benchmarks





Fair Deal

Organisation Name Oct-25 By Job Grade vs. Benchmarks



Survey Statements	Team Member (25/40) vs. Aug-24 vs. 1 Star Entry Level Companies 2025	Team Leader/Supervisor (7/10) vs. Aug-24 vs. 1 Star Entry Level Companies 2025	Head of Dept (8/10) vs. Aug-24 vs. 1 Star Entry Level Companies 2025
I am paid fairly for the work I do relative to people in similar positions in similar organisations	15 9	6 8	13 11
I feel I receive fair pay for the responsibilities I have in my job	12 8	12 12	1 4



Organisation Name
Opportunity Factor



Survey Distributed
13th Oct - 6th Nov 2025

Current Reality - Leadership



Sentiment on Leadership sits broadly in line with the Best Companies 1 Star Entry Level benchmark. Colleagues often describe senior managers as visible and approachable, and many feel confident in their capability. At the same time, belief in the overall plan and feeling inspired by the leader has softened compared with the sentiment six months earlier. Comments point to a desire for a clearer, unified strategy from the top that is cascaded consistently, so people can see where we are headed and why.

There is also a recurring call for more listening and two-way dialogue. Some colleagues feel decisions are announced rather than discussed, and they want leaders to explain choices through our values, especially where they affect how we work day to day. Views on whether values are lived are mixed: plenty of pride in our positive impact exists, but there is frustration when decisions appear reactive or inconsistent across offices. Expectations of leadership include role-modelling our safeguarding-first principles, challenging underperformance, and providing clarity and fairness. By job grade, supervisors are more positive about Leadership than team members and managers, which suggests those closest to daily leadership feel more connected than those one step removed.



Leadership

Organisation Name Oct-25 All Job Grades Combined vs. Benchmarks



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Survey Statements	Score out of 7	vs. Aug-24	Survey Responses 66.67% (40/60)	vs. 1 Star Entry Level Companies 2025 Overall
Senior managers of this organisation do a lot of telling but not much listening	3.92	-1		-7
I have confidence in the leadership skills of the senior management team	4.53	1		-4
This organisation is run on strong values / principles	4.53	8		-13
I am inspired by the person leading this organisation	4.58	11		-1
The leader has a plan that I believe in	4.79	4		-3



Leadership

Organisation Name Oct-25 By Job Grade vs. Benchmarks

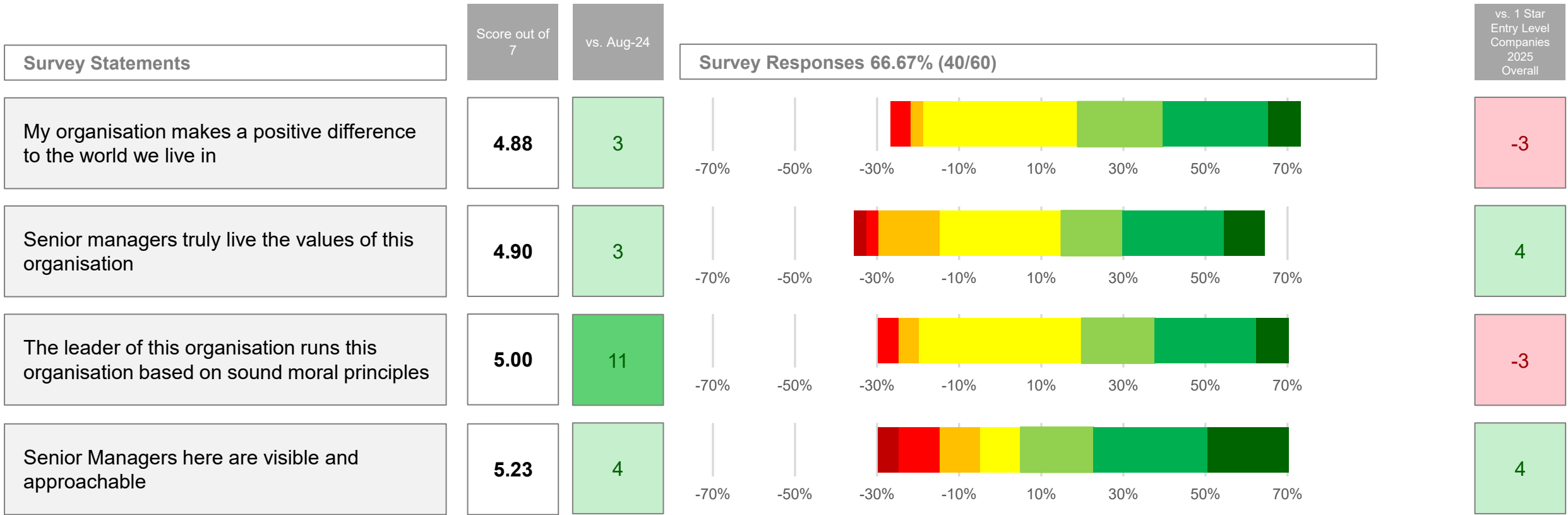


Survey Statements	Team Member (25/40) vs. Aug-24 vs. 1 Star Entry Level Companies 2025		Team Leader/Supervisor (7/10) vs. Aug-24 vs. 1 Star Entry Level Companies 2025		Head of Dept (8/10) vs. Aug-24 vs. 1 Star Entry Level Companies 2025	
	Senior managers of this organisation do a lot of telling but not much listening	-3	-10	8	-1	-5
I have confidence in the leadership skills of the senior management team	-1	-4	17	-2	-7	-13
This organisation is run on strong values / principles	5	-13	12	-13	10	-17
I am inspired by the person leading this organisation	8	-2	20	2	5	-7
The leader has a plan that I believe in	4	-1	14	2	-4	-20



Leadership

Organisation Name Oct-25 All Job Grades Combined vs. Benchmarks





Leadership

Organisation Name Oct-25 By Job Grade vs. Benchmarks



	Team Member (25/40) vs. Aug-24 vs. 1 Star Entry Level Companies 2025		Team Leader/Supervisor (7/10) vs. Aug-24 vs. 1 Star Entry Level Companies 2025		Head of Dept (8/10) vs. Aug-24 vs. 1 Star Entry Level Companies 2025	
Survey Statements						
My organisation makes a positive difference to the world we live in	4	0	5	-13	-5	-5
Senior managers truly live the values of this organisation	4	6	6	3	-8	-8
The leader of this organisation runs this organisation based on sound moral principles	10	-2	15	-1	8	-12
Senior Managers here are visible and approachable	2	4	20	8	-5	-10



Organisation Name
Opportunity Factor



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Current Reality - My Manager



Relationships with line managers feel solid in the basics. People describe open, honest conversations and a sense that their manager cares about them as an individual. Expectations are clear, useful information is shared promptly, and most feel able to say when work is going badly without fear. There is recognition for good work, and many colleagues value the trust and autonomy to run their desk without micromanagement.

At the same time, motivation and confidence in leadership are less consistent. Some colleagues feel their manager does more telling than listening, and a noticeable pocket feel taken advantage of or that underperformance is not addressed quickly or fairly. Several people ask for clearer, more regular feedback and structured support to grow. There is also a standout pattern by level: supervisors report strong relationships with their own managers, while managers fall behind the rest, which points to a specific cohort that needs focused support. Overall, the picture is positive but uneven, with listening, fairness, and day-to-day development support being the biggest opportunities to lift the overall experience.



My Manager

Organisation Name Oct-25 All Job Grades Combined vs. Benchmarks



Survey Statements	Score out of 7	vs. Aug-24	Survey Responses 66.67% (40/60)	vs. 1 Star Entry Level Companies 2025 Overall
My manager would be quick to respond if I showed signs of being under too much pressure	4.46	9		-13
I feel that I lack support from my manager	4.49	1		-17
My manager is an excellent role model for me	4.50	12		-12
What is expected of me in my work is made completely clear to me	4.58	-6		-14



My Manager

Organisation Name Oct-25 By Job Grade vs. Benchmarks



	Team Member (25/40) vs. Aug-24 vs. 1 Star Entry Level Companies 2025		Team Leader/Supervisor (7/10) vs. Aug-24 vs. 1 Star Entry Level Companies 2025		Head of Dept (8/10) vs. Aug-24 vs. 1 Star Entry Level Companies 2025	
Survey Statements						
My manager would be quick to respond if I showed signs of being under too much pressure	0	-22	25	-1	25	5
I feel that I lack support from my manager	2	-16	6	-18	-13	-21
My manager is an excellent role model for me	11	-15	17	-8	12	-9
What is expected of me in my work is made completely clear to me	-6	-15	-3	-7	-8	-20



My Manager

Organisation Name Oct-25 All Job Grades Combined vs. Benchmarks



Survey Statements	Score out of 7	vs. Aug-24	Survey Responses 66.67% (40/60)	vs. 1 Star Entry Level Companies 2025 Overall
My manager helps me to fulfil my potential	4.60	6		-9
My manager motivates me to give my best every day	4.78	11		-4
My manager cares about how satisfied I am in my job	4.83	1		-7
I have confidence in the leadership skills of my manager	4.88	10		-10



My Manager

Organisation Name Oct-25 By Job Grade vs. Benchmarks

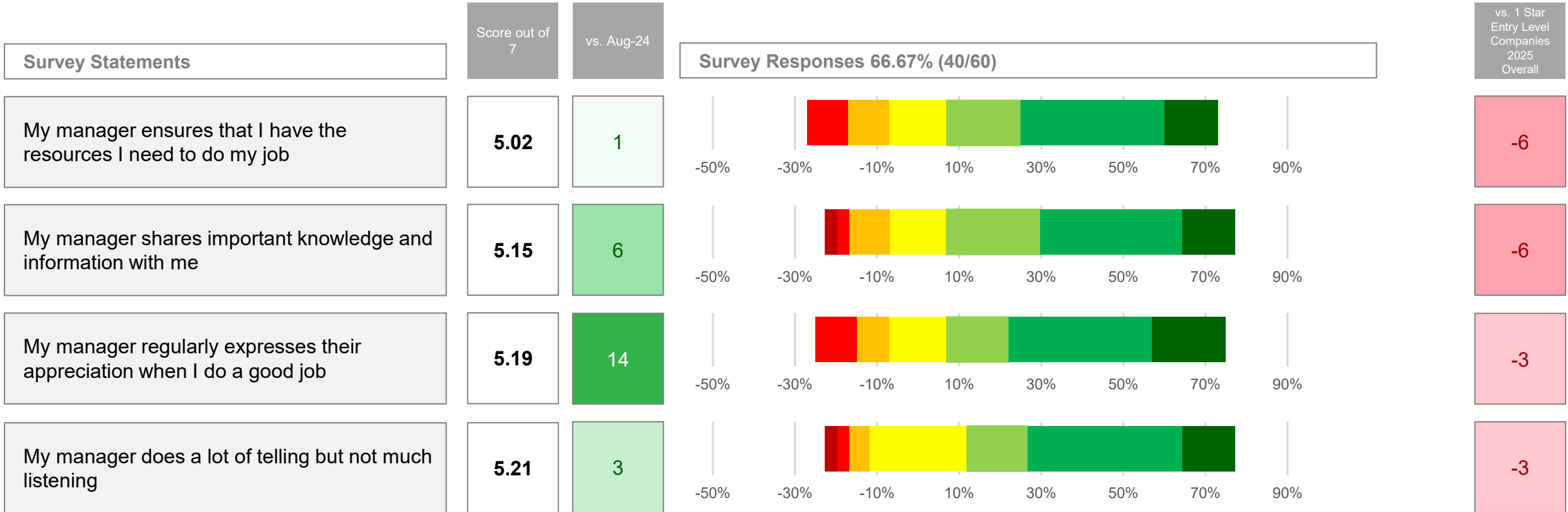


Survey Statements	Team Member (25/40) vs. Aug-24 vs. 1 Star Entry Level Companies 2025		Team Leader/Supervisor (7/10) vs. Aug-24 vs. 1 Star Entry Level Companies 2025		Head of Dept (8/10) vs. Aug-24 vs. 1 Star Entry Level Companies 2025	
	My manager helps me to fulfil my potential	3	-13	12	0	12
My manager motivates me to give my best every day	6	-9	18	1	18	7
My manager cares about how satisfied I am in my job	-2	-12	6	3	4	-5
I have confidence in the leadership skills of my manager	9	-12	25	-5	-4	-9



My Manager

Organisation Name Oct-25 All Job Grades Combined vs. Benchmarks





My Manager

Organisation Name Oct-25 By Job Grade vs. Benchmarks

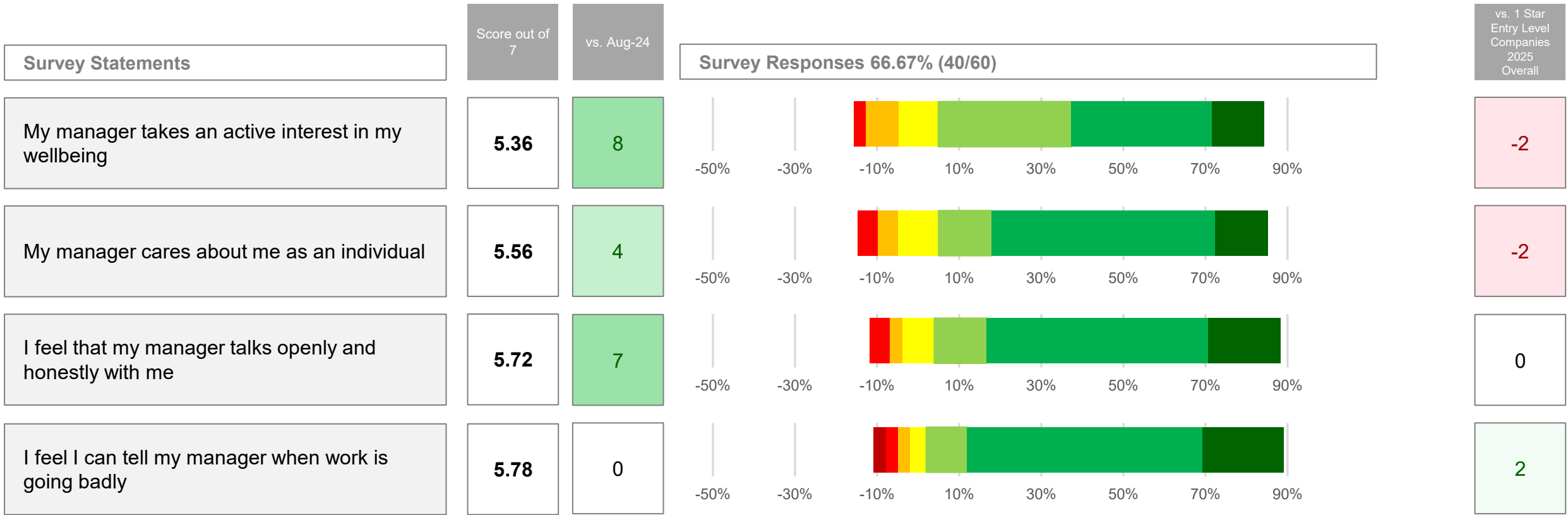


	Team Member (25/40) vs. Aug-24 vs. 1 Star Entry Level Companies 2025		Team Leader/Supervisor (7/10) vs. Aug-24 vs. 1 Star Entry Level Companies 2025		Head of Dept (8/10) vs. Aug-24 vs. 1 Star Entry Level Companies 2025	
Survey Statements						
My manager ensures that I have the resources I need to do my job	0	-9	0	-2	4	2
My manager shares important knowledge and information with me	0	-12	25	4	6	0
My manager regularly expresses their appreciation when I do a good job	12	-6	17	3	15	-4
My manager does a lot of telling but not much listening	-1	-5	21	3	-5	-1



My Manager

Organisation Name Oct-25 All Job Grades Combined vs. Benchmarks





My Manager

Organisation Name Oct-25 By Job Grade vs. Benchmarks



Survey Statements	Team Member (25/40) vs. Aug-24 vs. 1 Star Entry Level Companies 2025		Team Leader/Supervisor (7/10) vs. Aug-24 vs. 1 Star Entry Level Companies 2025		Head of Dept (8/10) vs. Aug-24 vs. 1 Star Entry Level Companies 2025	
	My manager takes an active interest in my wellbeing	7	-5	9	6	9
My manager cares about me as an individual	2	-4	9	5	9	0
I feel that my manager talks openly and honestly with me	2	-3	20	7	11	0
I feel I can tell my manager when work is going badly	-2	-1	1	8	8	3



Organisation Name

Opportunity Factor



Survey Distributed
13th Oct - 6th Nov 2025

Current Reality - Wellbeing



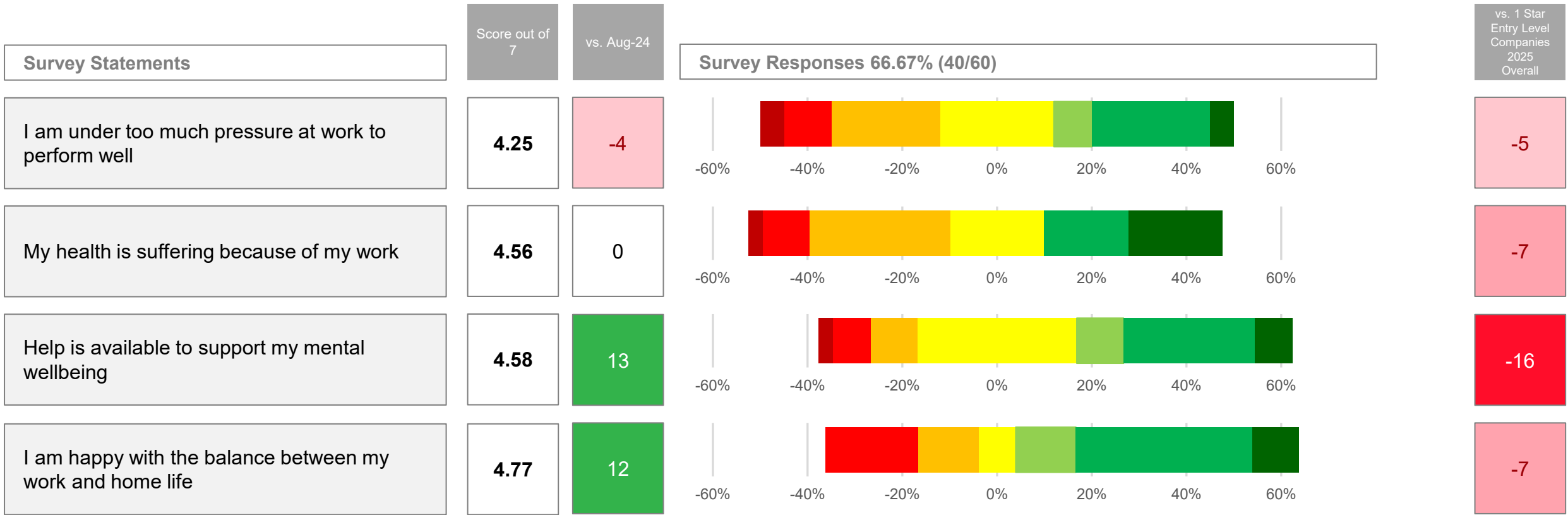
Right now, overall wellbeing sits roughly in step with the Best Companies One to Watch benchmark. We see real strengths alongside some strain. Most colleagues feel they have a healthy balance between work and home, helped by flexibility, a caring culture and supportive teams. People talk about purpose, friendship, and a workplace that takes wellbeing seriously.

At the same time, a clear group feel under too much pressure to perform well, and some say their health is suffering because of work. The pressure people describe links to heavy workloads, tight or shifting deadlines, late changes, unclear priorities, and not enough capacity. Cross-team processes and approvals can feel clunky, so work bounces around, and evenings get used to catch up. Social connection is mixed, with a call for more in-person or cross-team time to reduce isolation. By job level, team members and managers sit close to the Best Companies 1 Star benchmark, senior managers feel steadier, and directors report the lowest wellbeing by a noticeable margin.



Wellbeing

Organisation Name Oct-25 All Job Grades Combined vs. Benchmarks





Wellbeing

Organisation Name Oct-25 By Job Grade vs. Benchmarks



Survey Statements	Team Member (25/40) vs. Aug-24 vs. 1 Star Entry Level Companies 2025		Team Leader/Supervisor (7/10) vs. Aug-24 vs. 1 Star Entry Level Companies 2025		Head of Dept (8/10) vs. Aug-24 vs. 1 Star Entry Level Companies 2025	
	I am under too much pressure at work to perform well	-5	-4	-8	-8	10
My health is suffering because of my work	-5	-6	2	-9	19	-13
Help is available to support my mental wellbeing	12	-17	19	-8	15	-24
I am happy with the balance between my work and home life	18	0	-5	-20	10	-16



Organisation Name

Remaining Factors

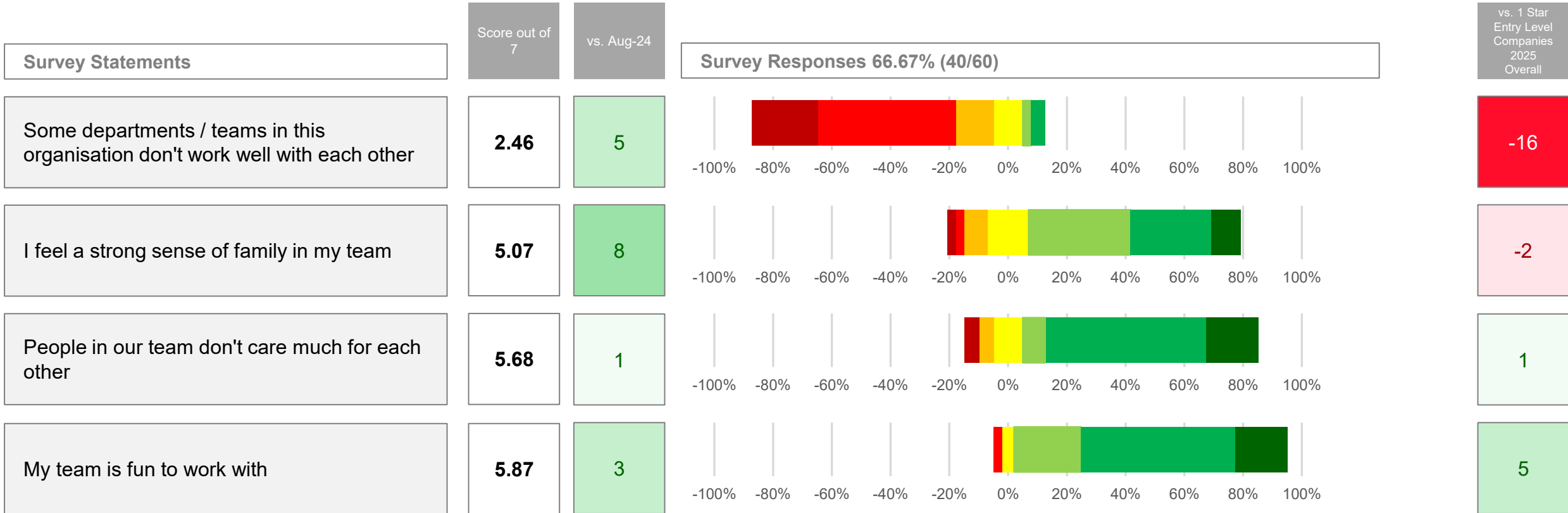


Survey Distributed
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My Team

Organisation Name Oct-25 All Job Grades Combined vs. Benchmarks





My Team

Organisation Name Oct-25 By Job Grade vs. Benchmarks



	Team Member (25/40) vs. Aug-24 vs. 1 Star Entry Level Companies 2025		Team Leader/Supervisor (7/10) vs. Aug-24 vs. 1 Star Entry Level Companies 2025		Head of Dept (8/10) vs. Aug-24 vs. 1 Star Entry Level Companies 2025	
Survey Statements						
Some departments / teams in this organisation don't work well with each other	1	-19	12	-17	14	-12
I feel a strong sense of family in my team	7	-2	-7	-12	24	1
People in our team don't care much for each other	0	1	1	4	3	-6
My team is fun to work with	3	6	-2	4	4	0



My Company

Organisation Name Oct-25 All Job Grades Combined vs. Benchmarks



Survey Statements	Score out of 7	vs. Aug-24	Survey Responses 66.67% (40/60)	vs. 1 Star Entry Level Companies 2025 Overall
This organisation feels more reactive than proactive	3.25	4		-6
I am excited about where this organisation is going	4.77	-6		-4
Policies and procedures within this organisation are fair to everyone	4.97	5		-2
I would leave tomorrow if I had another job	5.03	-6		3



My Company

Organisation Name Oct-25 By Job Grade vs. Benchmarks

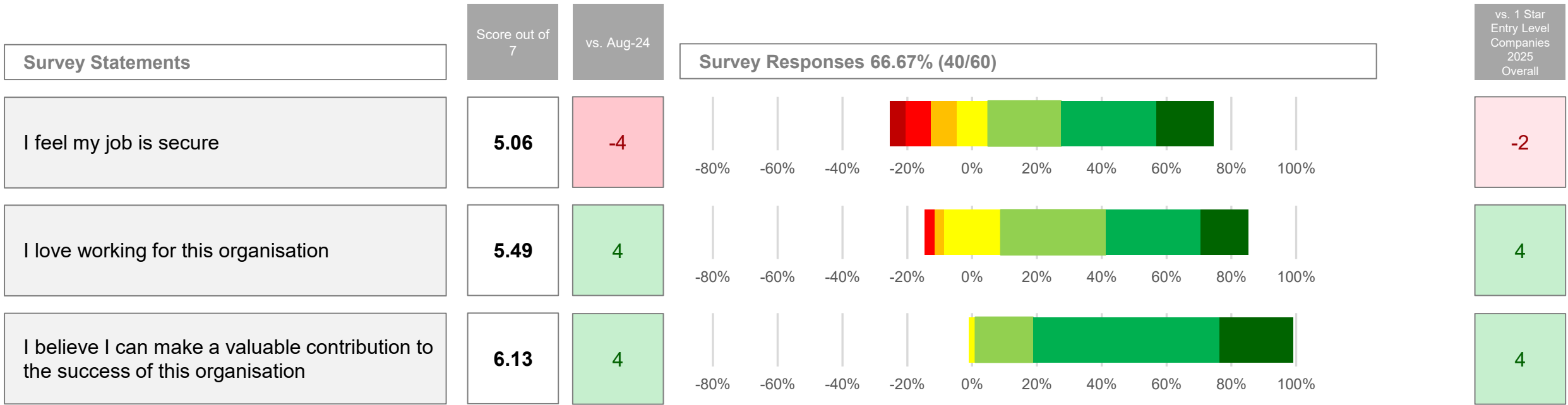


Survey Statements	Team Member (25/40) vs. Aug-24 vs. 1 Star Entry Level Companies 2025		Team Leader/Supervisor (7/10) vs. Aug-24 vs. 1 Star Entry Level Companies 2025		Head of Dept (8/10) vs. Aug-24 vs. 1 Star Entry Level Companies 2025	
	This organisation feels more reactive than proactive	2	-8	14	7	5
I am excited about where this organisation is going	-10	-3	6	-4	-5	-11
Policies and procedures within this organisation are fair to everyone	5	-3	10	3	-2	-7
I would leave tomorrow if I had another job	-9	2	4	2	-4	1



My Company

Organisation Name Oct-25 All Job Grades Combined vs. Benchmarks





My Company

Organisation Name Oct-25 By Job Grade vs. Benchmarks



	Team Member (25/40) vs. Aug-24 vs. 1 Star Entry Level Companies 2025	Team Leader/Supervisor (7/10) vs. Aug-24 vs. 1 Star Entry Level Companies 2025	Head of Dept (8/10) vs. Aug-24 vs. 1 Star Entry Level Companies 2025
Survey Statements			
I feel my job is secure	-4 1	-8 -2	-1 -10
I love working for this organisation	4 4	2 -1	2 1
I believe I can make a valuable contribution to the success of this organisation	3 4	4 5	7 -3



Personal Growth

Organisation Name Oct-25 All Job Grades Combined vs. Benchmarks



best companies™

Survey Statements	Score out of 7	vs. Aug-24	Survey Responses 66.67% (40/60)	vs. 1 Star Entry Level Companies 2025 Overall
The training in this job is a great benefit to me personally	3.32	1		-19
I have skills that my organisation could use but doesn't	3.71	-3		-4
There are limited opportunities for me to learn and grow within this organisation	4.24	2		-1
This job is good for my own personal growth	5.40	8		3
I am bored with the work I do	5.53	2		5



Personal Growth

Organisation Name Oct-25 By Job Grade vs. Benchmarks

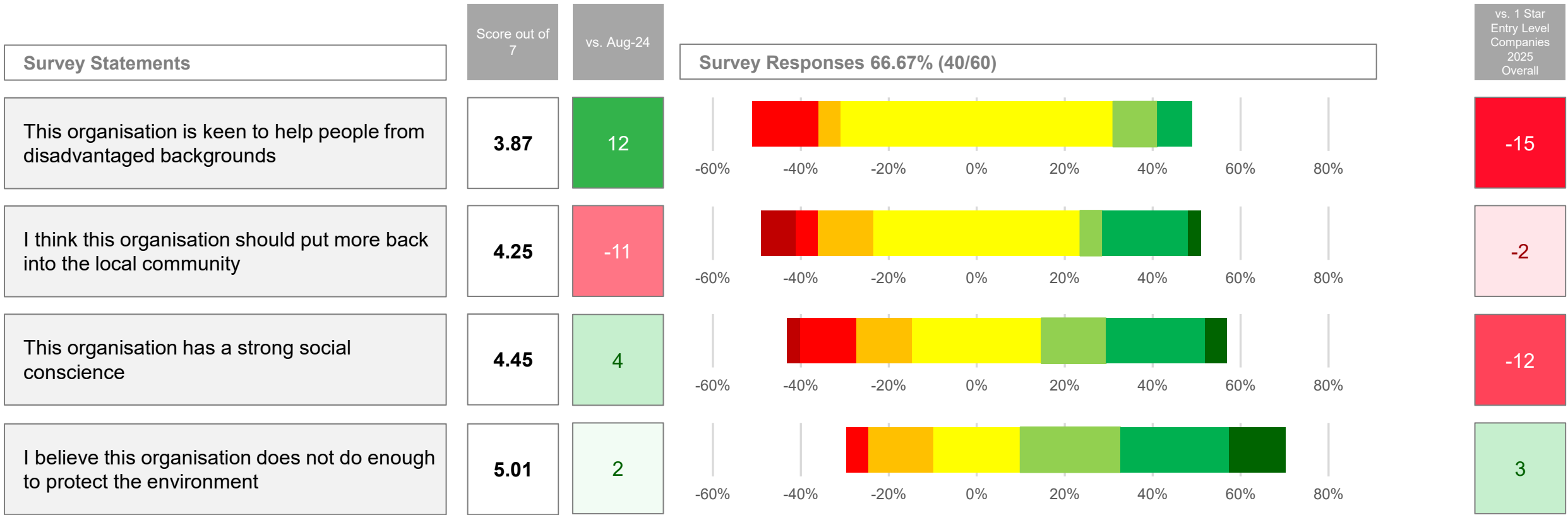


Survey Statements	Team Member (25/40) vs. Aug-24 vs. 1 Star Entry Level Companies 2025		Team Leader/Supervisor (7/10) vs. Aug-24 vs. 1 Star Entry Level Companies 2025		Head of Dept (8/10) vs. Aug-24 vs. 1 Star Entry Level Companies 2025	
	The training in this job is a great benefit to me personally	-3	-24	13	-6	2
I have skills that my organisation could use but doesn't	-1	-3	4	5	-21	-14
There are limited opportunities for me to learn and grow within this organisation	-6	-8	19	10	7	2
This job is good for my own personal growth	10	1	-3	-2	11	5
I am bored with the work I do	0	2	-2	6	11	5



Giving Something Back

Organisation Name Oct-25 All Job Grades Combined vs. Benchmarks





Giving Something Back

Organisation Name Oct-25 By Job Grade vs. Benchmarks



Survey Statements	Team Member (25/40)	Team Leader/Supervisor (7/10)	Head of Dept (8/10)
	vs. Aug-24 vs. 1 Star Entry Level Companies 2025	vs. Aug-24 vs. 1 Star Entry Level Companies 2025	vs. Aug-24 vs. 1 Star Entry Level Companies 2025
This organisation is keen to help people from disadvantaged backgrounds	7 -20	22 -3	19 -11
I think this organisation should put more back into the local community	-9 2	-25 -13	-5 -8
This organisation has a strong social conscience	-5 -18	17 -4	19 -1
I believe this organisation does not do enough to protect the environment	-5 -2	24 14	5 9



Employment Groups vs. Benchmarks

Survey Distributed
13th Oct - 6th Nov 2025

Employment Group Factor Scores

Oct-25 vs. Aug-24 includes Response Rates and BCI Scores



Employment Group Name	Response Rate Percentage (Actual)		BCI Scores (Accreditation Rating)		My Team	Leadership	My Manager	My Company	Personal Growth	Wellbeing	Fair Deal	Giving Something Back
	Aug-24	Oct-25	Aug-24	Oct-25								
Human Resources	75% (6/8)	100% (5/5)	714.8 (2*)	721.1 (2*)	5	3	6	-1	-1	-3	-4	2
Finance	75% (6/8)	83.33% (5/6)	685.0 (1*)	678.1 (1*)	-3	-3	-1	-6	-1	2	1	-2
Facilities	80% (8/10)	85.71% (6/7)	647.9 (OTW)	663.4 (1*)	3	4	1	3	3	1	-2	2
Customer Service	88% (22/25)	62% (12/20)	614.6 (OTW)	628.4 (OTW)	4	1	3	1	4	4	13	1
Sales	92.31% (24/26)	54.54% (12/22)	616.4 (OTW)	629.5 (OTW)	-2	9	3	1	-1	2	11	3

Employment Group Factor Scores

Oct-25 vs. 1 Star Entry includes Response Rates and BCI Scores



Employment Group Name	Response Rate Percentage (Actual) Oct-25	BCI Scores (Accreditation Rating) Oct-25	My Team	Leadership	My Manager	My Company	Personal Growth	Wellbeing	Fair Deal	Giving Something Back
Human Resources	100% (5/5)	721.1 (2*)	6	6	10	13	14	7	-2	-3
Finance	83.33% (5/6)	678.1 (1*)	7	6	-9	6	13	-4	6	1
Facilities	85.71% (6/7)	663.4 (1*)	9	7	0	9	5	4	5	-6
Customer Service	62% (12/20)	628.4 (OTW)	-2	-5	-11	2	-5	-9	9	-10
Sales	54.54% (12/22)	629.5 (OTW)	-3	-4	-12	1	-6	-8	7	-7



Action Planning

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Feedback and Action Planning with your Team



Factor to Celebrate

Key messages to the team

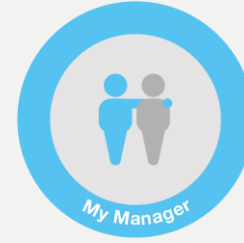
Next steps and Action plan



Opportunity Factor 1

Key messages to the team

Next steps and Action plan



Opportunity Factor 2

Key messages to the team

Next steps and Action plan



Opportunity Factor 3

Key messages to the team

Next steps and Action plan

Review timeline and owner/s:



Thank you

