

Employee Survey Sample Insights Report

Please note, the results in this presentation are fabricated, and at times tell conflicting stories. The purpose of this sample presentation is to show the style of insight and visualisations we produce, rather than to tell a consistent narrative.



Introduction

FoodCo Materials & Food Manufacturing Employee Survey ran from 5th March to 7th April 2025.

The majority of questions asked were on a five-point scale, relating to the agreement with statements relating to their perceptions or experiences.

Scaled questions were converted into percentage scores for analysis, as follows:

Strongly Disagree = 0%

Disagree = 25%

Neutral = 50%

Agree = 75%

Strongly Agree = 100%

These were averaged to calculate Index Scores and an overall PX Score. However, actual responses are also available for questions in the Detailed Question Results section.

Drivers of Engagement were identified at an index and question level; the interactions between the three framework levels were analysed at question level and are shown in the Path Analysis.

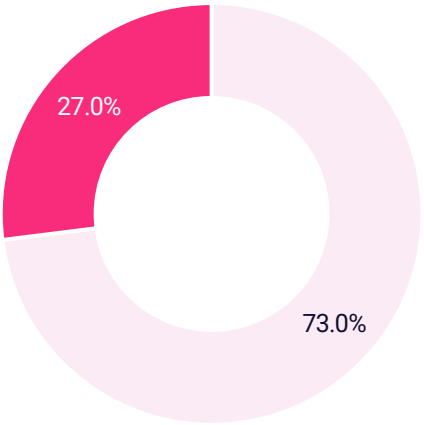
Text questions were thematically analysed using an AI-based tool, and frequencies for them calculated.

Today's Presentation

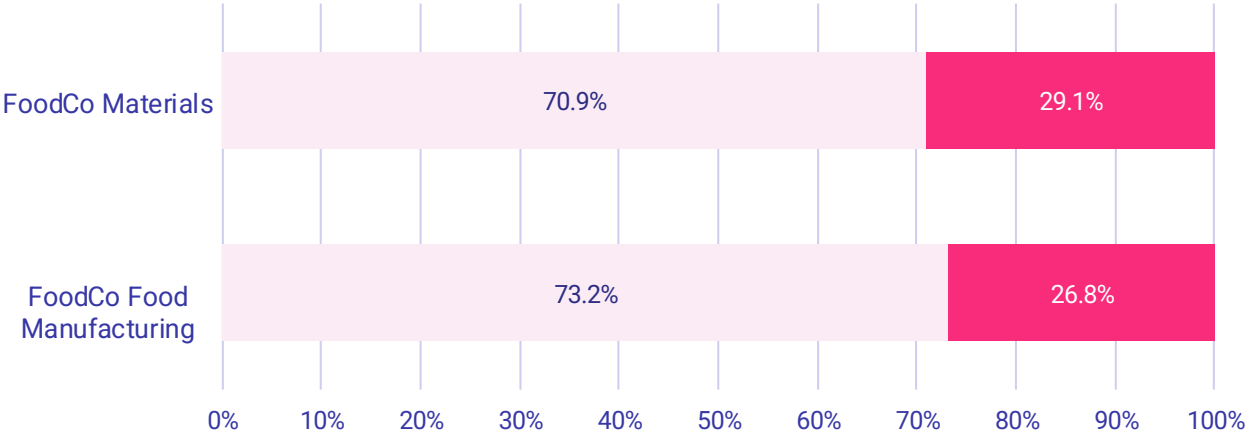
1. Executive summary
2. Completion rates & trend analysis
3. Introduction to Px3 modelling
4. Understanding the FoodCo culture (free text and indices)
5. Hotspot teams' analysis
6. Using Px3 to find our Key Focus Areas
7. Key Focus Areas
 - a) Comms and perceptions of the senior team
 - b) Recognition, reward and work-life balance
 - c) Retention through growth
8. Next steps

Participation

Participation rates, at 73% overall, compare well with other clients in food manufacturing and other primarily deskless industries



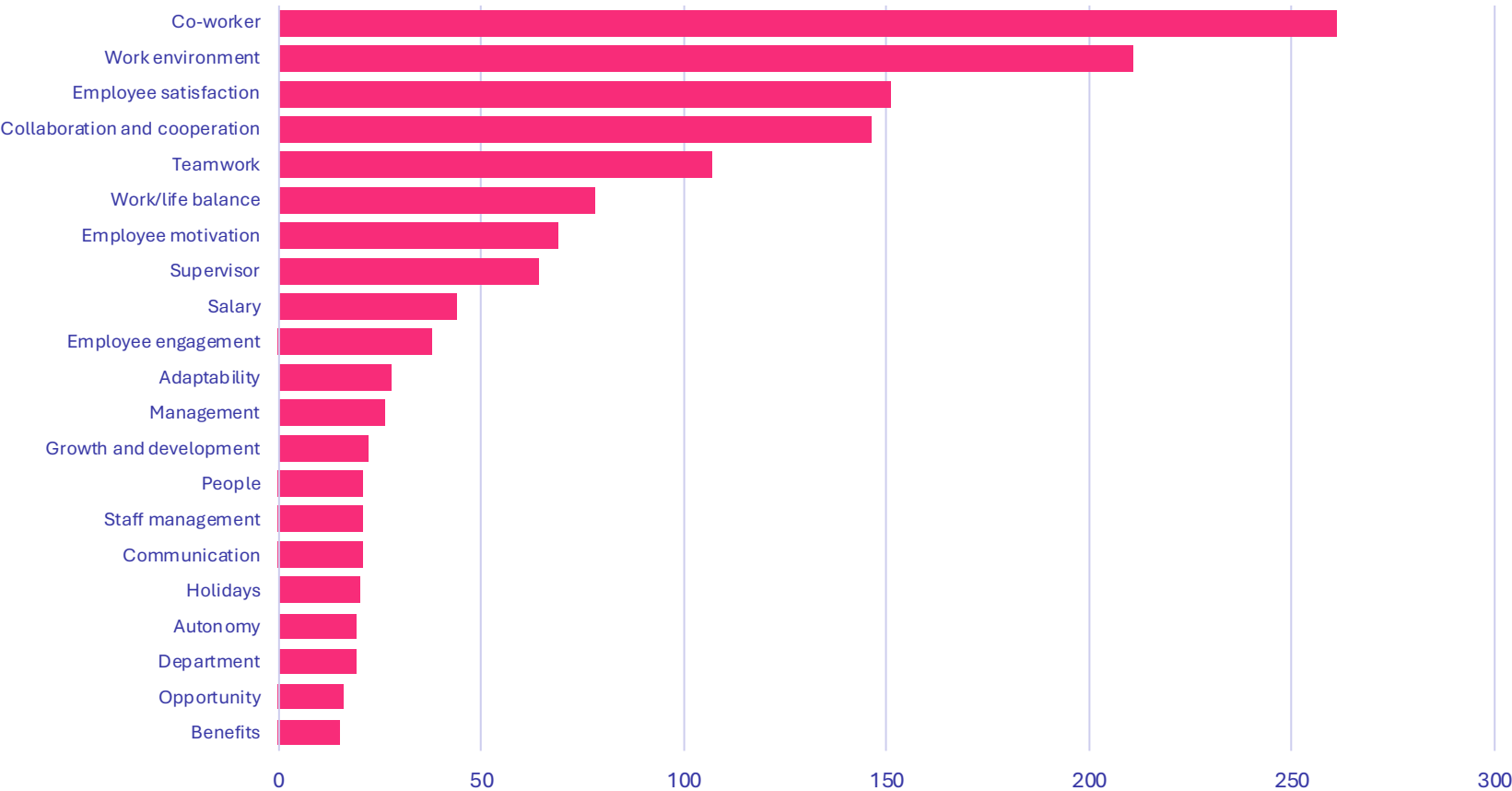
Completed Not Completed



Completed Not Completed

	Completed	Not Completed
FoodCo Food Manufacturing	1840	673
FoodCo Materials	166	68
Total	2006	741

What is it about working here that you really enjoy?



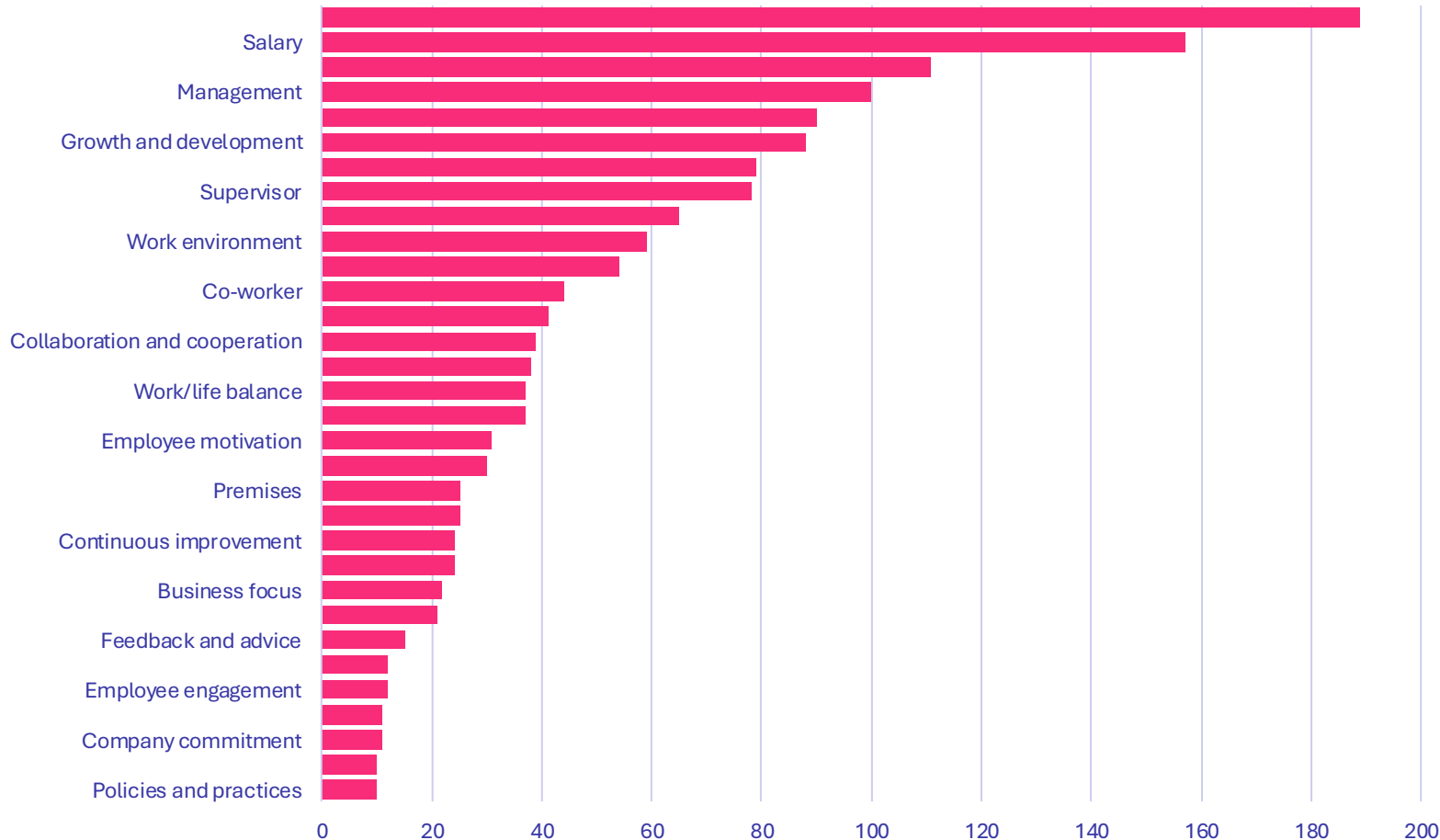
*Categories with less than 10 have been omitted

Many of the comments focused on the day-to-day experience, co-workers and the satisfaction of the roles themselves are key aspects of what employees like about working at FoodCo.

“The people are my favourite thing about working here. Not a fan of my manager, but the team feels like family.”

“The job is interesting; I love the customers – they can be frustrating at times but they’re generally lovely/funny.”

What would make the biggest difference to your experience of working here?



*Categories with less than 10 have been omitted

As Company Leadership scores suggest (see future slide), communication has the most opportunity to improve, and is a particular pain-point for employees.

Salary continues to be challenging for employees, a common sight for surveys in the current economic climate.

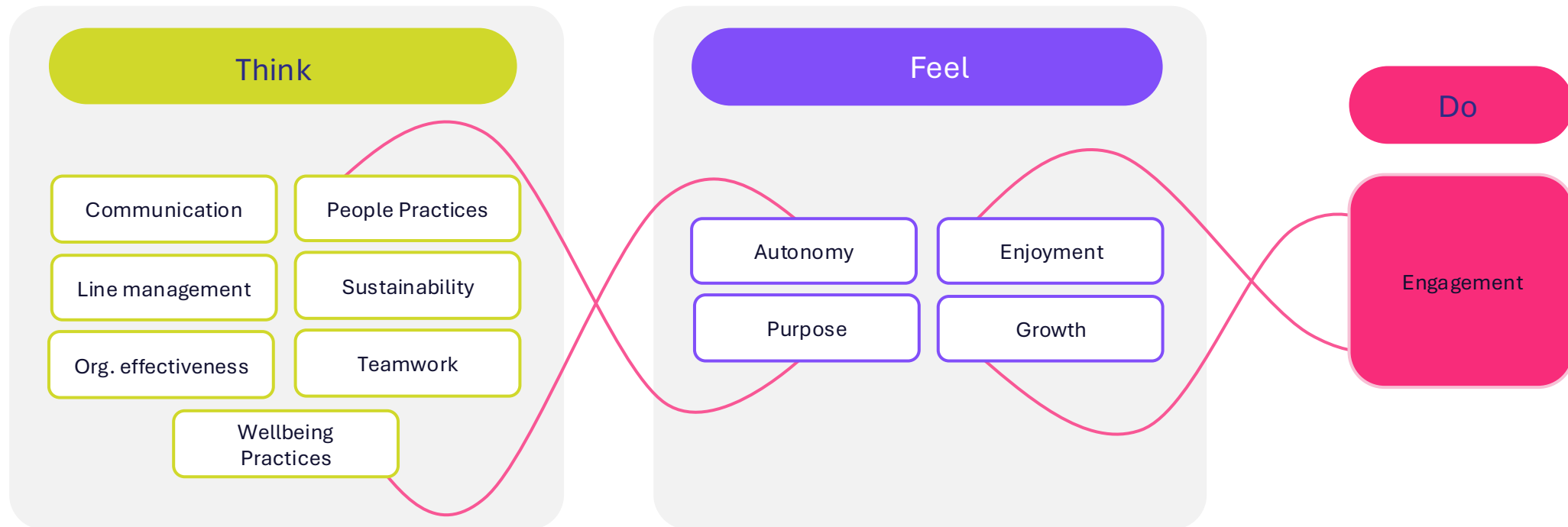
Training/Growth and Line Management were both relatively positive in the quantitative survey responses, but the presence of these comments show that this experience is not universal.

"Just tell us what is going on! End up feeling like just a number."

Understanding the relationship between what your teams Think, Feel & Do

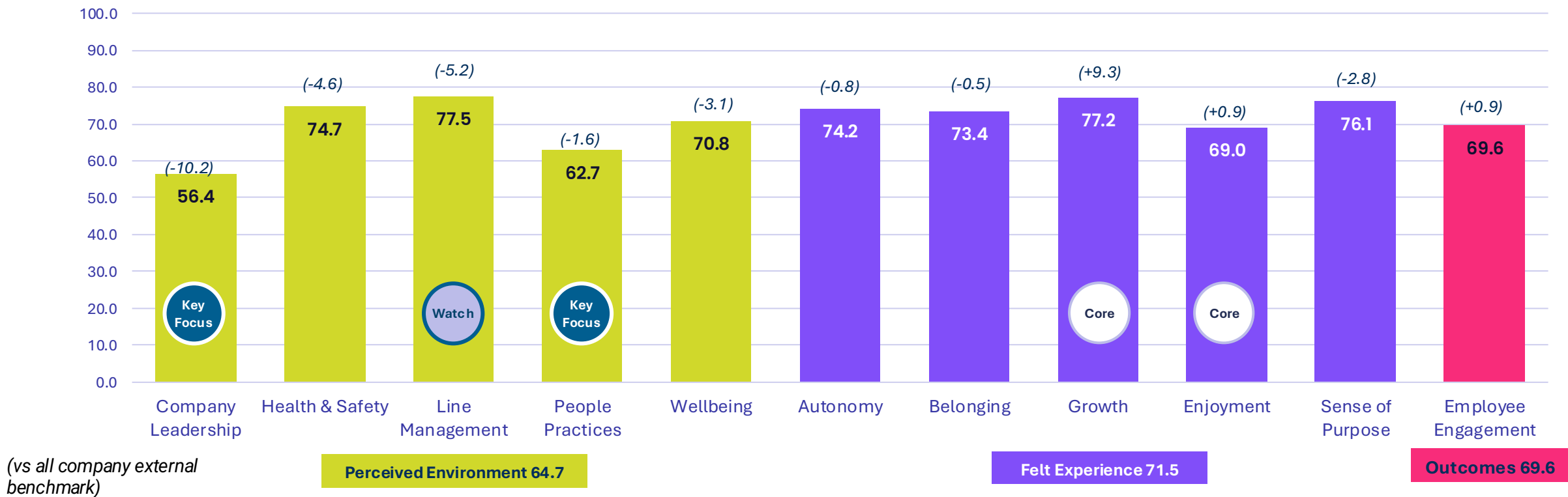
It can be easy to look across a survey and not understand where to focus.

Our analysis uses the Px3 model to understand the most important areas to focus on by connecting the things employees **THINK** about their work environment to the emotions they **FEEL**. We can then see which of those emotions is driving employee behaviour intention (what they **DO**):



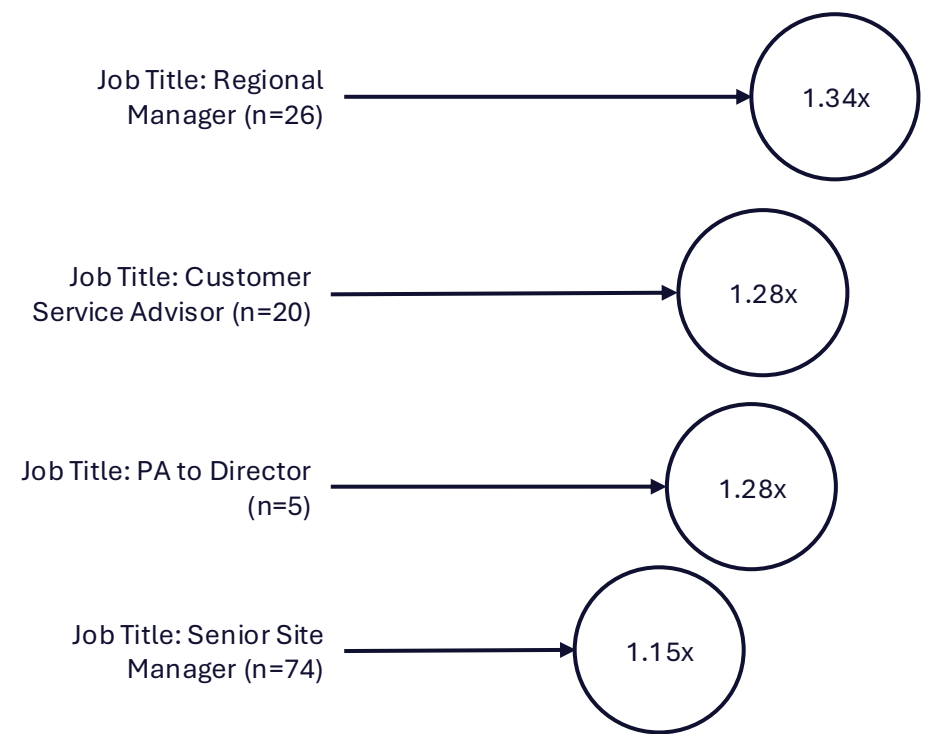
Index Scores (%)

Within the Perceived Environment, strengths are found in Line Management and Health & Safety, although these are still lower scoring than the all company benchmark. The opportunities for growth are positively scoring, particularly against the benchmark and represent a key element of the employee value proposition when compared to other organisations.

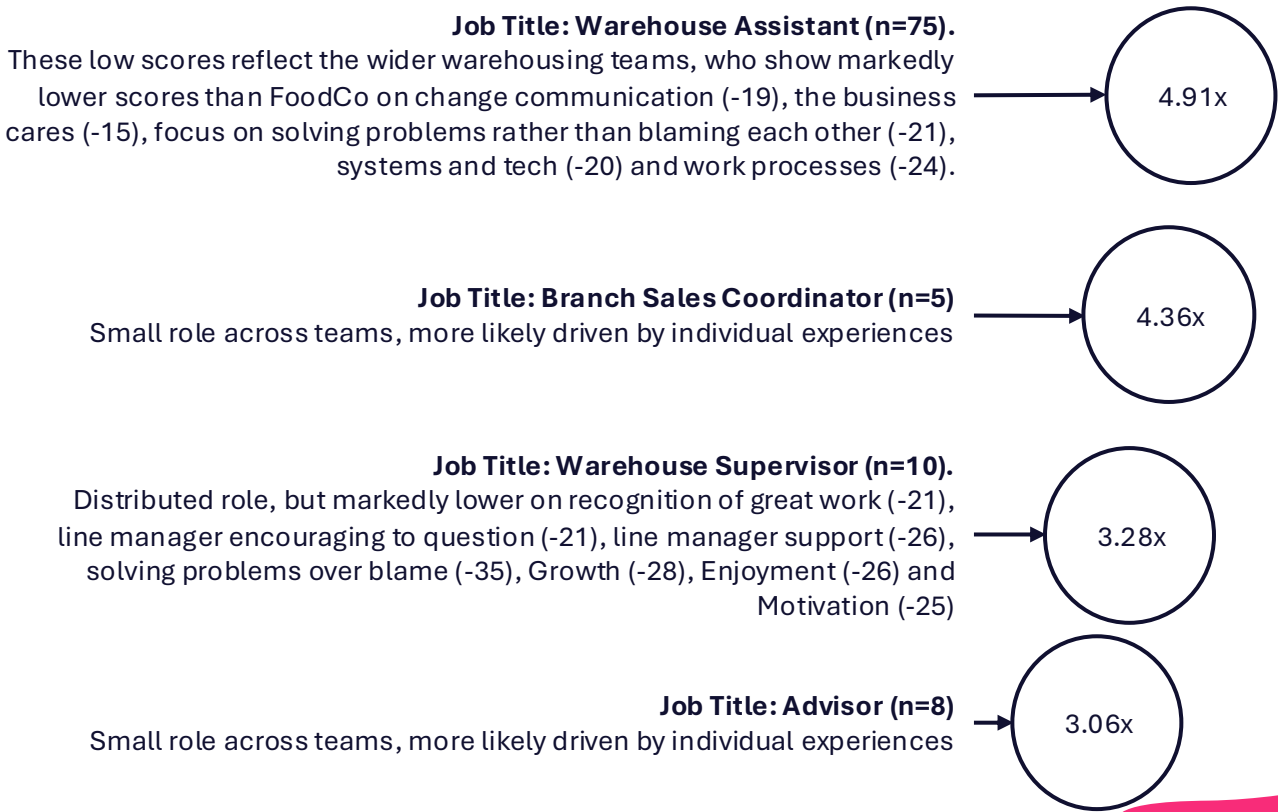


How does engagement change by job role?

Who is more likely to be engaged?

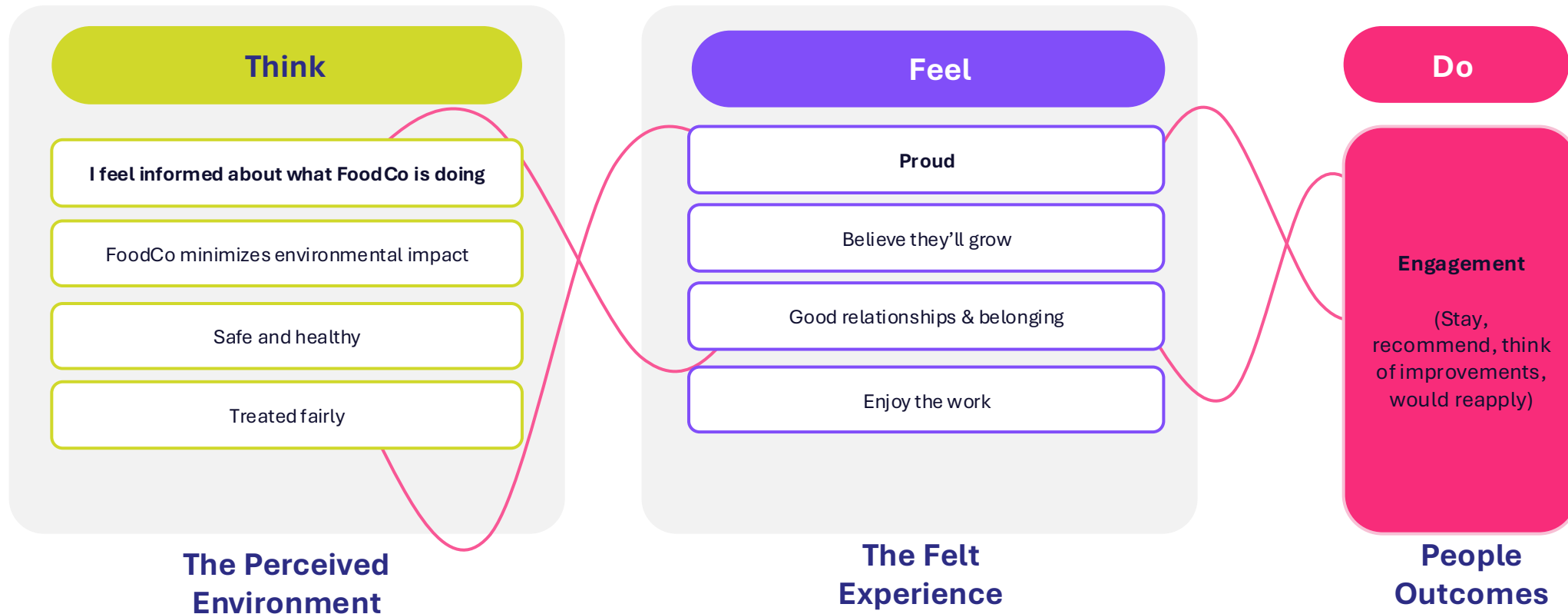


Who is more likely to be disengaged?



Understanding the relationship between what your teams Think, Feel & Do

These are the elements that are common to Engagement as a whole. On the following slides we will explore how these change according to specific outcome questions



Understanding the relationship between what your teams Think, Feel & Do

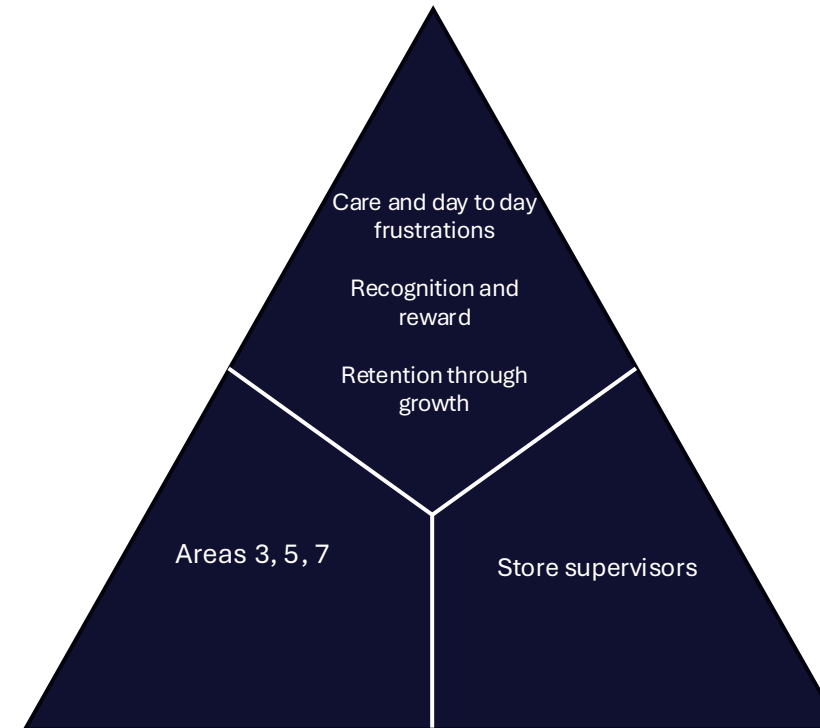
If you want people to (DO)	They should FEEL that they	They should THINK that
Be here in a year	- Are proud to work here Believe they can grow - Feel they belong	- Line managers treat them with respect and care about their development - Their job is in alignment with their career goals (direct driver)
Be willing to recommend FoodCo as a place to work	- Enjoy being at work - Feel they belong - Are proud to work here	Leaders value people as most important resource (direct driver) Recognition, salary and benefits (direct driver) - Line manager treats with respect and comfortable disclosing wellbeing issues - Believe I can grow while I am employed here (direct driver)
Be motivated to try their best	- Feel they belong - Enjoy being at work - Are proud to work here	Salary and benefits fair (direct driver), and recognition Tools & equipment to do the job well

Selecting your focus areas

Focus areas found from the data inform the kinds of actions you should consider as an organisation to improve your results in the future:

- The opportunities found from lower scoring drivers in “think” and “feel” areas of the Px3 model inform the company-wide strategic actions that should be considered.
- Business areas with lower scores (hotspots) require localized actions and focus from HR and leadership teams.
- Specific roles or employee lifecycle points with weaker results create opportunities for experience redesign work.

Drivers of People Outcomes:
Strategic actions



Hotspots: Localised
actions

Role / “Moments” issues:
Experience redesigns