

The
Happiness
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HAVE YOUR SAY

**CULTURAL ASSESSMENT
RESULTS**
Public Sector Pensions Authority

Overview

- Respondents were asked 13 questions in total
- 2616 responses across IOMG
- 13 respondents from the Public Sector Pensions Authority

Survey Summary

HAVEYOUR SAY

Response Rate

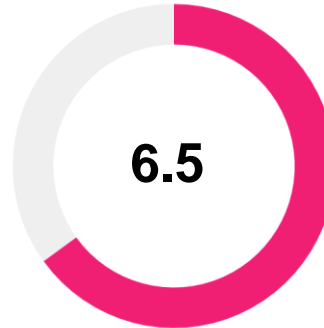
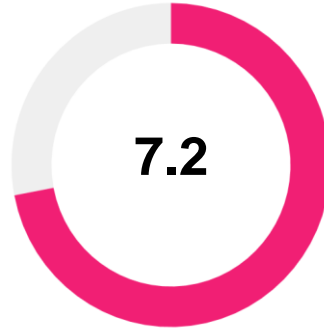
PSPA

81.3%

IOMG

30%

Average



Score Spread



Question Breakdown

The logo consists of a red speech bubble pointing downwards, containing the text 'HAVEYOURSAY' in white, uppercase letters.

Question	Average	Std.Dev.
How satisfied are you with the balance between your work and home life?	6.8	2.1
How satisfied are you with the level of freedom you have in your role?	7.5	2
How much do you feel valued as an individual?	7.5	2
How much do you feel your opinions are listened to?	7.5	2.1
How satisfied are you with the amount of learning opportunities on offer?	6.1	2.8
How satisfied are you with the opportunity to progress your career here?	5.6	2.8
How inspired are you by your organisation?	6.5	2.7

*Std.Dev. – Standard Deviation

Question Breakdown

The logo consists of a red speech bubble pointing downwards, containing the text "HAVEYOUR SAY" in white, uppercase letters.

Question	Average	Std.Dev.
How committed are you to helping the organisation succeed?	8.7	2.2
How clear are you on the requirements of your job?	8	2.6
How well does your organisation keep you informed?	7.8	1.9
How clear is the link between your role and the success of the organisation?	8.7	1.1
To what extent do you have access to the resources you need to support you in your role?	6.7	2.3
Overall, how happy are you at work?	6.7	2.1

Highs

HAVE YOUR SAY

Type	Question	Average
High	How committed are you to helping the organisation succeed?	8.7
High	How clear is the link between your role and the success of the organisation?	8.7
High	How clear are you on the requirements of your job?	8
High	How well does your organisation keep you informed?	7.8
High	How satisfied are you with the level of freedom you have in your role?	7.5

Lows

HAVE YOUR SAY

Type	Question	Average
Low	How satisfied are you with the opportunity to progress your career here?	5.6
Low	How satisfied are you with the amount of learning opportunities on offer?	6.1
Low	How inspired are you by your organisation?	6.5
Low	Overall, how happy are you at work?	6.7
Low	To what extent do you have access to the resources you need to support you in your role?	6.7

Heatmap

HAVE YOUR SAY

Question	Public Sector Pensions Authority
How committed are you to helping the organisation succeed?	8.7
How clear is the link between your role and the success of the organisation?	8.7
How clear are you on the requirements of your job?	8
How well does your organisation keep you informed?	7.8
How satisfied are you with the level of freedom you have in your role?	7.5
How much do you feel valued as an individual?	7.5
How much do you feel your opinions are listened to?	7.5

Heatmap

HAVEYOUR SAY

Question	Public Sector Pensions Authority
How satisfied are you with the balance between your work and home life?	6.8
To what extent do you have access to the resources you need to support you in your role?	6.7
Overall, how happy are you at work?	6.7
How inspired are you by your organisation?	6.5
How satisfied are you with the amount of learning opportunities on offer?	6.1
How satisfied are you with the opportunity to progress your career here?	5.6

Average Happiness



Question	Public Sector Pensions Authority
Average	7.2

Our Divisional/Directorate Happiness

HAVEYOURSAY



Sharing Results

- **Keep it conversational in the meeting** – this is another opportunity to build trust and openness. Ask people to contribute their perspective in the meeting. Check whether the results are consistent with what people think and feel. It is a good opportunity to sense check and create ongoing dialogue which builds trust.
- **Focus** – Be wary of spending too much time comparing results to other areas of your organisation. This is an opportunity to focus on how your team feel and making the environment better for them.
- **Action Plan** – Ensure your action plan aligns with the work taking place to address feedback for the business as a whole. Make sure actions are realistic and avoid a long list of tasks. Create a specific action plan with your team that build on strengths and address areas of concern. You can use the template provided. Attribute jobs / timings / commitments to individuals or groups.
- **Follow Up** – Book in time to follow-up on actions. You'll need to decide whether that is weekly / monthly / quarterly. Everyone should be kept up to date on progress and feel the importance of contributing to improving the culture.
- **Share** – Share your experience with other managers / your programme lead and help improve the impact feedback has on your culture and to improve this programme.

Next Steps

CELEBRATE

The things we do well:

THINK ABOUT HOW WE CAN BUILD ON OUR STRENGTHS AND LEARN WHAT WE ARE GOOD AT.

INVESTIGATE

Are there any other opportunities coming out of the results that we want to explore further?

HOW COULD WE INVESTIGATE? THROUGH LOOKING AT THE DATA IN MORE DETAIL OR THROUGH DISCUSSIONS WITH STAFF?

OPPORTUNITIES

Areas we need to focus on and turn into action plans:

WHAT ARE THE KEY THINGS WE NEED TO IMPROVE TO MAKE WORKING HERE BETTER?

Next Steps

HAVEYOUR SAY

Now you have your survey results, what's next?

Visit the LEaD website to explore our new 'Engagement Toolkits' offering you a range of resources and information to assist you with your post-survey plans.

Click [here](#) to access the website.

If you would like more support, LEaD are here to help. Get in touch:

E-Mail: lead@gov.im

Call: 685724