PEOPLE QUALITIES RESULTS

Financial Intelligence Unit

OVERVIEW

- Respondents were asked 10 questions in total
- Response from across IOMG based on question 1 was 2646
- Responses from across IOMG based on all questions was 2052
- Response to the survey based on question 1 for Financial Intelligence Unit was 18
- Response to the survey based on all questions for Financial Intelligence Unit was 12

Survey Summary

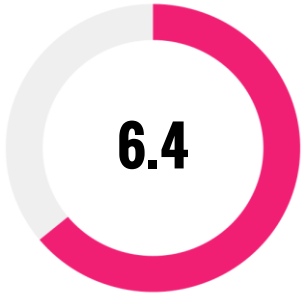
HAVEYOURSAY

Response Rate

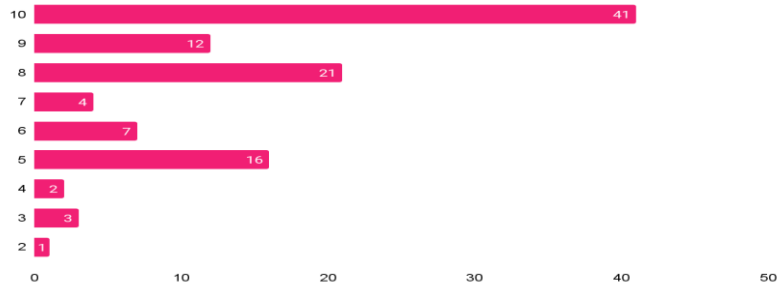
FIU	92.3%
IOMG	23.1%

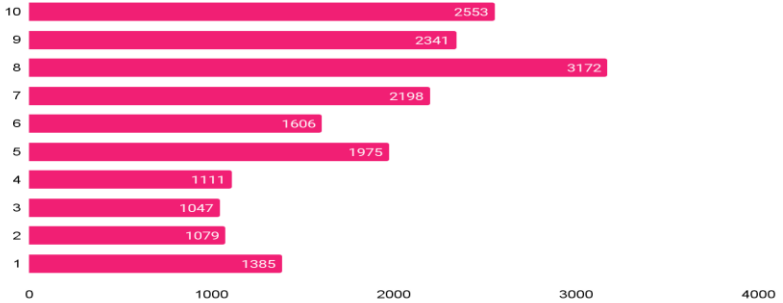
*Response Rates are based on those continuing with the survey past Q1

Average



Score Spread





Question Breakdown

Question	Yes	No	Don't Know
Does your Department/Board/Office have a set of values?	11	4	3

Question	Average	Std.Dev.
To what degree do your leaders behave in ways that reinforce the stated values?	8.9	1.4
How much do you believe in the values of the Department/Board/Office?	8.9	1.5
How much do the Department/Board/Office values align with your personal values?	8.8	1.5
How well does the Department/Board/Office live the values it promotes?	8.7	1.6
How often do you apply the values to your everyday work?	8.5	1.6
How clearly have the values of theDepartment/Board/Office been communicated?	6.6	2.6

*Std. Dev - Standard Deviation

Question Breakdown

Question	Average	Std.Dev.
How well do you know the core values of the Department/Board/Office?	6.8	2.5
How well do you know specific behaviours to live the values?	6.8	2.7
Overall, how happy are you at work?	8	2

Highs

Type	Question	Average
High	To what degree do your leaders behave in ways that reinforce the stated values?	8.9
High	How much do you believe in the values of the Department/Board/Office?	8.9
High	How much do the Department/Board/Office values align with your personal values?	8.8
High	How well does the Department/Board/Office live the values it promotes?	8.7
High	How often do you apply the values to your everyday work?	8.5

Lows

Type	Question	Average
Low	How clearly have the values of the Department/Board/Office been communicated?	6.6
Low	How well do you know specific behaviours to live the values?	6.8
Low	How well do you know the core values of the Department/Board/Office?	6.8
Low	Overall, how happy are you at work?	8
Low	How often do you apply the values to your everyday work?	8.5

Heatmap

Question	Financial Intelligence Unit
To what degree do your leaders behave in ways that reinforce the stated values?	8.9
How much do you believe in the values of the Department/Board/Office?	8.9
How much do the Department/Board/Office values align with your personal values?	8.8
How well does the Department/Board/Office live the values it promotes?	8.7
How often do you apply the values to your everyday work?	8.5
Overall, how happy are you at work?	8
How well do you know the core values of the Department/Board/Office?	6.8

Heatmap

Question	Financial Intelligence Unit
How well do you know specific behaviours to live the values?	6.8
How clearly have the values of the Department/Board/Office been communicated?	6.6
Average	8

Sharing Results

HAVEYOURSAY

- **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

HAVEYOURSAY

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

HAVEYOURSAY

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