LEADERSHIP SURVEY RESULTS

Cabinet Office

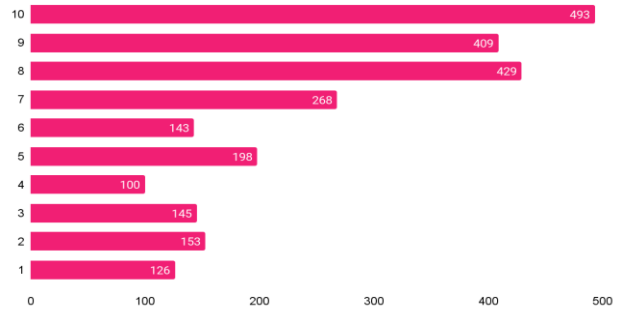
OVERVIEW

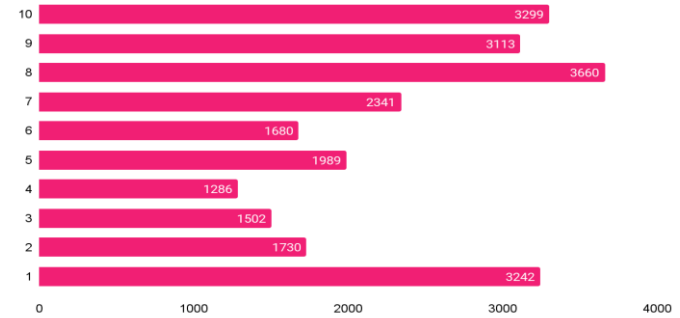
- Respondents were asked 14 questions in total
- Response from across IOMG based on all questions was 1703
- Response to the survey based on all questions for Cabinet Office was 176

Survey Summary

	Response Rate	Average
CO	35.1%	6.9
IOMG	18.7%	6.0

Score Spread





Question Breakdown

Question	Average	Std.Dev.
My Supervisor/Manager tells me when I have done a good job	7.3	2.6
My Supervisor/Manager communicates effectively	7.2	2.6
My Supervisor/Manager listens to me and considers my views	7.5	2.6
My Supervisor/Manager motivates and inspires me to be more effective in my job	6.9	2.7
My Supervisor/Manager is open to my ideas	7.6	2.6
My Supervisor/Manager deals with poor performance effectively	6.3	2.8
I have confidence in the decisions made by my supervisor/manager	7.3	2.5

Question Breakdown

Question	Average	Std.Dev.
My team is well managed	7	2.7
I think it is safe to challenge the way things are done in my Department	6.8	2.9
Senior managers in my Department are sufficiently visible	6.7	2.9
Senior management are open and honest in their communication with staff	6.5	3
Senior managers are aware of the challenges we face in our team	6.3	3.1
Overall, I have confidence in the decisions made by my senior managers	6.5	2.9
Overall, how happy are you at work?	6.9	2.6

Highs

Type	Question	Average
High	My Supervisor/Manager is open to my ideas	7.6
High	My Supervisor/Manager listens to me and considers my views	7.5
High	My Supervisor/Manager tells me when I have done a good job	7.3
High	I have confidence in the decisions made by my supervisor/manager	7.3
High	My Supervisor/Manager communicates effectively	7.2

Lows

Type	Question	Average
Low	Senior managers are aware of the challenges we face in our team	6.3
Low	My Supervisor/Manager deals with poor performance effectively	6.3
Low	Overall, I have confidence in the decisions made by my senior managers	6.5
Low	Senior management are open and honest in their communication with staff	6.5
Low	Senior managers in my Department are sufficiently visible	6.7

Heatmap

Question	Business Change Services	Chief Secretary's Office	Public Health Directorate	Crown and External Relations	Health & Care Transformation	Office of Human Resources
My Supervisor/Manager tells me when I have done a good job	8.5	8.2	7.8	9	7.7	7
My Supervisor/Manager is open to my ideas	9.1	8.6	7.8	7.7	7.3	7.5
My Supervisor/Manager listens to me and considers my views	8.9	8.2	7.7	7.7	7.8	7.4
I have confidence in the decisions made by my supervisor/manager	8.7	8	7.9	8	7.3	7.1
My Supervisor/Manager communicates effectively	8.7	8.2	7.4	7.8	7.1	7
My team is well managed	8.6	8	7.7	7.7	7.1	7
My Supervisor/Manager motivates and inspires me to be more effective in my job	7.9	8.2	7.7	6.8	6.9	6.8

Heatmap

Question	Government Technology Services	Isle of Man Borders Division
My Supervisor/Manager tells me when I have done a good job	7.3	5.8
My Supervisor/Manager is open to my ideas	7.8	5.6
My Supervisor/Manager listens to me and considers my views	7.7	5.2
I have confidence in the decisions made by my supervisor/manager	7.3	6
My Supervisor/Manager communicates effectively	7.3	5.6
My team is well managed	6.9	5.4
My Supervisor/Manager motivates and inspires me to be more effective in my job	6.8	6

Heatmap

Question	Business Change Services	Chief Secretary's Office	Public Health Directorate	Crown and External Relations	Health & Care Transformation	Office of Human Resources
Senior managers in my Department are sufficiently visible	8.7	6.8	6.6	6	7.7	6.9
Overall, how happy are you at work?	8.1	7.4	7.9	7.5	6.7	6.9
I think it is safe to challenge the way things are done in my Department	8.3	6.8	7.3	6.5	6.9	6.9
Senior management are open and honest in their communication with staff	8.5	6.8	6.8	6.3	7.1	6.8
Overall, I have confidence in the decisions made by my senior managers	8.5	6.4	6.8	7.2	7.3	6.6
My Supervisor/Manager deals with poor performance effectively	8	8.2	6.4	7.7	6.2	6.5
Senior managers are aware of the challenges we face in our team	8.3	5.8	7.2	6.5	7	6.5

Heatmap

Question	Government Technology Services	Isle of Man Borders Division
Senior managers in my Department are sufficiently visible	6.3	6.6
Overall, how happy are you at work?	6.7	4.6
I think it is safe to challenge the way things are done in my Department	6.8	5.6
Senior management are open and honest in their communication with staff	6.2	6.2
Overall, I have confidence in the decisions made by my senior managers	6	6
My Supervisor/Manager deals with poor performance effectively	6.1	4.8
Senior managers are aware of the challenges we face in our team	5.9	6.6

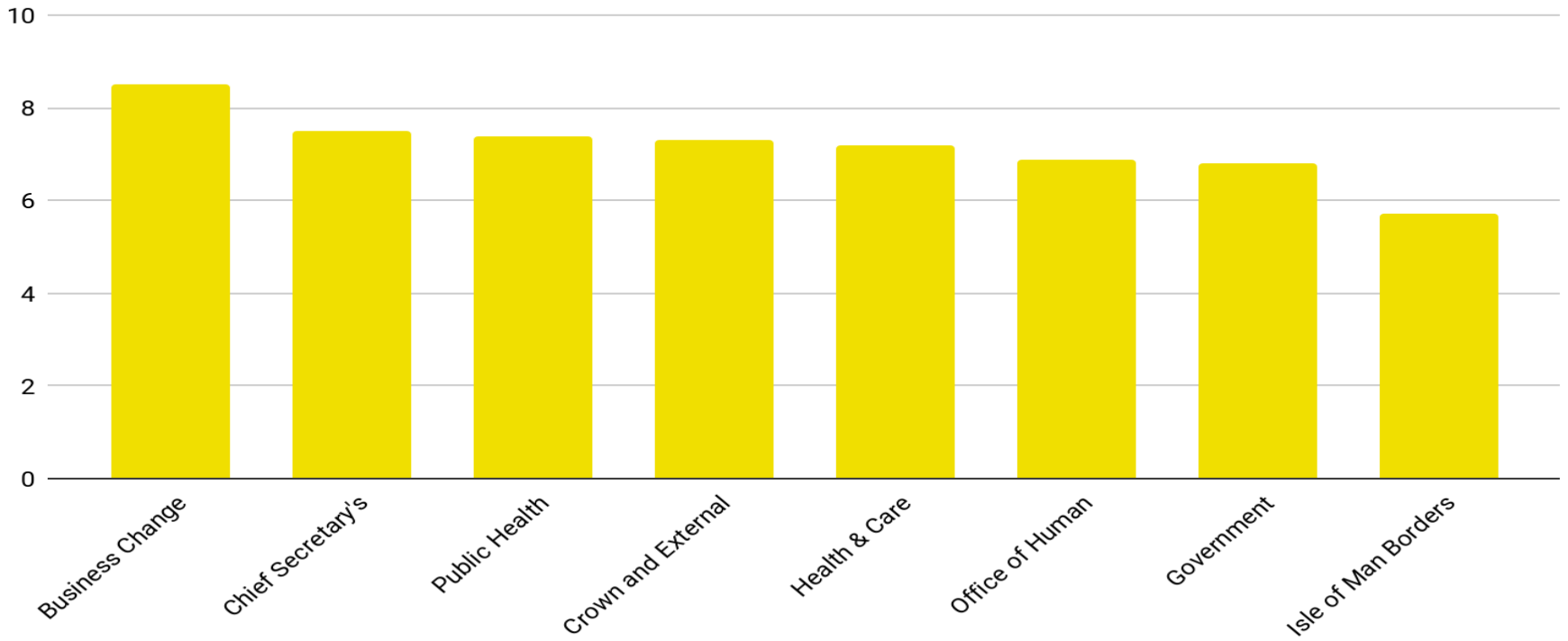
Heatmap

Question	Business Change Services	Chief Secretary's Office	Public Health Directorate	Crown and External Relations	Health & Care Transformation	Office of Human Resources
Average	8.5	7.5	7.4	7.3	7.2	6.9

Heatmap

Question	Government Technology Services	Isle of Man Borders Division
Average	6.8	5.7

Our Team Happiness



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

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

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