

# Employee Engagement Survey (EES)

## Frequently Asked Questions

### Why are we doing this survey?

It is important that we understand your experience of working with us, including how you feel about your role, your working environment and the way it is managed.

### What is the purpose of the survey?

The purpose is to get your feedback on how we are doing in key areas such as leadership, teamwork, job satisfaction, overall effectiveness, and use these views to look at patterns and develop action plans to improve employee experience.

### What is the difference between this survey and the Pulse survey?

The Employee Engagement Survey is a comprehensive assessment of employees' happiness and engagement. While The Pulse survey is a snapshot of the current situation.

### Who is conducting the survey?

We have engaged Culture Amp to conduct the survey. They are an independent employee survey specialist with years of experience, for more information visit [www.cultureamp.com](http://www.cultureamp.com)

### Why is Culture Amp conducting the survey?

For a few reasons:

- They are employee survey experts.
- They have a considerable amount of benchmark data from the not-for-profit sector.
- They can provide a high level of employee confidentiality and anonymity.
- They use a system we are familiar with. We use Culture Amp for our goals, success conversations and one-on-ones

### Do all employees have to participate in the survey?

It is not mandatory to complete the survey, however every employee is encouraged to participate.

### When will the survey take place?

From Wednesday 25 October to 11.59pm Tuesday 14 November 2023.

### How will I receive the survey?

You will receive an email from Culture Amp on Wednesday 25 October asking you to complete the survey. You can access the survey through a link in the email from Culture Amp.

### Will Culture Amp send me any other emails?

Yes, Culture Amp will send you additional emails between October 25th and November 14th as a reminder to complete the survey. These emails are sent to all participants because Culture Amp does not have access to information regarding who has already completed the survey. If you have already submitted your survey, you can safely disregard these reminder emails.

### How many questions do I need to answer?

The survey is made up of 45 questions.

### **How long will the survey take to complete?**

Approximately 15 minutes.

### **Who selected the survey questions?**

The survey contains some questions from the Culture Amp question bank and some specific questions for Endeavour Foundation and Community Solutions Group. This allows us to benchmark against other organisations in the not-for-profit sector.

### **Is the survey an assessment of my performance?**

No. The survey is designed as a data-gathering tool. It not an appraisal.

### **Are my survey responses confidential?**

Yes, all survey responses are confidential.

### **Can I start and stop the survey and save my progress?**

Yes. Culture Amp allows you to save your changes every time you use it. You can use the original link that was provided to return to where you left off. You can even switch between devices while completing your survey.

However, be aware that this link will not function after the survey is closed. You will be sent a reminder to complete the survey if you have not done so before the survey's closing date.

### **Can I complete the survey on a different computer from the one I typically use?**

The survey can be completed on any computer, tablet or smartphone that has access to the internet.

### **Can I take the survey on any internet browser?**

Yes, Culture Amp is supported on most browsers and modern desktop, laptop, tablet and mobile devices.

### **What will you do with the survey results?**

After the survey closes, Culture Amp will present insights and recommendations to allow us to make the improvements that are important for us to grow and succeed as an organisation.

These insights and recommendations will then be used by the Senior Leadership Team, together with People & Wellbeing team to facilitate action planning sessions with employees.

### **Will our survey results be benchmarked?**

For our results to be meaningful, it is essential that they can be benchmarked. Culture Amp has access to comparative data from organisations of a similar size, complexity and sector that are most likely to share many similar characteristics. This comparison will provide us with great context and give us an additional layer of insight into the strengths of our results and help us decipher what excellent engagement looks like.

**I have another question, who can I ask?**

Please refer any questions to your People Partner or the People Experience team at [peopleexperience@endeavour.com.au](mailto:peopleexperience@endeavour.com.au).