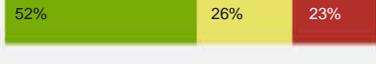
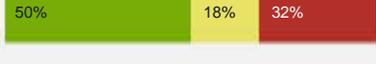


# Results report

This report shows scores for 'UCL Overall'.

This report contains scores for 'All Questions'.

Scores are displayed to '0' Decimal places. Comparisons are highlighted where the difference is '5%' points or more.

Q Num	Question Text	% Positive	Attitudinal chart Positive   Neutral   Negative
	Engagement	72 %	
	2034	56 %	
1	My work gives me a sense of personal accomplishment	84 %	
2	I understand how my work contributes to the objectives of my department/division	87 %	
3	I understand how my work contributes to the success of UCL	84 %	
4	The people I work with co-operate to get the work done	79 %	
5	I am effectively supported by my colleagues	73 %	
6	I have the opportunity to contribute my views before changes are made which affect my job	52 %	
7	Where I work we have the resources and equipment we need to work effectively	50 %	
8	I am satisfied with my physical working environment	55 %	

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Q Num	Question Text	% Positive	Attitudinal chart Positive   Neutral   Negative
9	I am satisfied with my job security	58 %	
10	Knowledge Exchange and Enterprise activities, including activities generating impact from research, are relevant to my role	44 %	
11	Which of the following best describes your line manager/academic leader?	83 %	
12	I believe poor performance is dealt with effectively by my manager where I work	48 %	
14	My last appraisal set work objectives for the coming appraisal period and led to me developing my skills to achieve them	57 %	
15	My last appraisal was an accurate reflection of my performance	73 %	
16	My last appraisal helped identify opportunities for career development	44 %	
17	I receive regular and constructive feedback on my performance	48 %	
18	My manager/academic leader demonstrates the necessary management skills/core behaviours to undertake their role effectively	71 %	
19	I am supported by my manager during times of change	68 %	

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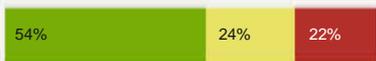
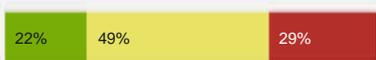
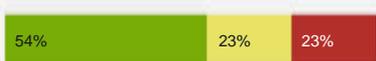
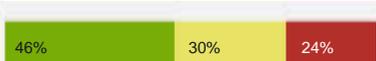
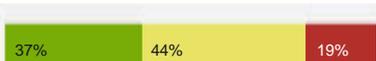
Q Num	Question Text	% Positive	Attitudinal chart Positive   Neutral   Negative
20	My manager/academic leader fosters two-way communication within the team	70 %	
21	I trust the communications of managers	55 %	
22	Senior managers are sufficiently visible in UCL (by senior we mean "Heads of Department/ Division or above")	58 %	
23	Senior management provides effective leadership (by senior we mean "Heads of Department/ Division or above")	48 %	
24	The reasons behind change are clearly communicated to me	40 %	
25	I am optimistic about the future of UCL	63 %	
26	I have a clear understanding of the 2034 strategy and its impact on my Department/Division	29 %	
27	Considering my duties and responsibilities, I feel my pay is fair	48 %	
28	I feel my pay is fair in comparison to people working in similar roles in other organisations	44 %	
29	Communication about the benefits available to staff at UCL (e.g. pension, childcare vouchers, Employee Assistance Scheme) is sufficient	53 %	

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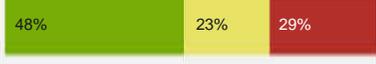
Q Num	Question Text	% Positive	Attitudinal chart Positive   Neutral   Negative
30	I am satisfied with UCL's range of benefits for its staff	50 %	
31	I feel valued and recognised for the work I do	54 %	
32	My good performance is recognised appropriately	47 %	
33	The grading review process at UCL is applied fairly	22 %	
34	I believe I have the opportunity for personal/career development and growth at UCL	54 %	
35	There are sufficient opportunities for training and development to improve my skills in my current job	59 %	
36	I am encouraged to show initiative and be proactive at UCL	68 %	
37	I think UCL's promotions criteria are clear	46 %	
38	I think UCL's promotions process is fair	37 %	
39	I am given realistic deadlines and targets to work to	58 %	

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Q Num	Question Text	% Positive	Attitudinal chart Positive   Neutral   Negative
40	As long as I get my work done, I have a choice deciding how I do my work	88 %	
42	I am satisfied with the support available if I experience stress or pressure in the workplace	40 %	
43	I can meet the requirements of my job without regularly working excessive hours	41 %	
44	I am able to strike the right balance between my work and home life	48 %	
45	I am treated with fairness and respect at UCL	76 %	
46	I think UCL respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	82 %	
47	I believe that UCL is committed to advancing equal opportunities	80 %	
48	I would feel able to report bullying and harassment without worrying that it would have a negative impact on me	61 %	
49	I have witnessed behaviour towards others that I consider to be bullying/harassment in the last two years at UCL	73 %	
50	I have been subject to behaviour that I consider to be bullying/harassment in the last two years at UCL	85 %	

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Q Num	Question Text	% Positive	Attitudinal chart Positive   Neutral   Negative
50f	Was the situation resolved to your satisfaction?	30 %	
51	I am kept well informed about what UCL is doing	67 %	
52	I would be comfortable to speak up and question the way things are done at UCL	47 %	
53	There are adequate opportunities to get my ideas and suggestions passed up to senior management (by senior we mean "Heads of Department/ Division or above")	49 %	
54	Relations between support and academic/research staff are generally good	69 %	
55	Senior management are open and honest in their communications with staff (by senior we mean "Heads of Department/ Division or above")	50 %	
56	There are good opportunities at UCL to learn and share knowledge between parts of the organisation	46 %	
57	I am clear about the goals and objectives for my department/division	65 %	
58	I believe that UCL gives sufficient priority to research	74 %	
59	I believe that UCL gives sufficient priority to teaching	54 %	

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60	I believe that UCL gives sufficient priority to Knowledge Exchange and Enterprise	43 %	
61	I believe that UCL gives sufficient priority to Infrastructure and systems (i.e. enabling activity through Estates, ISD, student services, etc.)	31 %	
62	I understand the values of UCL	71 %	
63	I feel that my work/professional goals and objectives are aligned to those of UCL	67 %	
64	UCL acts in an environmentally sustainable way	40 %	
65	I would recommend UCL as a good place to work	76 %	
66	I am proud to work for UCL	80 %	
67	I feel a strong sense of belonging to my department/division	67 %	
68	I feel a strong sense of belonging to UCL	64 %	
69	I suggest ideas to improve our ways of doing things	72 %	

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Q Num	Question Text	% Positive	Attitudinal chart Positive   Neutral   Negative
70	Working here makes me want to do the best I can	72 %	
71	I believe that action will be taken on problems identified in this survey	42 %	