



# STAFF OPINION SURVEY 2017

## Faculty of Pop Health Sciences

RESPONSE RATE:

61%

RESPONSES:

835  
of 1361



### YOUR EMPLOYEE ENGAGEMENT SCORE:



70%

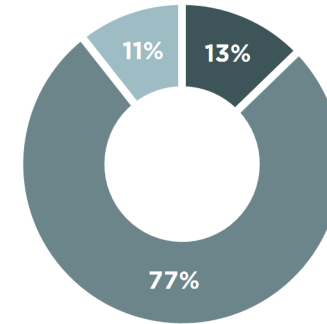
VARIANCE from PREVIOUS SURVEY: 0

VARIANCE from ORGANISATION OVERALL: -1

**Employee engagement** is about more than just satisfaction. It's a mutually beneficial relationship between the employee and organisation. Engagement is a good indicator of how connected they are to the organisation and in helping it to achieve its goals.

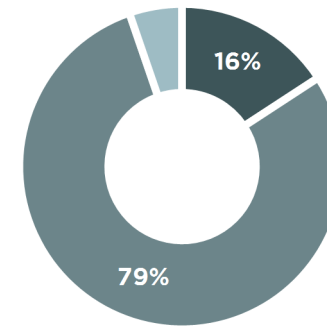
### VARIANCE FROM PREVIOUS SURVEY

- 6 questions above
- 36 questions in line
- 5 questions below



### VARIANCE FROM ORGANISATION OVERALL

- 9 questions above
- 45 questions in line
- 3 questions below



### WHAT NOW?

#### 1. TAKE THE TIME TO EXPLORE

AND UNDERSTAND THE RESULTS IN THIS REPORT.

#### 2. DISCUSS THE RESULTS WITH YOUR TEAM

IDENTIFY THE THINGS TO CELEBRATE (STRENGTHS) OR IMPROVE (ACTION AREAS).

#### 3. DEVELOP A PLAN OF ACTION

SEE THE SUGGESTED TEMPLATE AT THE BACK OF THIS REPORT.



### TOP 3 MOST IMPROVED QUESTIONS:

VARIANCE FROM PREVIOUS SURVEY

<b>Q25.</b> I am aware of UCL's range of benefits for its staff (eg Pension, childcare vouchers, employee assistance scheme)	+28
<b>Q27.</b> There are sufficient opportunities for training and development to improve my skills and grow at UCL	+17
<b>Q13.</b> My last appraisal helped identify opportunities for personal development	+13



### TOP 3 HIGHEST SCORING QUESTIONS:

% POSITIVE

<b>Q33.</b> As long as I get the job done, I have the freedom to work in a way that suits me	88%
<b>Q1.</b> My work gives me a sense of personal accomplishment	85%
<b>Q2.</b> I understand how my work contributes to the objectives of my department/division	85%

# KEY QUESTIONS TO FOCUS ON



## WHAT TO FOCUS ON?

THESE KEY QUESTIONS HAVE BEEN IDENTIFIED AS BEING IMPORTANT TO EMPLOYEES IN YOUR BUSINESS UNIT.

THEY ARE NOT NECESSARILY THE QUESTIONS WITH THE LOWEST SCORES.

SOME WILL BE AREAS TO IMPROVE UPON AND SOME WILL BE AREAS TO MAINTAIN.

DEVELOP ACTIONS AND ACTIVITIES TO IMPROVE UPON THESE, WHERE POSSIBLE, TO DRIVE HIGHER LEVELS OF PERFORMANCE.

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

%  
POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM ORGANISATION OVERALL

		% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
<b>.1</b>	<b>Q58.</b> I feel that my work/professional goals and objectives are aligned to those of UCL	<b>62%</b>	-3	0
<b>.2</b>	<b>Q1.</b> My work gives me a sense of personal accomplishment	<b>85%</b>	-1	+2
<b>.3</b>	<b>Q52.</b> I understand the values of UCL	<b>68%</b>	0	-4
<b>.4</b>	<b>Q28.</b> I am encouraged to show initiative and be proactive at UCL	<b>71%</b>	+4	+4
<b>.5</b>	<b>Q40.</b> I am treated with fairness and respect at UCL	<b>79%</b>	0	+3
<b>.6</b>	<b>Q20.</b> I am optimistic about the future of UCL	<b>58%</b>	<b>-7</b>	+2

# EMPLOYEE ENGAGEMENT



## HOW ENGAGED IS YOUR TEAM?

THESE RESULTS PROVIDE A MEASURE OF ENGAGEMENT FOR YOUR TEAM.

YOUR ENGAGEMENT SCORE ISN'T JUST ABOUT HOW MUCH PEOPLE LIKE WORKING FOR YOU. IT ALSO MEASURES THE EMOTIONAL CONNECTION AND COMMITMENT COLLEAGUES HAVE TO WORKING FOR THE ORGANISATION.

THERE'S A LOT OF EVIDENCE TO SHOW A STRONG LINK BETWEEN ENGAGED COLLEAGUES AND IMPROVED BUSINESS PERFORMANCE.



	SAY	STAY	STRIVE						
	Q60. I would recommend UCL as a good place to work	20	53	16	8	73%	-5↓	+2	
	Q61. I am proud to work for UCL	32	48	15		80%	-1	+1	
	Q62. I feel a strong sense of belonging to my department/ division/ research group	28	42	17	11	69%	+4	-1	
	Q63. I feel a strong sense of belonging to UCL	20	37	24	15	58%	+1	-1	
	Q64. I suggest ideas to improve our ways of doing things	17	51	21	9	69%	+4	-5↓	
	Q65. Working here makes me want to do the best I can	23	48	21		72%	-3	+1	



# HEADLINE SCORES

HIGHEST POSITIVE SCORING QUESTIONS	% POSITIVE	HIGHEST NEUTRAL SCORING QUESTIONS	% NEUTRAL	HIGHEST NEGATIVE SCORING QUESTIONS	% NEGATIVE
<b>Q33.</b> As long as I get the job done, I have the freedom to work in a way that suits me	88%	<b>Q15b.</b> My specific needs were met prior to, during and on return from leave	55%	<b>Q18.</b> I have a clear understanding of the 2034 strategy and its impact on my Department/Division	58%
<b>Q1.</b> My work gives me a sense of personal accomplishment	85%	<b>Q56.</b> I believe that UCL gives sufficient priority to Knowledge Exchange and Enterprise	55%	<b>Q37.</b> I can meet the requirements of my job without regularly working excessive hours	41%
<b>Q2.</b> I understand how my work contributes to the objectives of my department/division	85%	<b>Q19.</b> When changes are made they are usually for the better	54%	<b>Q34.</b> I feel the level of stress in my job has a negative impact on my wellbeing	41%
<b>Q41.</b> I think UCL respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	84%	<b>Q22.</b> I feel UCL has provided adequate support to staff in response to Brexit	52%	<b>Q24.</b> I feel my pay is fair in comparison to people working in similar roles in other organisations	36%
<b>Q25.</b> I am aware of UCL's range of benefits for its staff (eg Pension, childcare vouchers, employee assistance scheme)	82%	<b>Q59.</b> UCL acts in an environmentally sustainable way	41%	<b>Q23.</b> Considering my duties and responsibilities, I feel my pay is fair	33%



## FIND YOUR HIGHEST SCORES

### THESE QUESTIONS ARE YOUR HIGHEST SCORING.

- WHAT ARE EMPLOYEES MOST POSITIVE ABOUT? (STRENGTHS)

- WHAT ARE EMPLOYEES MOST NEUTRAL ABOUT? WHERE A LOT OF EMPLOYEES ARE RESPONDING 'NEITHER AGREE NOR DISAGREE' (% NEUTRAL), THIS MAY INDICATE MIXED VIEWS OR INCONSISTENT EXPERIENCES. (AREAS OF POTENTIAL)

- WHAT ARE EMPLOYEES MOST NEGATIVE ABOUT? (AREAS OF CONCERN)

# ALL QUESTIONS



## EXPLORE THE FULL RESULTS

- THESE PAGES SHOW EVERY QUESTION ASKED IN THE SURVEY AND THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE).

- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

## IS THERE ROOM FOR IMPROVEMENT?

MY JOB		70%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
K	Q1. My work gives me a sense of personal accomplishment	37	49	9		85%	-1	+2	
	Q2. I understand how my work contributes to the objectives of my department/division	32	53	8		85%	-2	-1	
	Q3. I understand how my work contributes to the success of UCL	25	54	14		79%	0	-3	
	Q4. The people I work with co-operate to get the work done	34	48	12		82%	+1	+3	
	Q5. There is good co-operation between the teams I work with	30	45	14	8	75%	-	+4	
	Q6. I have the opportunity to contribute my views before changes are made which affect my job	11	41	30	13	52%	+1	+2	
	Q7. Where I work I have the resources and equipment I need to work effectively	16	45	16	17	61%	+8 ↑	+5 ↑	
	Q8. I am satisfied with my physical working environment	18	41	16	17	59%	+1	+6 ↑	
	Q9. I am satisfied with my job security	15	38	16	16	53%	+1	-5 ↓	

<b>KEY</b>	<b>K</b> KEY DRIVER QUESTIONS	↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	Strongly agree	Agree	Neither	Disagree	Strongly disagree
	<b>T</b> TEXT CHANGE SINCE PREVIOUS SURVEY	↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR					

# ALL QUESTIONS



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## IS THERE ROOM FOR IMPROVEMENT?

HOW YOU ARE MANAGED	RESPONSE SCALE	RESPONSE COUNT	%	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
<b>Q10.</b> Which of the following best describes your line manager/academic leader?		<b>831</b>			
Very Supportive		<b>443</b>	<b>53%</b>	-	+1
Fairly Supportive		<b>254</b>	<b>31%</b>	-	0
Neither Supportive nor Unsupportive		<b>76</b>	<b>9%</b>	-	-1
Fairly Unsupportive		<b>38</b>	<b>5%</b>	-	-1
Very Unsupportive		<b>20</b>	<b>2%</b>	-	0

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# ALL QUESTIONS



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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

## IS THERE ROOM FOR IMPROVEMENT?

HOW YOU ARE MANAGED		61%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
T	Q11. Where there is poor performance, I believe it is appropriately dealt with where I work	31	39	17	38%	-9 ↓	-1
	Q13. My last appraisal helped identify opportunities for personal development	14	48	27	62%	+13 ↑	+6 ↑
	Q14. I receive constructive feedback on my performance between appraisals	14	39	29	53%	+7 ↑	-1
T	Q15. My manager/academic leader demonstrates the necessary management skills to undertake their role effectively	26	42	18	68%	-2	0

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## IS THERE ROOM FOR IMPROVEMENT?

HOW YOU ARE MANAGED	RESPONSE SCALE	RESPONSE COUNT	%	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
<b>Q12. I have had an appraisal..</b>		<b>830</b>			
In the last 12 months		<b>555</b>	<b>67%</b>	-	+1
In the last 24 months		<b>114</b>	<b>14%</b>	-	-1
Longer than 24 months ago		<b>37</b>	<b>4%</b>	-	-1
I have worked at UCL longer than a year but have not had an appraisal		<b>39</b>	<b>5%</b>	-	-1
I started less than 12 months ago		<b>85</b>	<b>10%</b>	-	+1

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## IS THERE ROOM FOR IMPROVEMENT?

LEADERSHIP AND CHANGE		41%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
T	Q16. Heads of Department/Division or above are sufficiently visible in UCL	13	43	26	13		56%	+1	-1
T	Q17. Heads of Department/Division or above provide effective leadership	10	39	33	13		49%	+4	+1
	Q18. I have a clear understanding of the 2034 strategy and its impact on my Department/Division	13	27	37	21		16%	-3	-9 ↓
	Q19. When changes are made they are usually for the better	19	54	17	7		22%	-	-2
K	Q20. I am optimistic about the future of UCL	10	48	26	11		58%	-7 ↓	+2
	Q21. I am concerned about the impact Brexit will have on my future employment at UCL	22	24	27	21		46%	-	-1
	Q22. I feel UCL has provided adequate support to staff in response to Brexit	32	52	8			37%	-	+1

KEY	K	KEY DRIVER QUESTIONS	↑	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	Strongly agree	Agree	Neither	Disagree	Strongly disagree
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## IS THERE ROOM FOR IMPROVEMENT?

REWARD AND RECOGNITION		56%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
	<b>Q23.</b> Considering my duties and responsibilities, I feel my pay is fair	42	18	24	9	49%	-2	+3	
	<b>Q24.</b> I feel my pay is fair in comparison to people working in similar roles in other organisations	35	23	26	10	41%	-2	0	
	<b>Q25.</b> I am aware of UCL's range of benefits for its staff (eg Pension, childcare vouchers, employee assistance scheme)	16	66	12		82%	+28 ↑	+5 ↑	
<b>T</b>	<b>Q26.</b> I am satisfied with the recognition I receive for doing a good job	12	41	25	16	53%	-2	+2	

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## IS THERE ROOM FOR IMPROVEMENT?

CAREER DEVELOPMENT		55%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
T	Q27. There are sufficient opportunities for training and development to improve my skills and grow at UCL	16	55	15	11		71%	+17 ↑	+9 ↑
K	Q28. I am encouraged to show initiative and be proactive at UCL	24	47	18	8		71%	+4	+4
	Q29. The grading review process at UCL is applied fairly	20	45	20	11		23%	+4	+1
	Q30. I think 's promotions criteria are clear	9	38	30	18		46%	+5 ↑	-1
	Q31. I think UCL's promotions process is fair	27	44	16	8		31%	0	-5 ↓

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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

## IS THERE ROOM FOR IMPROVEMENT?

### MANAGING YOUR WORKLOAD

# 49%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM ORGANISATION OVERALL

T	Q32. I am given realistic deadlines to work to	11	54	23	10	65%	+3	+4
T	Q33. As long as I get the job done, I have the freedom to work in a way that suits me	42	46	8		88%	-2	+4
	Q34. I feel the level of stress in my job has a negative impact on my wellbeing (negatively phrased question)	13	28	25	28	35%	-	+4
T	Q35. I am aware of how to access support from UCL if I experience stress		42	25	22	49%	+7 ↑	+1
	Q36. UCL does a good job of promoting the importance of health and wellbeing		36	37	18	40%	-	+2
	Q37. I can meet the requirements of my job without regularly working excessive hours	7	37	15	25	44%	-3	+4
	Q38. I am comfortable talking openly with my manager about my mental wellbeing	11	36	23	22	47%	-	+1
	Q39. I am provided with workplace adjustments that I need to support my health condition	21	19	11	39	27%	-	+2

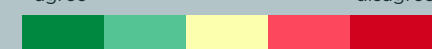
KEY

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T TEXT CHANGE SINCE PREVIOUS SURVEY

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



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## IS THERE ROOM FOR IMPROVEMENT?

EQUAL OPPORTUNITIES		78%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
K	Q40. I am treated with fairness and respect at UCL	24	55	13			79%	0	+3
	Q41. I think UCL respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	32	51	11			84%	-1	+3
	Q42. I would feel able to report bullying and harassment without worrying that it would have a negative impact on me	19	42	19	13		61%	+1	+1

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## IS THERE ROOM FOR IMPROVEMENT?

EQUAL OPPORTUNITIES	RESPONSE SCALE	RESPONSE COUNT	%	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
<b>Q43.</b> I have been subject to behaviour that I consider to be bullying/harassment in the last two years at UCL		<b>832</b>			
Yes		<b>105</b>	<b>13%</b>	-	-3
No		<b>727</b>	<b>87%</b>	-	+3
<b>Q44.</b> I have witnessed behaviour towards others that I consider to be bullying/harassment in the last two years at UCL		<b>833</b>			
Yes		<b>174</b>	<b>21%</b>	-	-4
No		<b>659</b>	<b>79%</b>	-	+4

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EQUAL OPPORTUNITIES	RESPONSE SCALE	RESPONSE COUNT	%	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
<b>Q45. I believe this is due to:</b>		<b>328</b>			
Age		<b>26</b>	<b>8%</b>	-	0
Caring responsibilities		<b>18</b>	<b>5%</b>	-	+1
Disability		<b>5</b>	<b>2%</b>	-	-1
Race		<b>21</b>	<b>6%</b>	-	0
Religion/beliefs		<b>7</b>	<b>2%</b>	-	0
Sex or gender identity		<b>42</b>	<b>13%</b>	-	0
Trade union membership		<b>3</b>	<b>1%</b>	-	-1
Working pattern		<b>34</b>	<b>10%</b>	-	0
Personality differences not related to the above		<b>108</b>	<b>33%</b>	-	0
Other		<b>64</b>	<b>20%</b>	-	+2

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## IS THERE ROOM FOR IMPROVEMENT?

EQUAL OPPORTUNITIES	RESPONSE SCALE	RESPONSE COUNT	%	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
<b>Q47. Did you report this bullying/harassment?</b>		<b>201</b>			
Yes		<b>63</b>	<b>31%</b>	-	+2
No		<b>138</b>	<b>69%</b>	-	-2
<b>Q48. Why was this?</b>		<b>276</b>			
Concerns about confidentiality		<b>43</b>	<b>16%</b>	-	0
Concerns about being labelled a troublemaker		<b>48</b>	<b>17%</b>	-	0
Fear of repercussions on career		<b>48</b>	<b>17%</b>	-	-1
Nothing would happen		<b>56</b>	<b>20%</b>	-	-2
Resolved the situation informally		<b>21</b>	<b>8%</b>	-	0
Time required to report		<b>5</b>	<b>2%</b>	-	0
Unaware of procedures		<b>9</b>	<b>3%</b>	-	-2
Other		<b>46</b>	<b>17%</b>	-	+4

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## IS THERE ROOM FOR IMPROVEMENT?

COMMUNICATION		45%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
T	Q49. Reasons behind change are clearly communicated to staff	31	37	22		35%	-1	+3	
	Q50. I would be comfortable to speak up and question the way things are done at UCL	39	31	20		44%	+4	-4	
T	Q51. Relations between professional services and academic/research staff are generally good	8	49	27	10	56%	-13 ↓	+2	

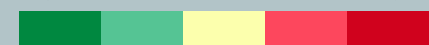
### KEY

K KEY DRIVER QUESTIONS  
T TEXT CHANGE SINCE PREVIOUS SURVEY

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



# ALL QUESTIONS



## EXPLORE THE FULL RESULTS

- THESE PAGES SHOW EVERY QUESTION ASKED IN THE SURVEY AND THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE).

- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

## IS THERE ROOM FOR IMPROVEMENT?

VISION AND VALUES		56%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
K	Q52. I understand the values of UCL	13	55	24	8		68%	0	-4
	Q53. I am clear about the goals and objectives for my department/division	14	52	22	11		65%	0	-2
	Q54. I believe that UCL gives sufficient priority to research	20	54	16	8		74%	-7↓	+5↑
	Q55. I believe that UCL gives sufficient priority to teaching	11	48	29	9		59%	+2	+5↑
	Q56. I believe that UCL gives sufficient priority to Knowledge Exchange and Enterprise		33	55			39%	-3	-1
	Q57. I believe that UCL gives sufficient priority to Infrastructure and systems (i.e. enabling activity through Estates, ISD, student services, etc.)		27	39	20	9	31%	-4	+2
K	Q58. I feel that my work/professional goals and objectives are aligned to those of UCL	11	51	31			62%	-3	0
	Q59. UCL acts in an environmentally sustainable way		40	41	9		46%	+2	+5↑

KEY	K	KEY DRIVER QUESTIONS	↑	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	Strongly agree	Agree	Neither	Disagree	Strongly disagree
	T	TEXT CHANGE SINCE PREVIOUS SURVEY	↓	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR					

# ALL QUESTIONS



## EXPLORE THE FULL RESULTS

- THESE PAGES SHOW EVERY QUESTION ASKED IN THE SURVEY AND THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE).

- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

## IS THERE ROOM FOR IMPROVEMENT?

OVERALL PERCEPTIONS		70%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
	Q60. I would recommend UCL as a good place to work	20	53	16	8		73%	-5 ↓	+2
	Q61. I am proud to work for UCL	32	48	15			80%	-1	+1
T	Q62. I feel a strong sense of belonging to my department/ division/ research group	28	42	17	11		69%	+4	-1
	Q63. I feel a strong sense of belonging to UCL	20	37	24	15		58%	+1	-1
	Q64. I suggest ideas to improve our ways of doing things	17	51	21	9		69%	+4	-5 ↓
	Q65. Working here makes me want to do the best I can	23	48	21			72%	-3	+1
NEXT STEPS		45%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
T	Q66. I believe that action will be taken on this survey	7	38	34	16		45%	-1	+2

KEY	K	KEY DRIVER QUESTIONS	↑	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	Strongly agree	Agree	Neither	Disagree	Strongly disagree
	T	TEXT CHANGE SINCE PREVIOUS SURVEY	↓	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR					

# ALL QUESTIONS



## EXPLORE THE FULL RESULTS

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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

## IS THERE ROOM FOR IMPROVEMENT?

OTHER	59%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
<b>Q14c.</b> My specific needs are met by UCL (for example an ability to work flexibly) so I can balance my external responsibilities and still fully engage with all aspects of working life at the University			<b>84%</b>	-	+6
<b>Q15b.</b> My specific needs were met prior to, during and on return from leave			<b>39%</b>	-	+5

<b>KEY</b>	<b>K</b> KEY DRIVER QUESTIONS	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	Strongly agree	Agree	Neither	Disagree	Strongly disagree
	<b>T</b> TEXT CHANGE SINCE PREVIOUS SURVEY	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR					