

STAFF OPINION SURVEY 2017

Faculty of S&HS

RESPONSE RATE:

38%

RESPONSES:

283
of 748



YOUR EMPLOYEE ENGAGEMENT SCORE:



73%

VARIANCE from PREVIOUS SURVEY:

+1

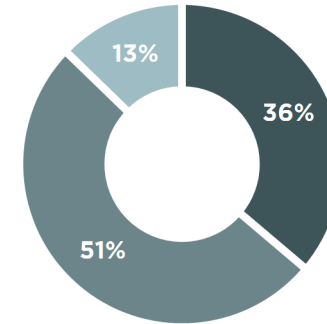
VARIANCE from ORGANISATION OVERALL:

+2

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.

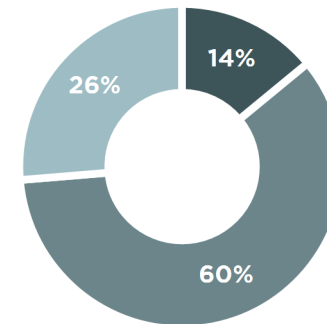
VARIANCE FROM PREVIOUS SURVEY

- 17 questions above
- 24 questions in line
- 6 questions below



VARIANCE FROM ORGANISATION OVERALL

- 8 questions above
- 34 questions in line
- 15 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

Q25. I am aware of UCL's range of benefits for its staff (eg Pension, childcare vouchers, employee assistance scheme)	+30
Q53. I am clear about the goals and objectives for my department/division	+19
Q13. My last appraisal helped identify opportunities for personal development	+12



TOP 3 HIGHEST SCORING QUESTIONS:

% POSITIVE

Q1. My work gives me a sense of personal accomplishment	90%
Q2. I understand how my work contributes to the objectives of my department/division	89%
Q33. As long as I get the job done, I have the freedom to work in a way that suits me	86%

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
.1	Q58. I feel that my work/professional goals and objectives are aligned to those of UCL	59%	-4	-2
.2	Q1. My work gives me a sense of personal accomplishment	90%	+3	+6
.3	Q52. I understand the values of UCL	67%	+3	-5
.4	Q28. I am encouraged to show initiative and be proactive at UCL	68%	+5	+1
.5	Q40. I am treated with fairness and respect at UCL	76%	+6	0
.6	Q20. I am optimistic about the future of UCL	42%	-11	-15

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.

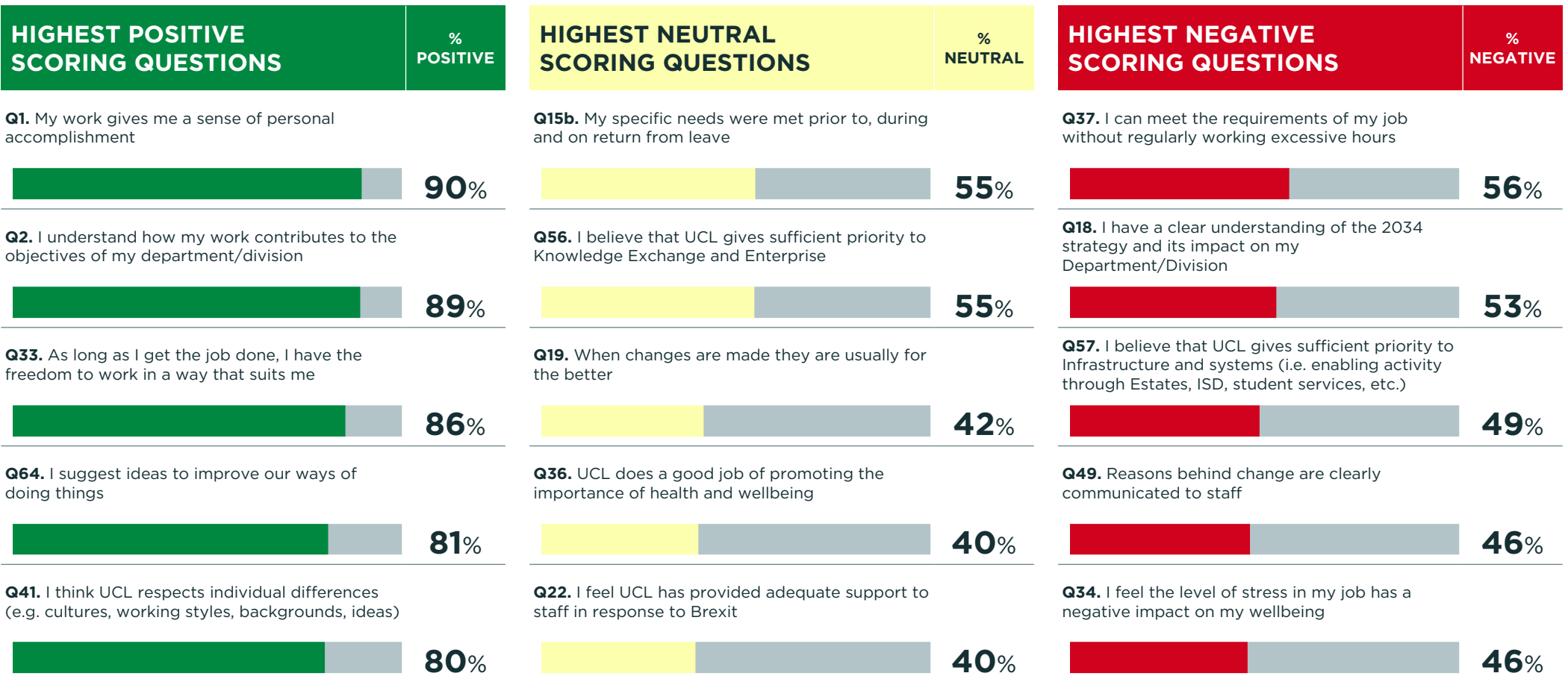
THERE'S A LOT OF EVIDENCE TO SHOW A STRONG LINK BETWEEN ENGAGED COLLEAGUES AND IMPROVED BUSINESS PERFORMANCE.



		15	56	18	7	%	Variance	Overall
SAY	Q60. I would recommend UCL as a good place to work	15	56	18	7	71%	-1	0
	Q61. I am proud to work for UCL	30	50	16	4	80%	-1	+1
STAY	Q62. I feel a strong sense of belonging to my department/ division/ research group	38	41	13	8	79%	+7 ↑	+9 ↑
	Q63. I feel a strong sense of belonging to UCL	16	41	26	14	56%	-5 ↓	-2
STRIVE	Q64. I suggest ideas to improve our ways of doing things	19	62	14	5	81%	+7 ↑	+7 ↑
	Q65. Working here makes me want to do the best I can	20	48	25	7	68%	0	-3



HEADLINE SCORES



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		69%			RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
K	Q1. My work gives me a sense of personal accomplishment	45	44			90%	+3	+6 ↑
	Q2. I understand how my work contributes to the objectives of my department/division	50	39			89%	+3	+3
	Q3. I understand how my work contributes to the success of UCL	35	44	15		79%	-1	-3
	Q4. The people I work with co-operate to get the work done	32	47	16		79%	+2	0
	Q5. There is good co-operation between the teams I work with	24	45	21	8	70%	-	-1
	Q6. I have the opportunity to contribute my views before changes are made which affect my job	11	38	22	17	49%	+5 ↑	-1
	Q7. Where I work I have the resources and equipment I need to work effectively	8	36	22	22	44%	+5 ↑	-12 ↓
	Q8. I am satisfied with my physical working environment	14	36	20	22	49%	-3	-3
	Q9. I am satisfied with my job security	24	43	16	10	67%	-4	+9 ↑

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 THE NON STANDARD QUESTIONS ASKED IN THE SURVEY AND HOW THE PROPORTION OF COLLEAGUES RESPONDED.

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

IS THERE ROOM FOR IMPROVEMENT?

HOW YOU ARE MANAGED	RESPONSE SCALE	RESPONSE COUNT	%	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
Q10. Which of the following best describes your line manager/academic leader?		282			
Very Supportive		140	50%	-1	-3
Fairly Supportive		88	31%	+3	+1
Neither Supportive nor Unsupportive		34	12%	+1	+2
Fairly Unsupportive		15	5%	-2	0
Very Unsupportive		5	2%	-1	-1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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?

HOW YOU ARE MANAGED		56%					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	8	26	38	22		34%	-5 ↓	-4	
	Q13. My last appraisal helped identify opportunities for personal development	13	40	31	11		53%	+12 ↑	-3	
	Q14. I receive constructive feedback on my performance between appraisals	15	34	27	19		49%	+7 ↑	-5 ↓	
T	Q15. My manager/academic leader demonstrates the necessary management skills to undertake their role effectively	29	36	22	8		65%	0	-3	

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 THE NON STANDARD QUESTIONS ASKED IN THE SURVEY AND HOW THE PROPORTION OF COLLEAGUES RESPONDED.

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

IS THERE ROOM FOR IMPROVEMENT?

HOW YOU ARE MANAGED	RESPONSE SCALE	RESPONSE COUNT	%	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
Q12. I have had an appraisal..		283			
In the last 12 months		183	65%	+2	-1
In the last 24 months		44	16%	-3	+1
Longer than 24 months ago		20	7%	+3	+2
I have worked at UCL longer than a year but have not had an appraisal		22	8%	0	+3
I started less than 12 months ago		14	5%	-3	-5

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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?

LEADERSHIP AND CHANGE		40%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
T	Q16. Heads of Department/Division or above are sufficiently visible in UCL	12	43	27	15		55%	-1	-2
T	Q17. Heads of Department/Division or above provide effective leadership	11	40	33	12		51%	+8 ↑	+3
	Q18. I have a clear understanding of the 2034 strategy and its impact on my Department/Division	18	26	33	20		21%	-1	-4
	Q19. When changes are made they are usually for the better	14	42	29	14		16%	-	-9 ↓
K	Q20. I am optimistic about the future of UCL	36	31	21			42%	-11 ↓	-15 ↓
	Q21. I am concerned about the impact Brexit will have on my future employment at UCL	32	28	20	18		60%	-	+13 ↑
	Q22. I feel UCL has provided adequate support to staff in response to Brexit	33	40	17	7		36%	-	0

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?

REWARD AND RECOGNITION		54%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
	Q23. Considering my duties and responsibilities, I feel my pay is fair	39	20	27	10	44%	-2	-2	
	Q24. I feel my pay is fair in comparison to people working in similar roles in other organisations	31	24	28	11	36%	-5 ↓	-5 ↓	
	Q25. I am aware of UCL's range of benefits for its staff (eg Pension, childcare vouchers, employee assistance scheme)	16	63	12	7	79%	+30 ↑	+2	
T	Q26. I am satisfied with the recognition I receive for doing a good job	11	45	22	16	56%	+9 ↑	+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?

CAREER DEVELOPMENT		56%				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	11	50	25	10		61%	+8 ↑	-1
K	Q28. I am encouraged to show initiative and be proactive at UCL	21	47	17	10		68%	+5 ↑	+1
	Q29. The grading review process at UCL is applied fairly	32	39	22			34%	+12 ↑	+12 ↑
	Q30. I think 's promotions criteria are clear	9	44	27	15		54%	-4	+6 ↑
	Q31. I think UCL's promotions process is fair	10	35	42	9		44%	+2	+8 ↑

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?

MANAGING YOUR WORKLOAD

41%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM ORGANISATION OVERALL

T	Q32. I am given realistic deadlines to work to	8	43	30	13	51%	-4	-10 ↓
T	Q33. As long as I get the job done, I have the freedom to work in a way that suits me	38	47	8		86%	-3	+1
	Q34. I feel the level of stress in my job has a negative impact on my wellbeing (negatively phrased question)	15	30	28	23	27%	-	-4
T	Q35. I am aware of how to access support from UCL if I experience stress	32	34	23		38%	+8 ↑	-10 ↓
	Q36. UCL does a good job of promoting the importance of health and wellbeing	29	40	19	8	32%	-	-6 ↓
	Q37. I can meet the requirements of my job without regularly working excessive hours	26	13	30	26	30%	+6 ↑	-10 ↓
	Q38. I am comfortable talking openly with my manager about my mental wellbeing	8	31	29	21	39%	-	-7 ↓
	Q39. I am provided with workplace adjustments that I need to support my health condition	16	22	13	40	21%	-	-4

KEY

K KEY DRIVER QUESTIONS

T TEXT CHANGE SINCE PREVIOUS SURVEY

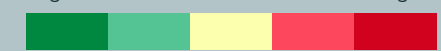


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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?

EQUAL OPPORTUNITIES		75%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
K	Q40. I am treated with fairness and respect at UCL	24	52	16		76%	+6 ↑	0	
	Q41. I think UCL respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	28	52	14		80%	+4	0	
	Q42. I would feel able to report bullying and harassment without worrying that it would have a negative impact on me	20	40	22	14	59%	-4	-1	

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 THE NON STANDARD QUESTIONS ASKED IN THE SURVEY AND HOW THE PROPORTION OF COLLEAGUES RESPONDED.

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

IS THERE ROOM FOR IMPROVEMENT?

EQUAL OPPORTUNITIES	RESPONSE SCALE	RESPONSE COUNT	%	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
Q43. I have been subject to behaviour that I consider to be bullying/harassment in the last two years at UCL		279			
Yes		37	13%	-3	-2
No		242	87%	+3	+2
Q44. I have witnessed behaviour towards others that I consider to be bullying/harassment in the last two years at UCL		280			
Yes		73	26%	-1	+1
No		207	74%	+1	-1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

ALL QUESTIONS



EXPLORE THE FULL RESULTS

- THESE PAGES SHOW THE NON STANDARD QUESTIONS ASKED IN THE SURVEY AND HOW THE PROPORTION OF COLLEAGUES RESPONDED.

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

IS THERE ROOM FOR IMPROVEMENT?

EQUAL OPPORTUNITIES	RESPONSE SCALE	RESPONSE COUNT	%	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
Q45. I believe this is due to:		150			
Age		10	7%	-8 ↓	-2
Caring responsibilities		8	5%	-3	+1
Disability		3	2%	-1	0
Race		7	5%	0	-2
Religion/beliefs		5	3%	+2	+1
Sex or gender identity		22	15%	-8 ↓	+2
Trade union membership		3	2%	0	0
Working pattern		15	10%	-3	0
Personality differences not related to the above		54	36%	-12 ↓	+3
Other		23	15%	-31 ↓	-3

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

ALL QUESTIONS



EXPLORE THE FULL RESULTS

- THESE PAGES SHOW THE NON STANDARD QUESTIONS ASKED IN THE SURVEY AND HOW THE PROPORTION OF COLLEAGUES RESPONDED.

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

IS THERE ROOM FOR IMPROVEMENT?

EQUAL OPPORTUNITIES	RESPONSE SCALE	RESPONSE COUNT	%	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
Q47. Did you report this bullying/harassment?		82			
Yes		19	23%	-6 ↓	-6 ↓
No		63	77%	+6 ↑	+6 ↑
Q48. Why was this?		118			
Concerns about confidentiality		12	10%	+1	-6 ↓
Concerns about being labelled a troublemaker		28	24%	+7 ↑	+7 ↑
Fear of repercussions on career		20	17%	-2	-1
Nothing would happen		28	24%	-5 ↓	+1
Resolved the situation informally		11	9%	-	+2
Time required to report		2	2%	-1	0
Unaware of procedures		4	3%	-	-2
Other		13	11%	-13 ↓	-1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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.

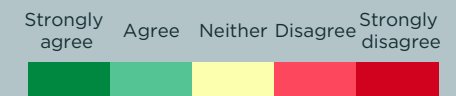
IS THERE ROOM FOR IMPROVEMENT?

COMMUNICATION		42%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
T	Q49. Reasons behind change are clearly communicated to staff	24	28	33	14		25%	-7 ↓	-6 ↓
	Q50. I would be comfortable to speak up and question the way things are done at UCL	45	26	21			50%	+1	+1
T	Q51. Relations between professional services and academic/research staff are generally good	43	29	15			50%	-20 ↓	-5 ↓

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



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		55%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
K	Q52. I understand the values of UCL	14	52	24		67%	+3	-5 ↓	
	Q53. I am clear about the goals and objectives for my department/division	21	56	12	9	78%	+19 ↑	+10 ↑	
	Q54. I believe that UCL gives sufficient priority to research	13	54	16	11	67%	-1	-3	
	Q55. I believe that UCL gives sufficient priority to teaching	11	52	19	16	63%	+7 ↑	+9 ↑	
	Q56. I believe that UCL gives sufficient priority to Knowledge Exchange and Enterprise	7	32	55		40%	+2	-1	
	Q57. I believe that UCL gives sufficient priority to Infrastructure and systems (i.e. enabling activity through Estates, ISD, student services, etc.)	18	30	25	24	21%	0	-7 ↓	
K	Q58. I feel that my work/professional goals and objectives are aligned to those of UCL	7	52	31	7	59%	-4	-2	
	Q59. UCL acts in an environmentally sustainable way		39	39	14	43%	+8 ↑	+1	

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		73%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
	Q60. I would recommend UCL as a good place to work	15	56	18	7		71%	-1	0
	Q61. I am proud to work for UCL	30	50	16	4		80%	-1	+1
T	Q62. I feel a strong sense of belonging to my department/ division/ research group	38	41	13	6		79%	+7 ↑	+9 ↑
	Q63. I feel a strong sense of belonging to UCL	16	41	26	14		56%	-5 ↓	-2
	Q64. I suggest ideas to improve our ways of doing things	19	62	14	5		81%	+7 ↑	+7 ↑
	Q65. Working here makes me want to do the best I can	20	48	25	7		68%	0	-3
NEXT STEPS		32%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
T	Q66. I believe that action will be taken on this survey	30	33	23	12		32%	-2	-11 ↓

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?

OTHER	52%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
Q14c. 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	20	51	20			71%	-	-6 ↓
Q15b. My specific needs were met prior to, during and on return from leave	14	22	55			36%	-	+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					