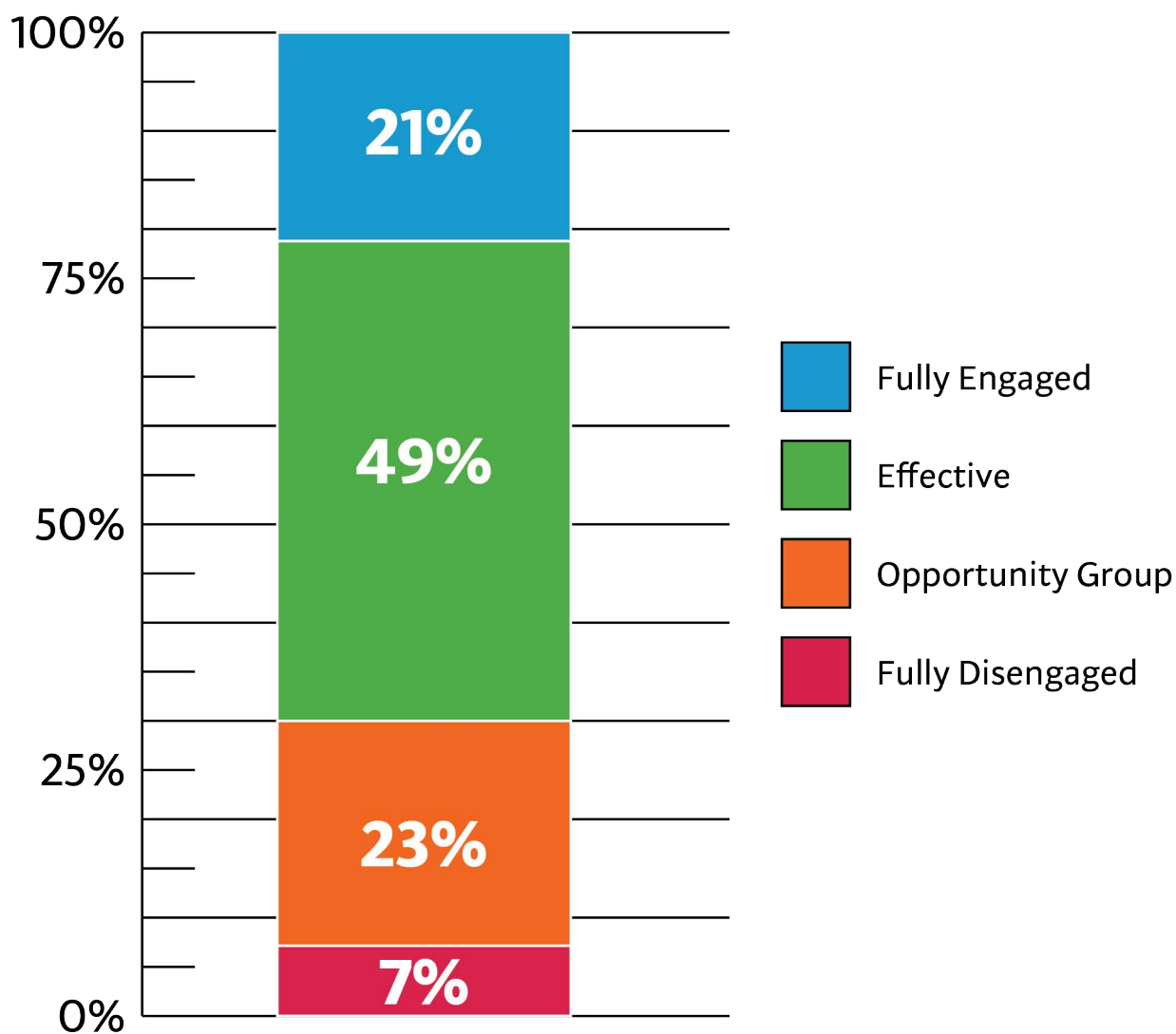




EMPLOYEE ENGAGEMENT: SURVEY RESULTS



Fully Disengaged	Opportunity Group	Effective	Fully Engaged
Bored and frustrated at work	Generally feel underutilized.	Meet expectations.	Constantly learning and taking calculated risks.
Make sarcastic jokes about work.	Spend significant time taking care of personal needs.	Stick to what you know and take few risks.	Feel stretched beyond your comfort zone.
Speak poorly about the company and leaders.	Do just enough to get by and not get in trouble.	Respond well to leadership.	Take personal satisfaction in the quality of your work.
Look for ways to find blame.	Pay is a big reason why you stay.	Rarely stretched by assignments	Work can be stressful but is also rewarding and fun.
You quit, stay, and corrupt.	You're putting in the time.	Committed to your job.	You love your job!