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# Culture Survey Results

## AN ENGAGED EMPLOYEE IS A FULFILLED EMPLOYEE

Percentage of employees that are engaged with Innovative Solutions



● Engaged ● Neutral ● Disengaged

Impacting questions that factored into our engagement score

- 100%** I have confidence in the leadership of this organization
- 100%** I like the people I work with at this organization
- 100%** I am proud to work for this organization
- 100%** I am willing to give extra effort to help this organization succeed
- 82%** There is room for me to advance at this organization
- 76%** I maintain a reasonable balance between work and personal life
- 74%** There is adequate noise control to allow me to focus on my work
- 70%** I trust that if I do good work, I will be considered for a promotion

### SURVEY DETAILS

Survey taken in November of 2018  
 59 surveys were sent  
 58 ❤️ responded

### SURVEY DETAILS

Survey taken in December of 2018  
 59 surveys were sent  
 48 ❤️ responded

## AREAS OF EXCELLENCE + GROWTH OPPORTUNITIES

What employees feel we do well and could use improvement on

- DIRECTION**  
Employees believe the organization is going in the right direction
- VALUES**  
Employees see strong values at work
- COMMUNICATION**  
Employees feel informed about important decisions
- INTER-DEPARTMENTAL COOPERATION**  
Employees don't feel departments cooperate well
- MEETINGS**  
Employees don't feel meetings make a good use of their time
- DEVELOPMENT**  
Employees think managers don't support learning and growth
- HELPFULNESS**  
Employees think managers don't make it easier to do their jobs well

## I LOVE MY JOB BECAUSE...

- My manager and the leaders of Innovative **encourage personal growth, accountability,** and provide me with what I need to **be a better person.**
- I am able to **make a meaningful impact in the lives of our clients** and my team through technology, which I LOVE!
- It challenges me everyday to be the best me that I possibly can be and when things go well ,or poorly for that matter, **I can genuinely see the impact I have.**
- I feel fulfilled** and Innovative cares about me, cares about our customers, and our growth.
- I work with great people. **The people are what makes Innovative what it is.**



## WHAT CAN INNOVATIVE DO TO INCREASE YOUR SATISFACTION + PRODUCTIVITY AS AN EMPLOYEE?

- “ Allow employees to work remotely a couple days a week.
- “ Create better communication between the technical + non-technical departments.
- “ The pace of change can also be aggressive and stressful so a slightly slower work environment might help.
- “ Besides a higher wage, they communicate large company initiates well, but the smaller ones slip through the cracks.
- “ Some departments get a few more perks than others and there is a definite divide between being billable and not billable.

## HOW EMPLOYEES DESCRIBE OUR CULTURE

Common words employees used to describe the culture at Innovative Solutions



## ENGAGEMENT BY BUSINESS ASPECT

Percentage of employees that are engaged with Innovative Solutions



## WHAT DOES INNOVATIVE DO THAT MAKES IT A PLACE WHERE YOU WOULD WANT TO WORK?

- “ A place that TRULY cares about each and every employee as their OWN person. Leaders that take the time to connect in meaningful ways, understand who employees are outside the "job," and push each of us to be better human beings. After all, we spend so much of our lives working -- if not for a bigger purpose, then what? Everyone should want to work for an employer like Innovative.
- “ There are no office politics or 'alignments' that you are always in competition with. There's no one here that believes that my usefulness has a cap or treats me like my input is only valuable to a certain point. I am encouraged to provide feedback wherever i believe improvements can be made - whether or not i am talking about my own department. It comes down to this fact: In every way possible - I am treated like I matter. Always.
- “ This organization gives so much back to it's employees everyday. Encourages personal growth and development. Provides outlets for breaking up the day for stress relief - pool; table tennis; coffee; food, just a sitting area away from your desk.. A place that will assist with any challenges you may be going there if you just ask and there is a way to help.