

Six-Star Organisation Survey Report

Sample Report

Tuesday, December 3rd 2019

Number of Employees: 6

Genders: All

Ages: All

Employment Length: All

Level of Employment: All

Employment Status: All

Subgroups: All

Survey Groups: Sample Company



Introduction

The Six-Star Organisation Wellbeing Survey was designed to gain an overall gauge of a staff population and/or subgroups of a staff population in six specific areas of wellbeing. The survey is a self-report survey and a reflection of a staff member's perception of their own wellbeing.

The Six-Star Organisation Wellbeing Survey is not a clinical or psychological assessment. It is a general guide or indicator of a person's perception of their wellbeing in the six survey areas.

The survey is administered and coordinated by a survey Administrator and the management of survey completion and results should be coordinated through the Administrator.

Proactively measuring and monitoring the well-being of staff is important for their overall wellbeing, as well as the wellbeing of the organisation. Staff with high levels of wellbeing are more motivated and display greater levels of engagement and productivity, compared to staff with low wellbeing. Higher wellbeing is also associated with fewer mental, emotional, and behavioural concerns.

The six categories that define the Six-Star Organisation Wellbeing Survey are: mood, resilience, school engagement, communication, positivity, and relaxation.

Report Purpose

This report provides a summary of data collected from the staff that completed the survey. The report can be used by the Administrator in consultation with executive or senior management staff including Human Resources staff to determine how the information may best be utilised to benefit the staff and the organisation.

The report may guide future support or professional development programs. Factors that may influence potential use of the report include what may or may not be occurring within an organisation with regard to leadership, wellbeing or other related professional development of occupational, health and safety factors.

Additional potential uses of the information in the report include:

- Identifying a baseline for wellbeing of the overall staff population or specific sub-groups within the organisation
- Monitoring the wellbeing of sub-groups over time
- Identifying strengths and potential target development areas for specific wellbeing and staff professional development programs
- Providing feedback on wellbeing to overall and staff sub-groups, and creating opportunity for conversations regarding wellbeing as deemed appropriate
- Monitoring the impact of existing or future wellbeing programs
- Gaining data and insight into the six specific areas of wellbeing
- Comparing subgroups within your overall staff population
- Correlating the wellbeing results with any specific relevant outcome measures or performance indicators
- Incorporating survey results into goal setting for your overall organisation or sub-groups

Report Restrictions

This report is intended solely for the organisation that has entered into an agreement with ACER for the use of the SixStar Organisation Wellbeing Survey. It is not to be shared with or provided to any third parties without the written and prior consent of ACER.

The Six-Star Organisation Wellbeing Survey is a summary of self-report data and should not be used as a psychological test or definitive assessment or screening of overall wellbeing or performance in any specific sub-category. The information is intended for organisation use only as a guide or indication about the wellbeing of subgroups in the workforce. The results and report are intended for a specific allocated person within the organisation that is familiar with wellbeing concepts. The results should be considered in context of the overall experience within the organisation and supported by other indicators, further investigation, targeted assessments or specific professional advice. Elite Performance and its employees are not responsible for the use of and interpretation of data.

Anonymity & Confidentiality

The survey is anonymous and there was no provision for staff to enter their name. No individual results were generated and the report only includes group data. All data completed by staff will be stored remotely by Six-Star Wellbeing in accordance with privacy policy. Organisations will not have access to raw data and all individual responses are considered confidential and not available to an individual or their organisation.

In addition, any sub-groups with staff numbers of less than 6 are not reported. Accordingly, only sub-groups with 6 or more staff are reported in this report, to ensure the anonymity of staff.

Survey General and Specific Sub-Group Reporting

When staff completed the survey, the general information collected has been averaged and is outlined in this report. Categories reported on are:

- Overall sample
- Gender
- Age in 10 year ranges
- Level within the organisation
- Length of employment within the organisation
- Employment status
- Customised sub-groups, if any were selected by the Administrator

*As described in the Administrator Guide and above, only groups with 6 or more staff are reported on.

Disclaimer

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Survey Sub-Categories

For detailed information on each of the sub-categories, please read the research paper on the survey, available on the website.

<p>Mood</p> <p>Monitoring and managing mood can be vital for an individual, as well as their colleagues and overall workplace. The sub-category identifies worry, mood fluctuations and happiness. Higher scores in this sub-category would indicate a happier workforce, with lower vulnerability to emotional health concerns. The mood sub-category does not identify any clinical concerns, but is an indication of the general emotional wellbeing of staff.</p>	<p>Resilience</p> <p>Resilience represents successful adaptation in the face of challenges. This sub-category reflects capacity to value effort, persist with challenges, and deal with problems. Resilience is both a positive wellbeing construct, as well as an important target for identifying subgroups with concerns. Research indicates that resilience is a trainable construct.</p>
<p>Engagement</p> <p>Work engagement reflects an individual's involvement with and attitude to their work and workplace. The engagement sub-category provides information about enjoying work, motivation, and feelings about culture and relationships with colleagues, supervisors and leaders. Engagement can also be related to motivation or linked with retention and performance.</p>	<p>Communication</p> <p>Communication with colleagues and external stakeholders is critical for any workplace. This subcategory encompasses questions related to listening, speaking with others, written communication skills, working with others in a group and asking for help. Effective communication is often associated with healthy relationships and is also an area that can readily be developed through programs conducted either with individuals or groups in the workplace.</p>
<p>Relaxation</p> <p>This sub-category is an inverse reflection of frustration and anger. The capacity for employees to be able to relax, both physically and emotionally has been recognised as an important skill. Relaxation is also a skill that has been shown to be able to be developed with intervention. The sub-category specifically identifies tension, managing frustration and anger and a capacity to relax or calm down.</p>	<p>Positivity</p> <p>This sub-category reflects confidence, optimism and positivity. It also identifies how well employees know their strengths. There is growing evidence that being positive through a range of strategies is a skill that assists individuals to flourish and high positivity has been linked to general health and wellbeing. It is also an area that can impact on the culture of a group or broader organisation environment.</p>

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Interpreting Scores

The Six-Star Organisation Survey provides ratings out of five in each of the six sub-categories described above. This is in line with the five-point likert scale used in the survey where participants rate each item as 1 = none of the time, 2 = a little of the time, 3 = some of the time, 4 = most of the time or 5 = all of the time.

The items related to each sub-category are averaged and the scores are categorised into 4 groups for ease of interpretation. The scores for each sub-category are the raw or actual average or mean scores for that group and not a score compared to other staff or groups. These groups of scores are described below.

Considering that only actual or “raw” averages are provided, organisations can compare the overall group that has completed the survey with specific sub-groups, or compare sub-groups to other sub-groups to gain insight into how staff view themselves relative to their colleagues in your organisation.

4.0 +

A mean score of 4.0 or above suggests that on average, people responded well in this sub-category and likely scored ‘most of the time’ or ‘all of the time’ more often than not on these specific items. This would reflect that the average respondent does not perceive themselves to have any concerns and to be functioning at a high level in this category in the past 4 weeks prior to completing the survey.

3.5 – 3.9

A mean score of between 3.5 and 3.9 most likely reflects some areas of strength and some areas of development in this sub-category. It reflects that the average respondent rated some items in the category at 4 out of 5, and others at a lower level. A score in this range would warrant some reflection about the subgroup to determine what specific strengths and/or development areas they may have that would correlate with their rating.

3.0 – 3.4

A mean score between 3.0 and 3.4 reflects that on average, respondents did not rate many items highly, reflecting that the group may benefit from some development in this area. A score in this range would warrant some reflection about the subgroup to determine what specific strengths and/or development areas they may have.

< 3.0

A mean score below 3.0 suggests that the average respondent rated a number of items below ‘some of the time’, reflecting challenges in a number of specific items related to this category. It would also warrant further investigation to determine if the scores resemble staff perception of this group. Overall, a mean score of below three on any subcategory suggests that some specific development may be required in this area at present.

Low scores

In general, if a subgroup mean score falls below 3 in any particular sub-category, it is recommended to follow-up with further investigation. Factors that would influence the interpretation include how low below 3 the score is and the scores of other sub-categories, including if any and how many other sub-categories are also below 3.

Actions

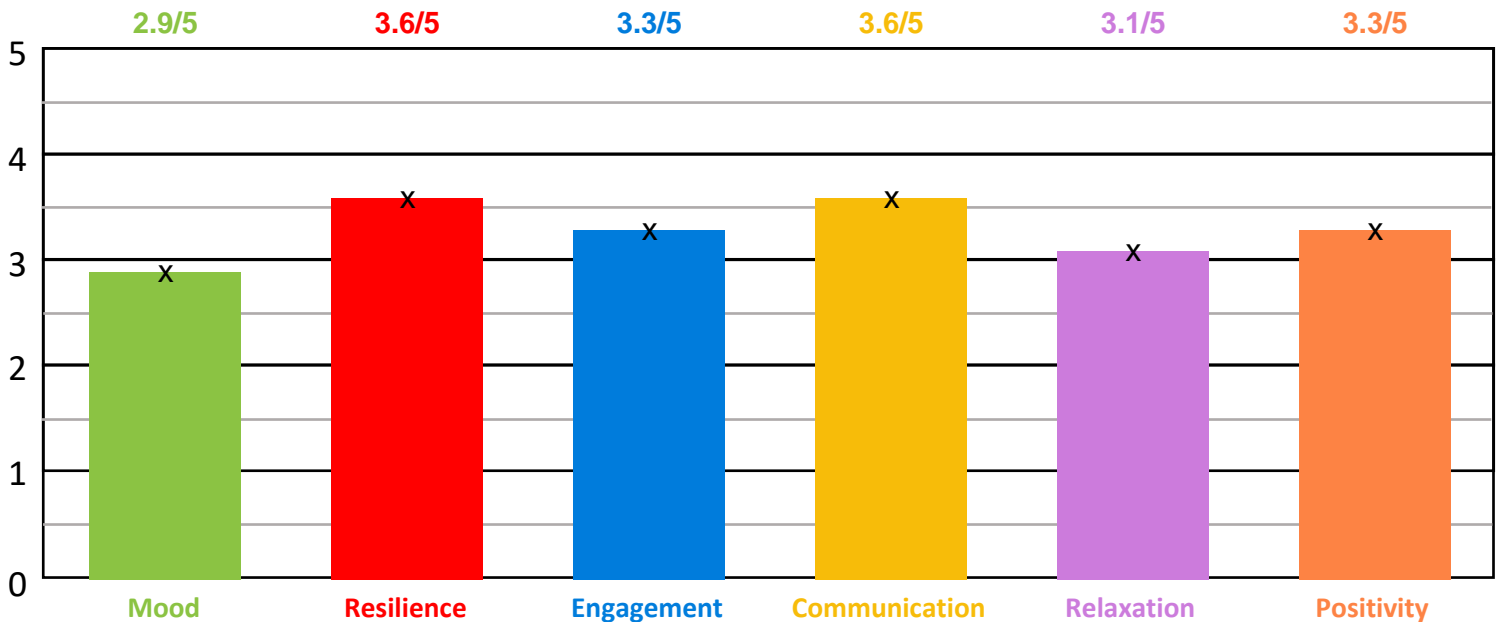
While the interpretation of any individual sub-category is of interest, it would be considered important to reflect on the combination of mean scores from different sub-categories.

Considering that there is no fixed interpretation for any particular combination of scores, it would be deemed important to take the following steps when reviewing scores:

- Check with leaders or some staff from a sub-group if they agree with the results
- Consider further investigation with targeted assessments of any specific sub-category
- Monitor the group from a behavioural, social and performance perspective

Six-Star Organisation Wellbeing Survey Overall Averages

Number of Employees: 6
 Genders: All
 Ages: All
 Employment Length: All
 Level of Employment: All
 Employment Status: All
 Subgroups: All
 Survey Groups: Sample Company



The higher the score, the greater the strength

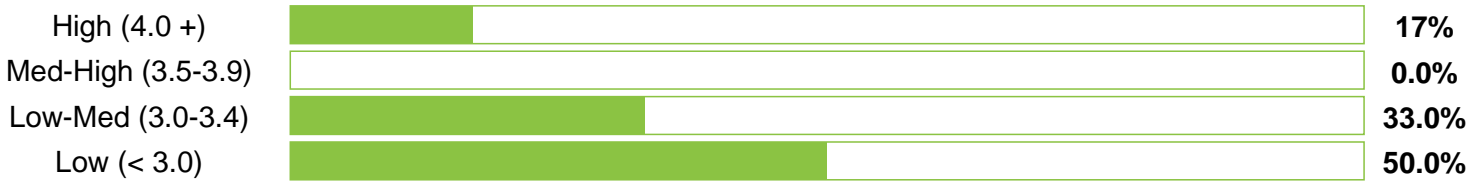
x – group mean score

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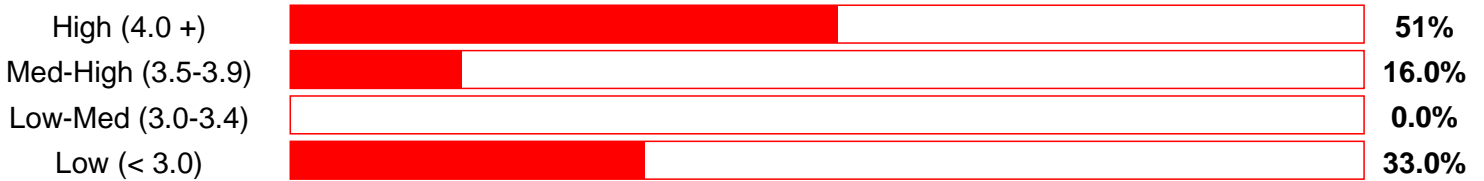
Overall Organisation Sub-category details

Organisation score details as percentages for each sub-category.

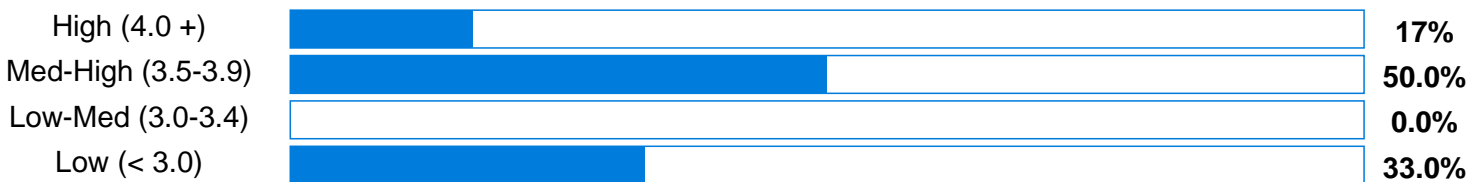
Mood



Resilience



Engagement



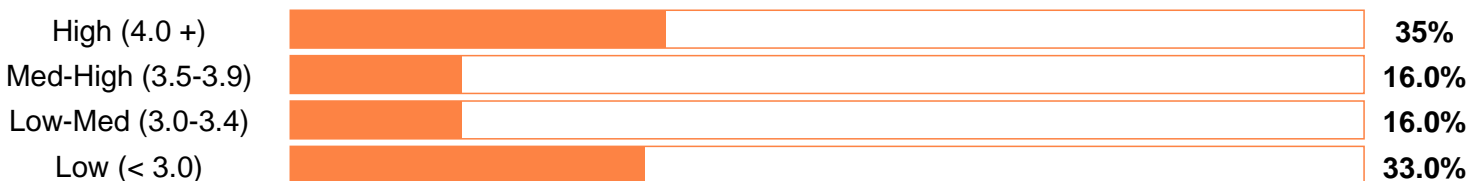
Communication



Relaxation



Positivity



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Six-Star Organisation Wellbeing Survey Relative high and low scoring items

The five highest and lowest scoring items from the survey for the group filters are provided below.

**Note that while some questions in the survey are worded in a “reverse” manner, such as “I feel like crying”, the closer the score to 5, the question should be interpreted in a positive manner, such as they do not feel like crying.*

High	Items	Average response
1.	I can stay calm under stressful situations at work	5.0
2.	I am confident communicating with supervisors and managers	5.0
3.	I can relax my body when tense	5.0
4.	I am motivated to do well at work	5.0
5.	I view mistakes as learning experiences	5.0

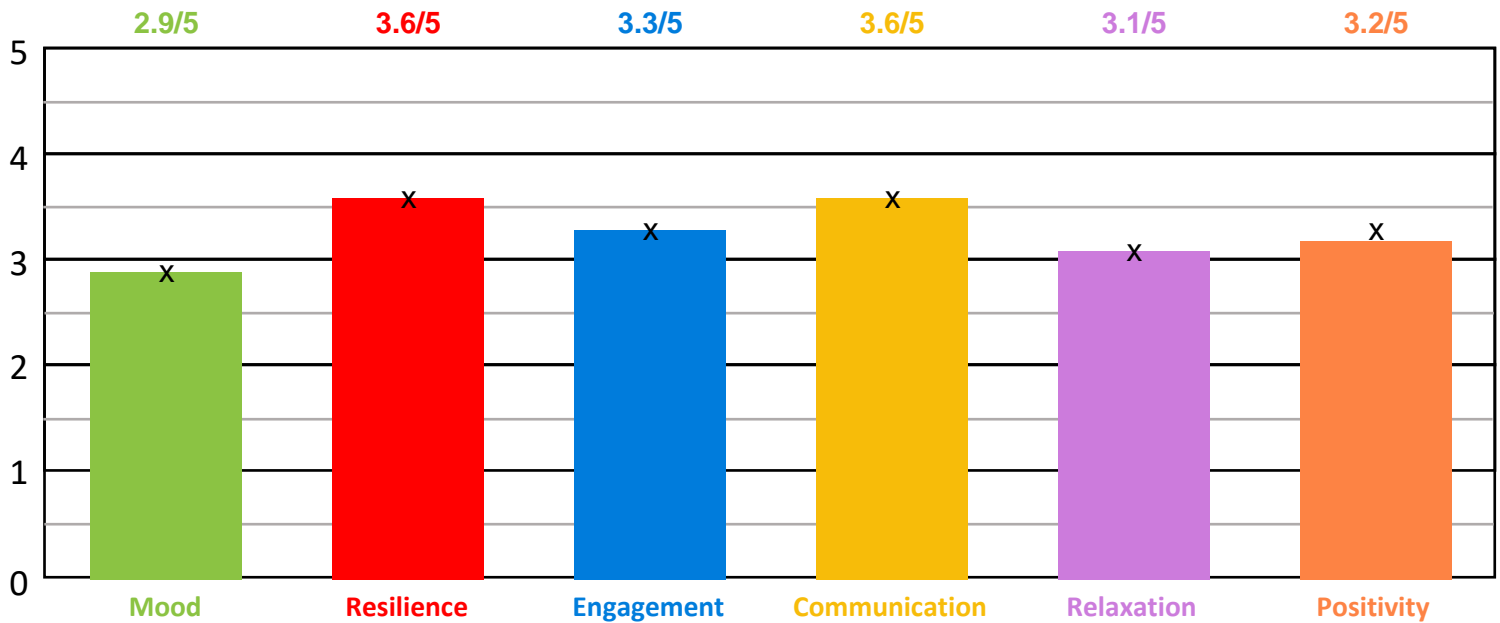
Low	Items	Average response
1.	I can see a positive future for myself at my workplace	2.0
2.	I feel tired	2.0
3.	I would recommend my organisation to others as a place to work	2.0
4.	I feel supported at work when dealing with challenges	2.0
5.	I feel that my contributions at work are valued	2.0

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Six-Star Organisation Wellbeing Survey

Gender averages: Male

Number in group = 6



The higher the score, the greater the strength

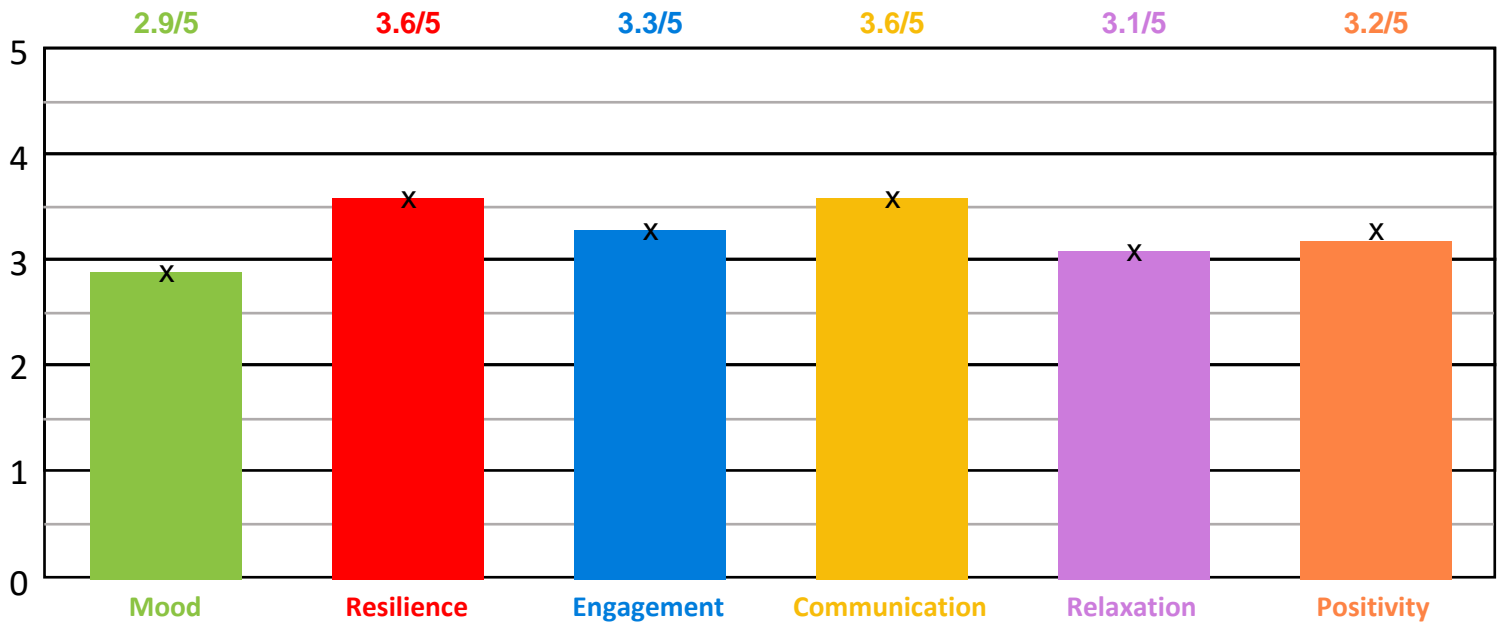
x – group mean score

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Six-Star Organisation Wellbeing Survey

Age averages: 50-59 Years

Number in group = 6



The higher the score, the greater the strength

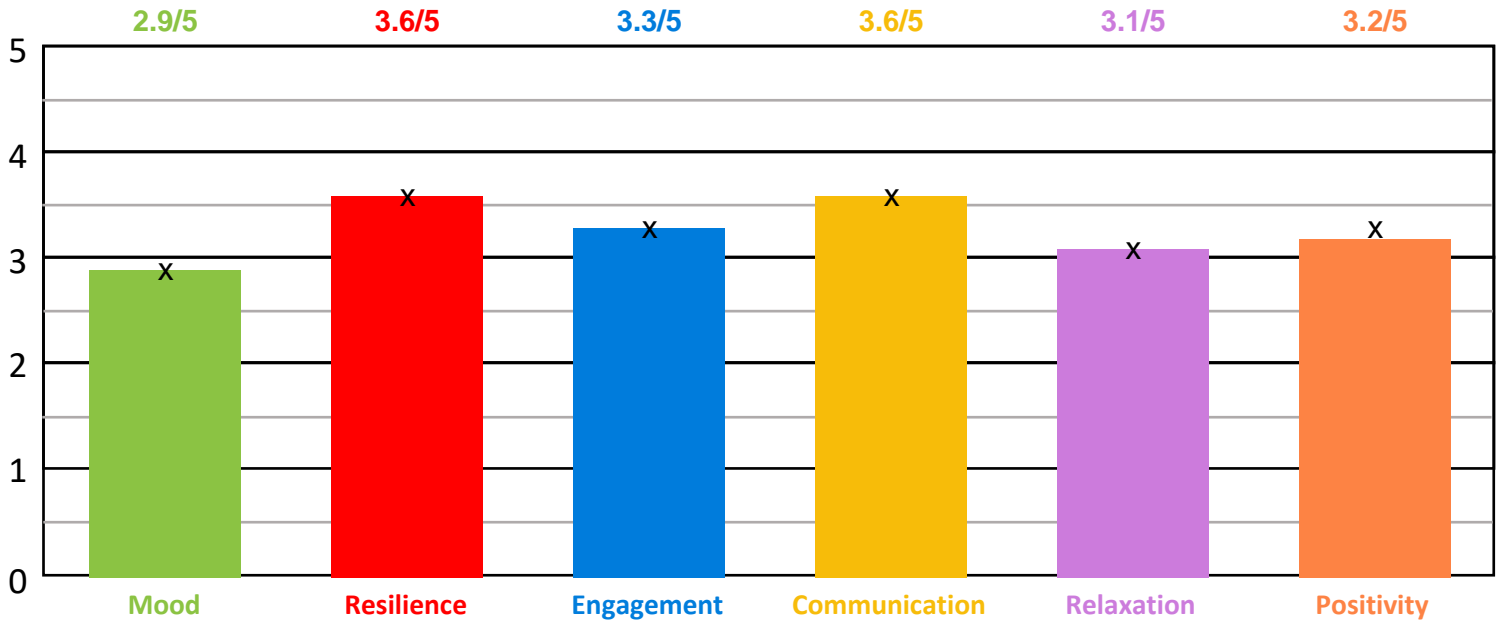
x – group mean score

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Six-Star Organisation Wellbeing Survey

Length of employment with this averages: 20+ Years

Number in group = 6



The higher the score, the greater the strength

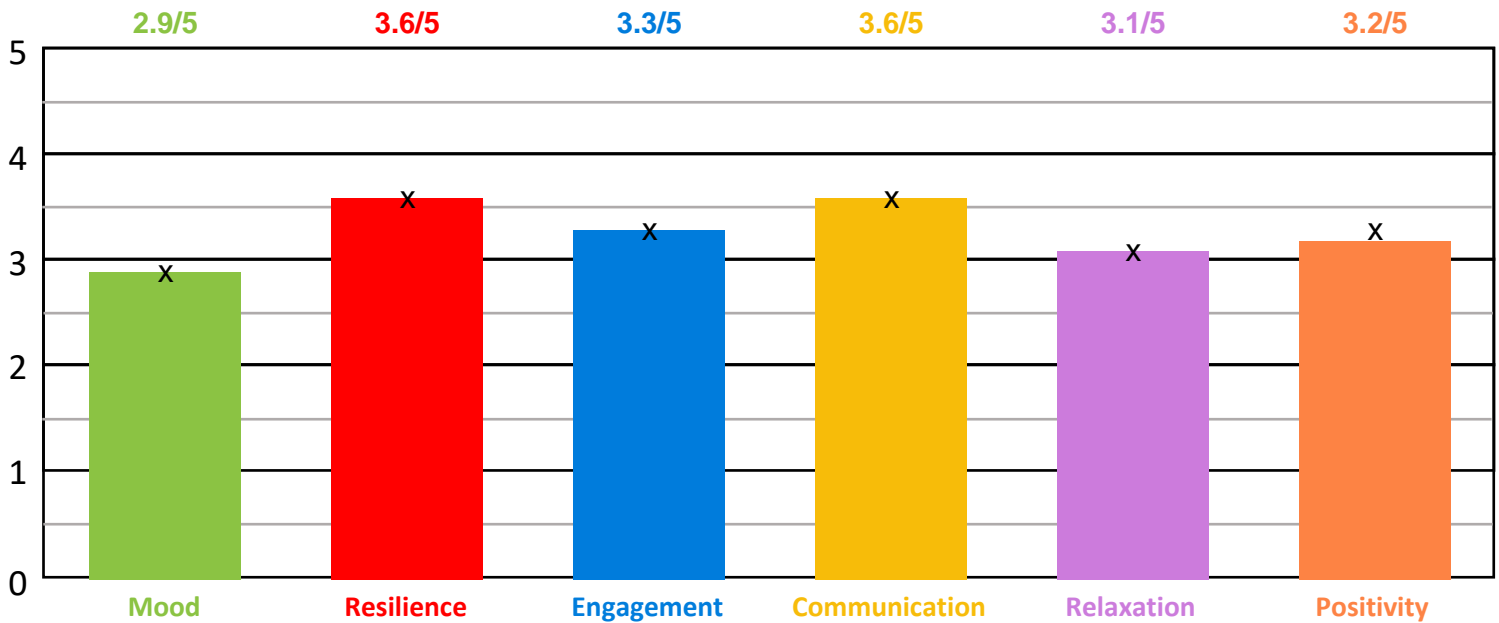
x – group mean score

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Six-Star Organisation Wellbeing Survey

Level of employment averages: Executive

Number in group = 6



The higher the score, the greater the strength

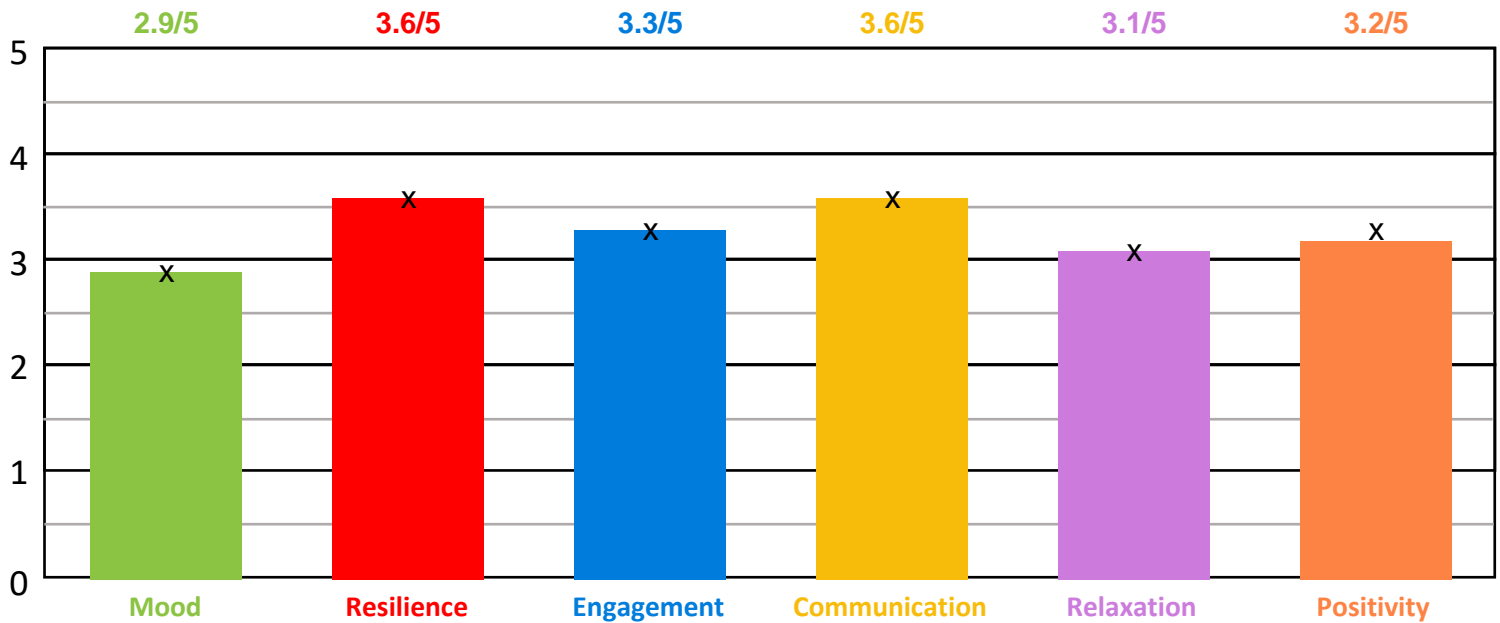
x – group mean score

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Six-Star Organisation Wellbeing Survey

Status averages: Full Time

Number in group = 6



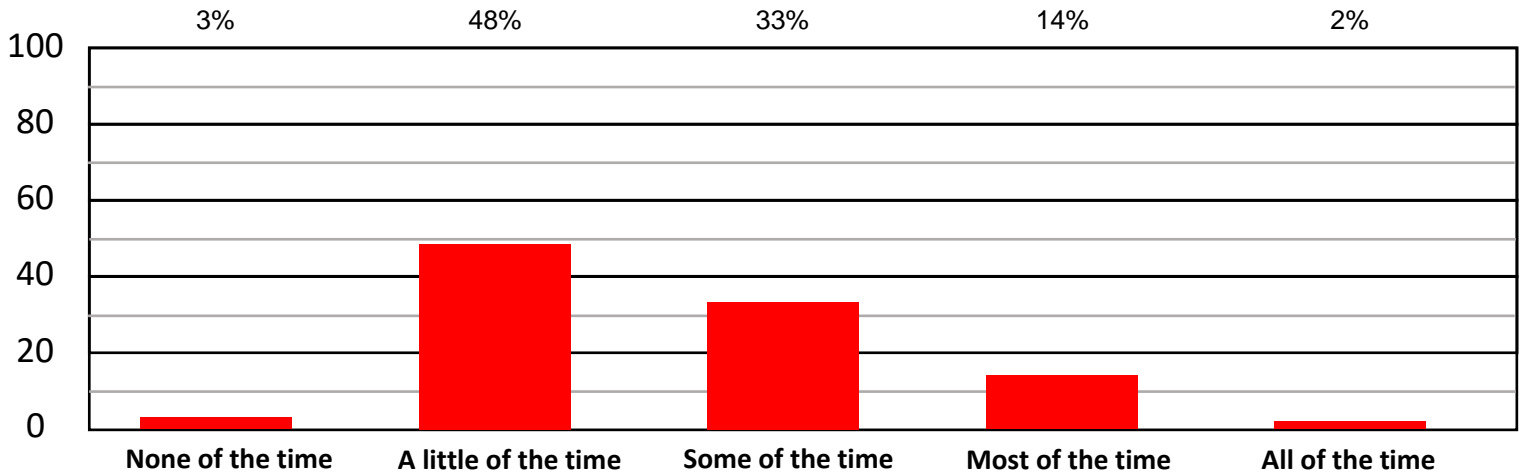
The higher the score, the greater the strength

x – group mean score

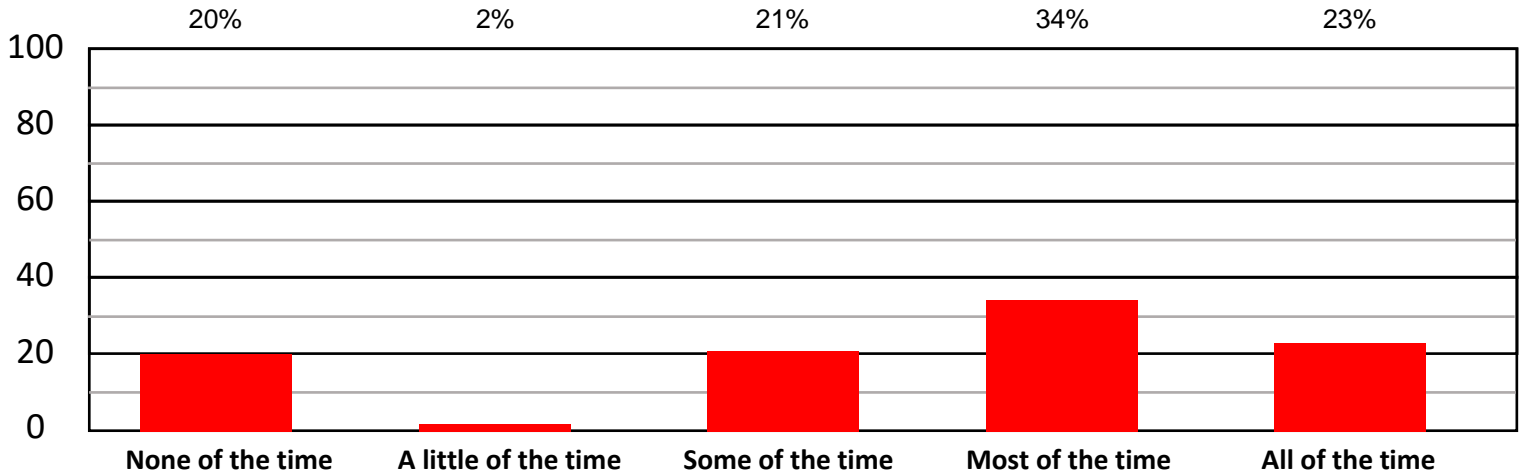
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Six-Star Organisation Wellbeing Survey Response distribution

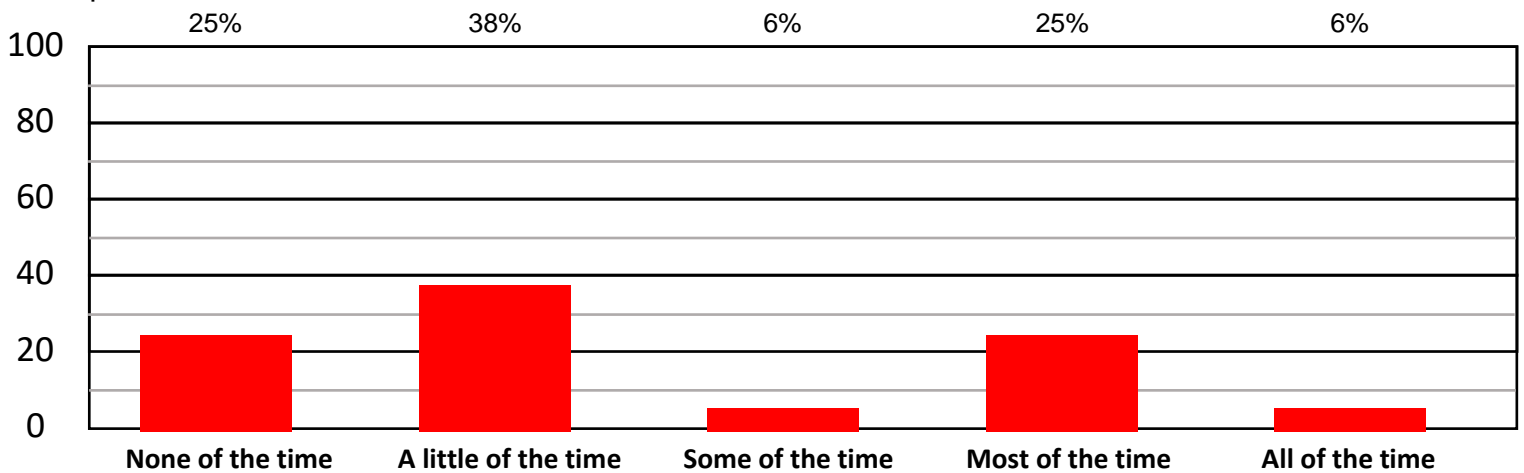
Q1: I am optimistic



Q2: I enjoy my life



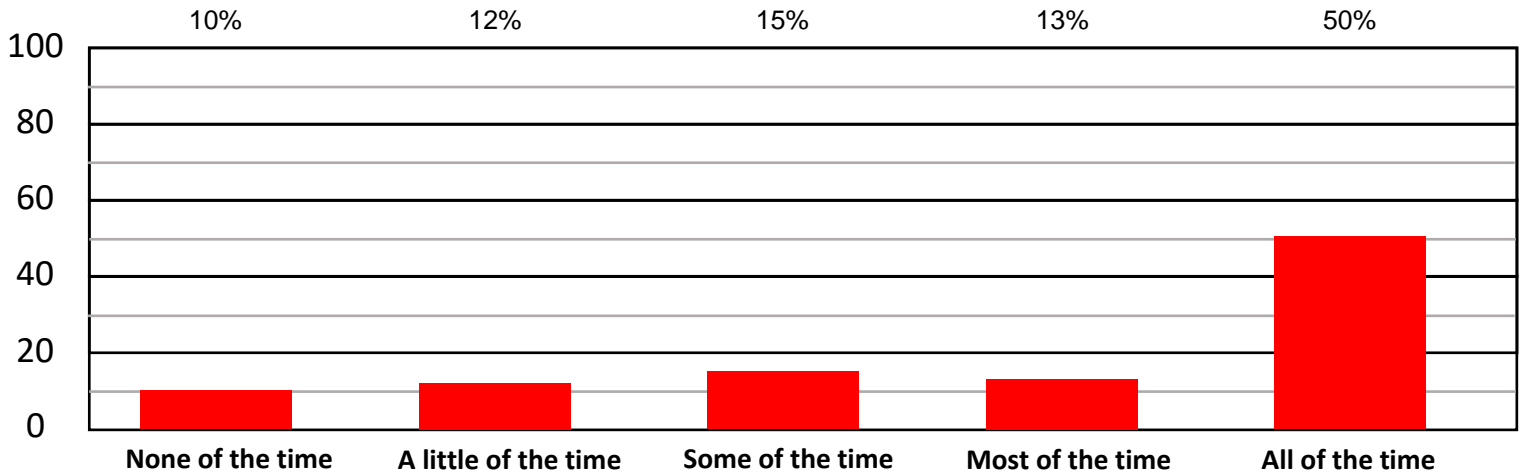
Q3: I persist with difficult tasks



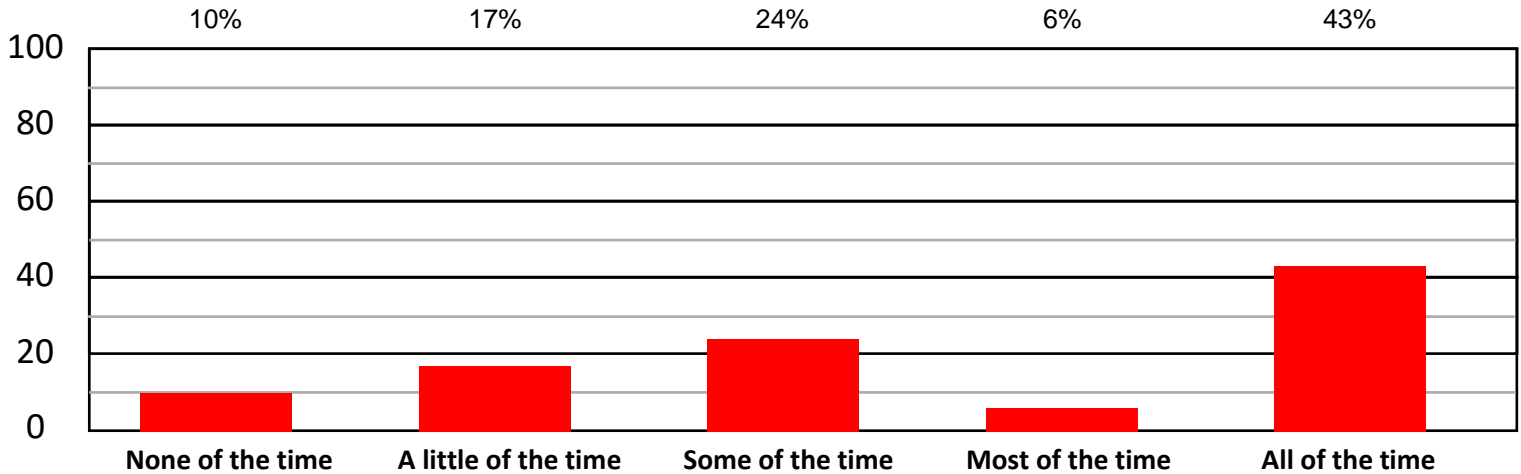
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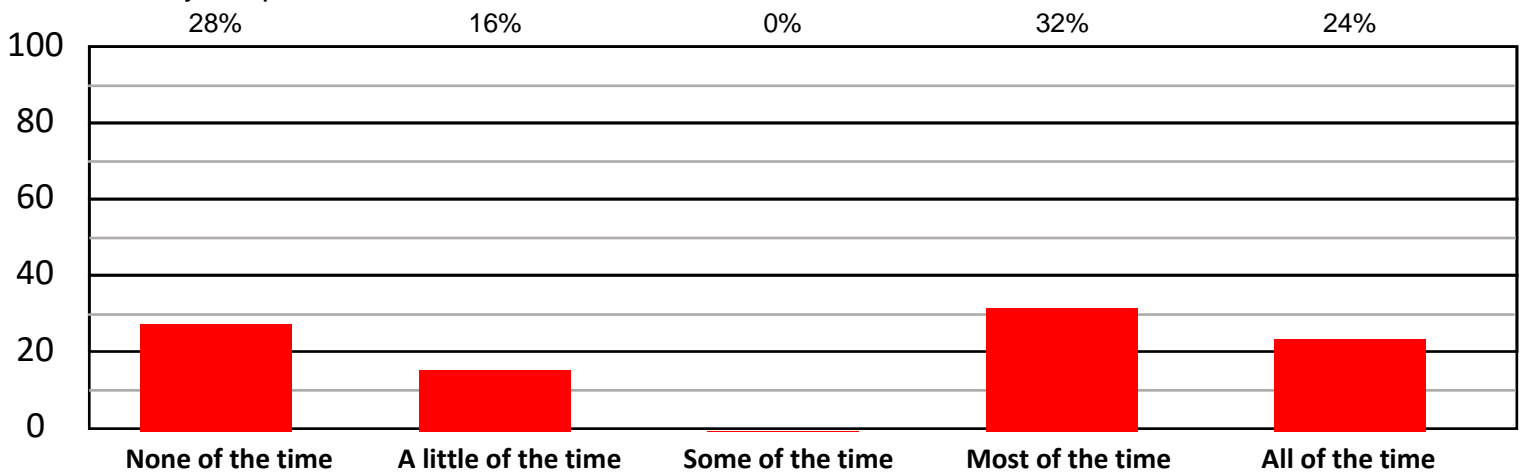
Q4: I enjoy my work



Q5: I find it easy to talk to people



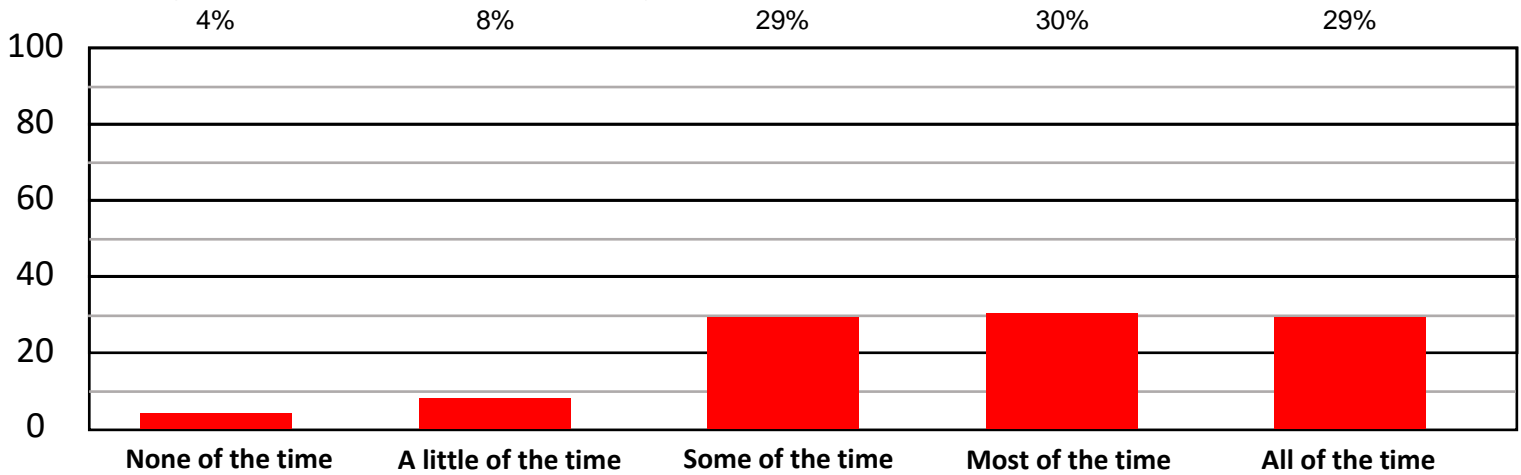
Q6: I lose my temper at work



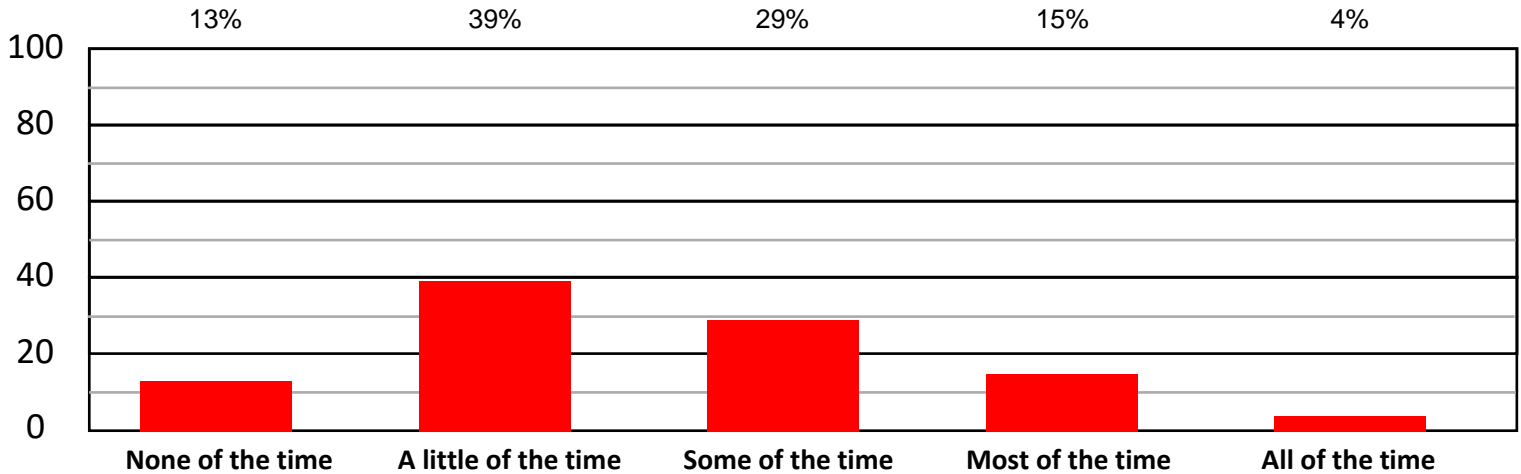
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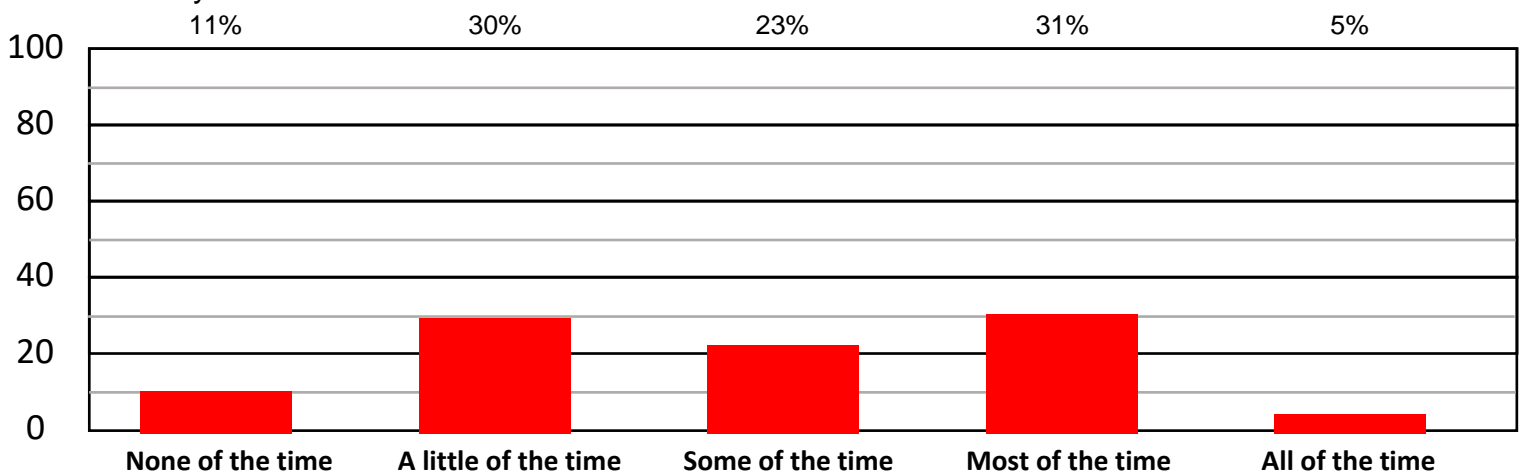
Q7: I have good relationships with my colleagues at work



Q8: I get worried



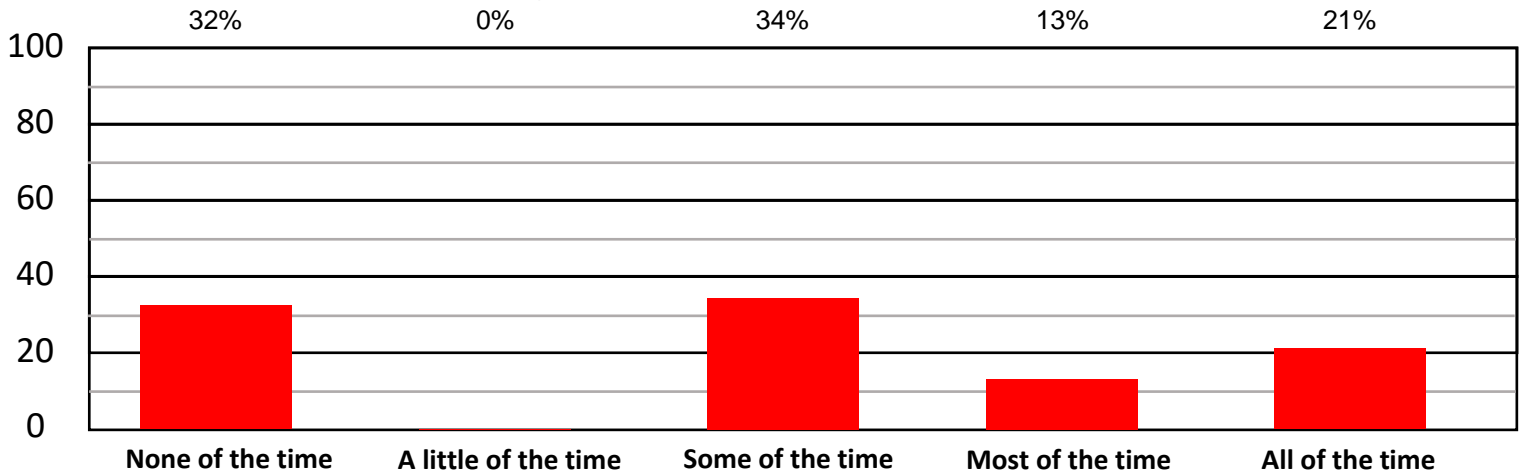
Q9: I think my effort counts



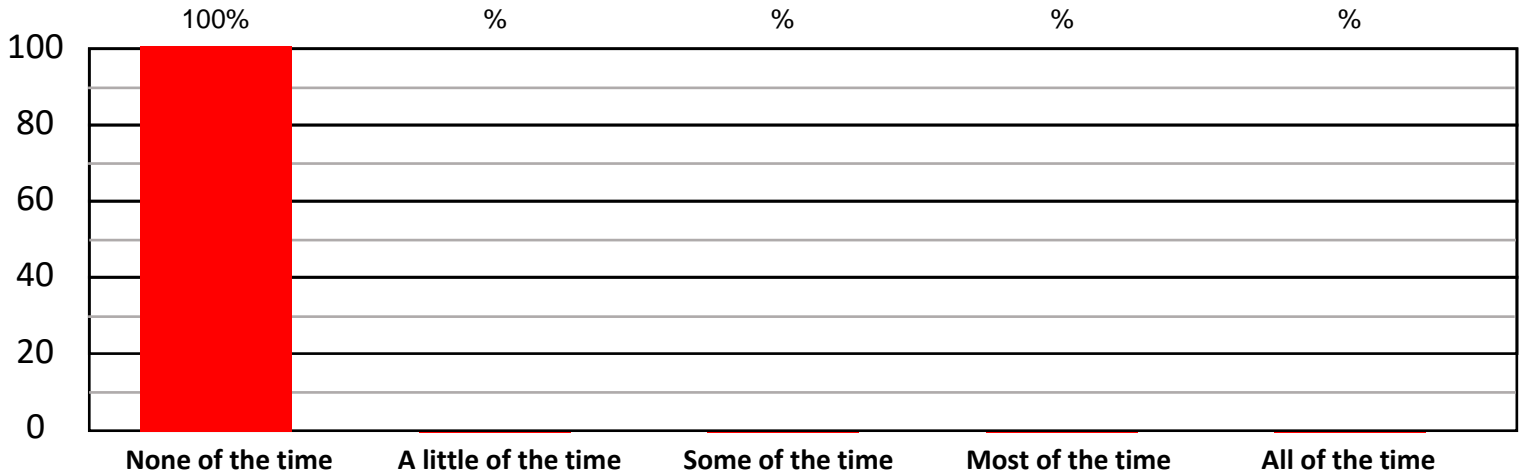
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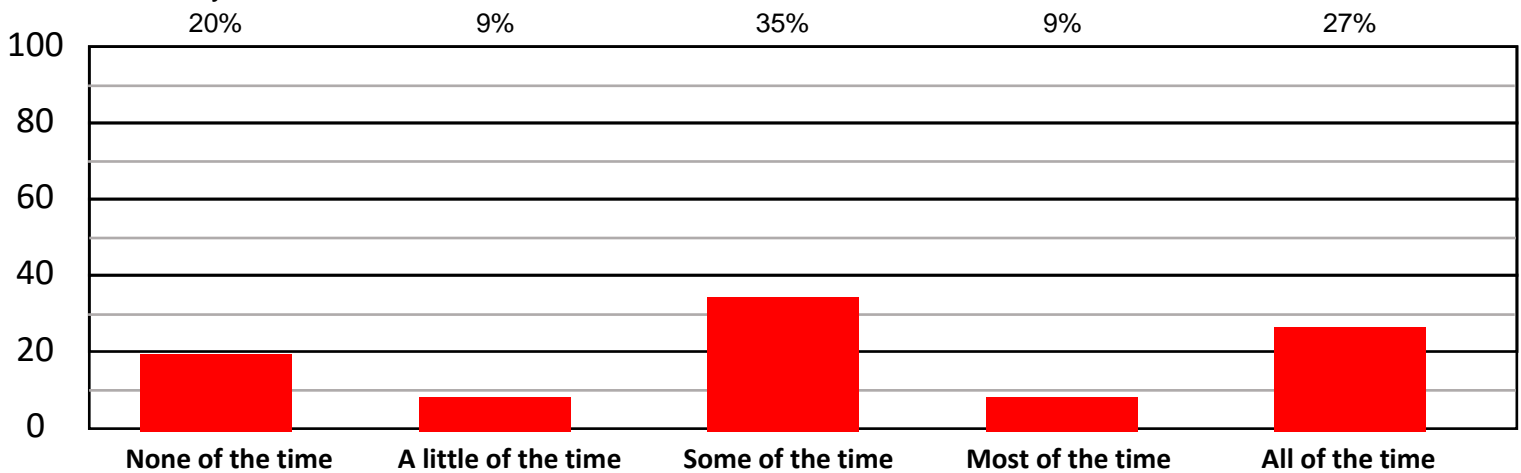
Q10: The culture at my workplace is good



Q11: I am confident with my communication skills at work

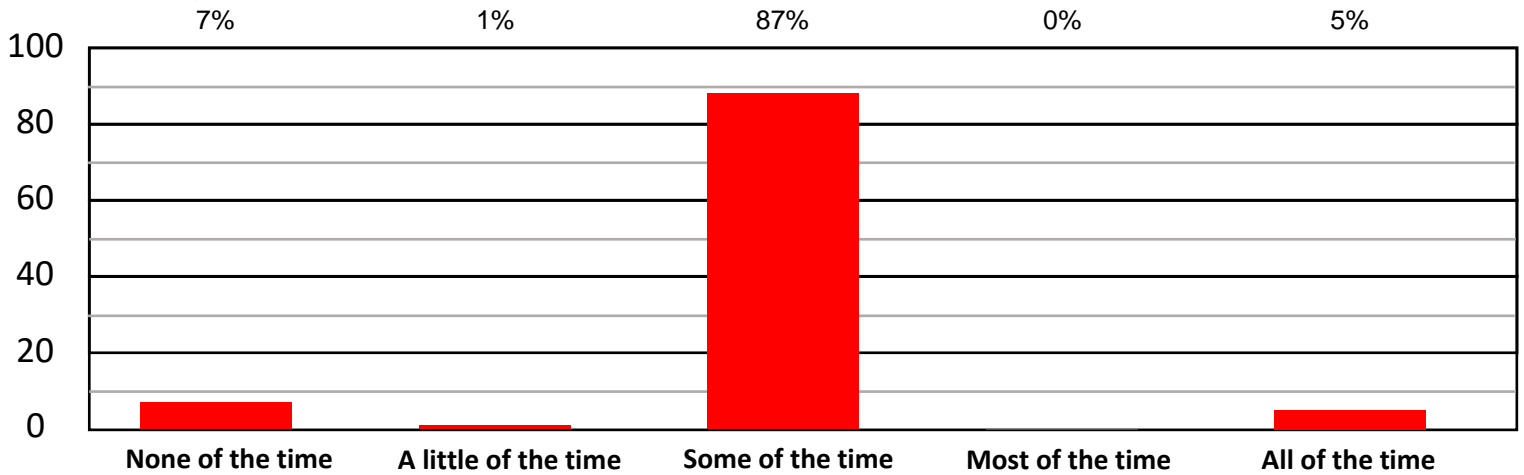


Q12: I can stay calm under stressful situations at work

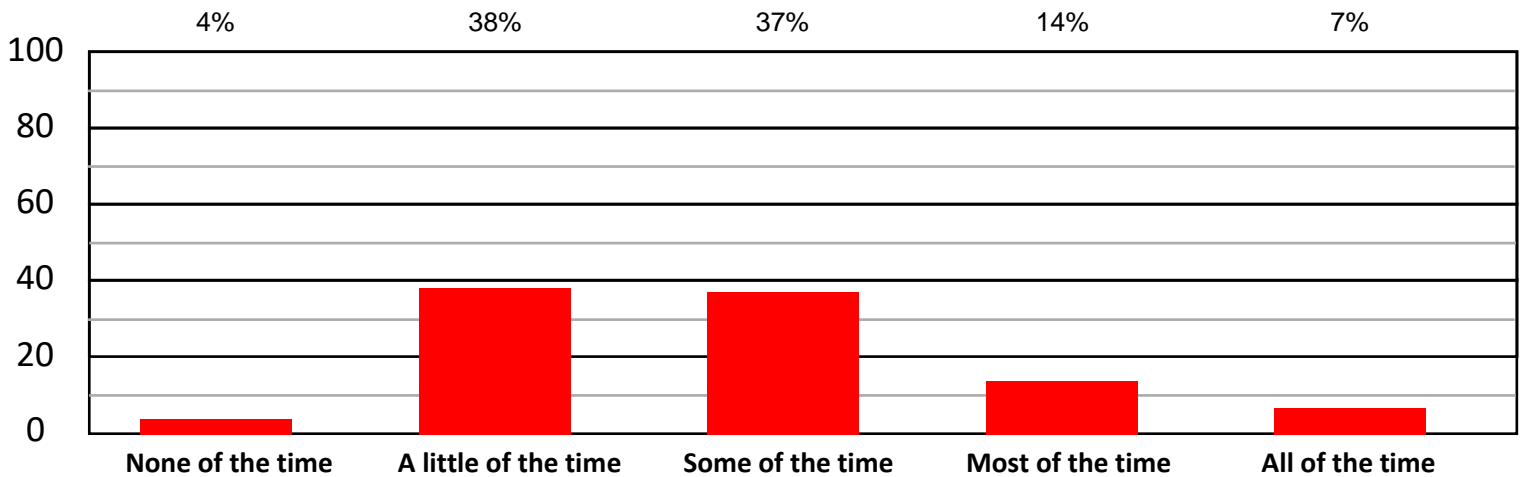


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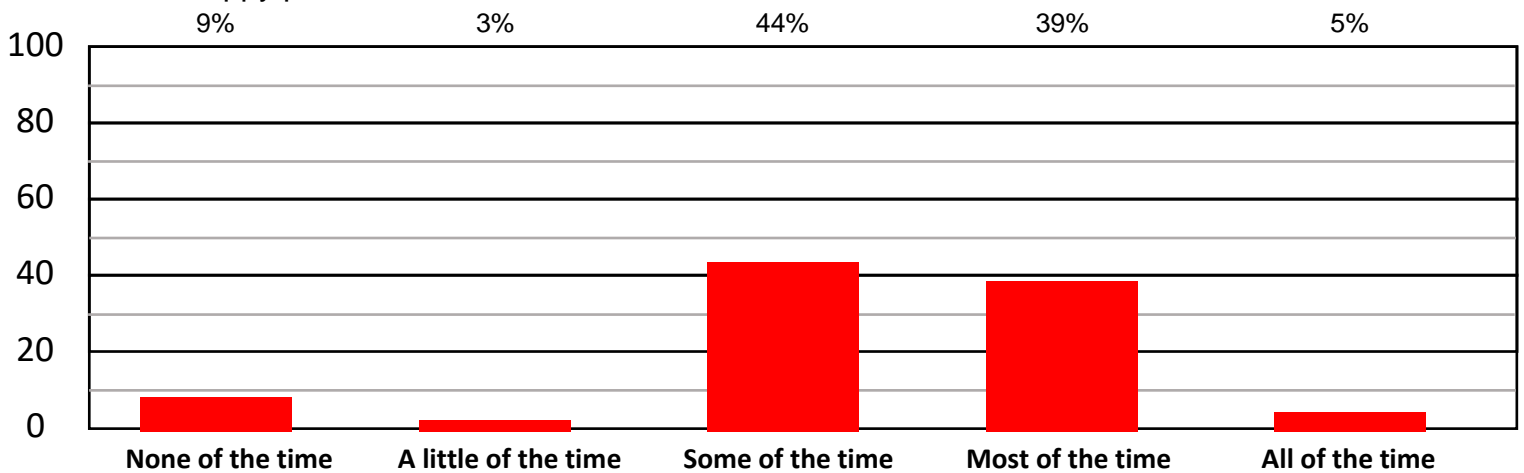
Q13: I am a good listener



Q14: I can achieve what I set out to



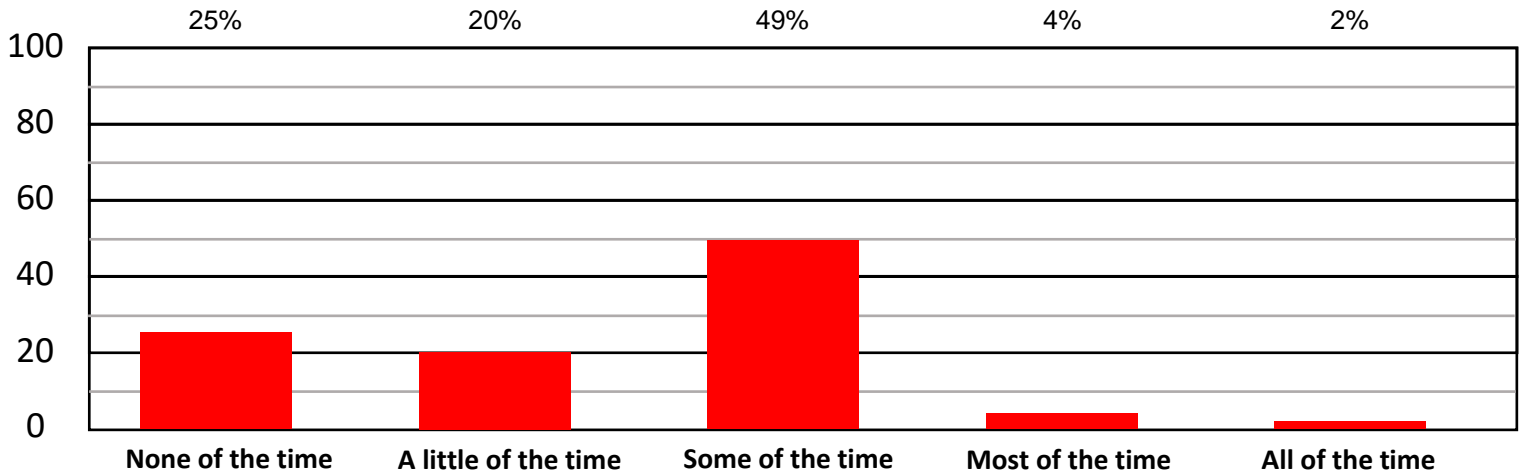
Q15: I am a happy person



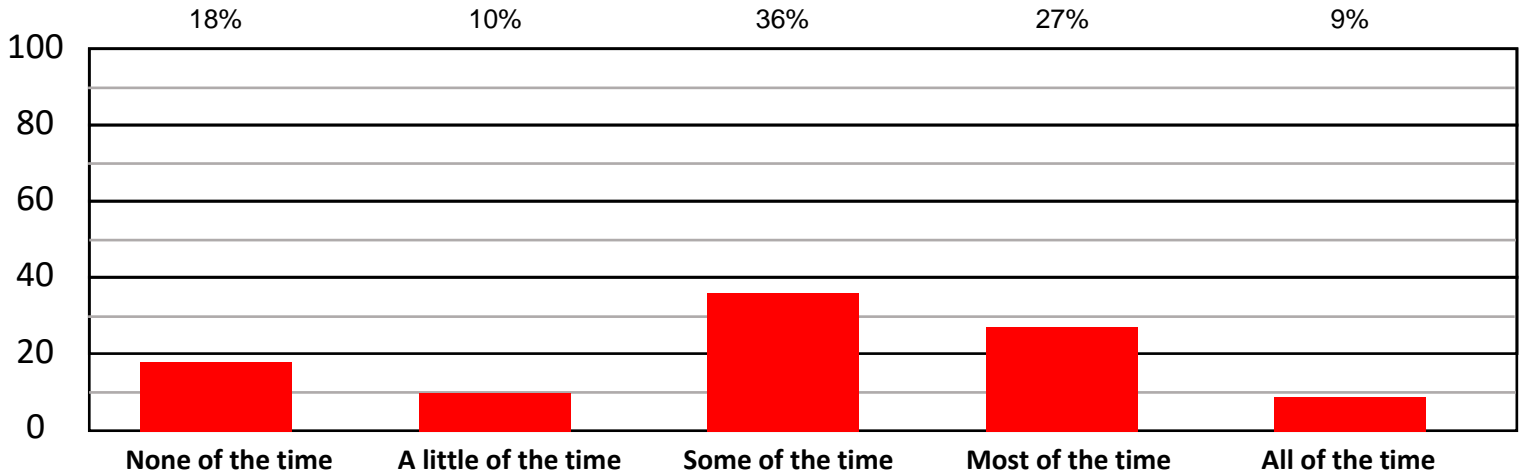
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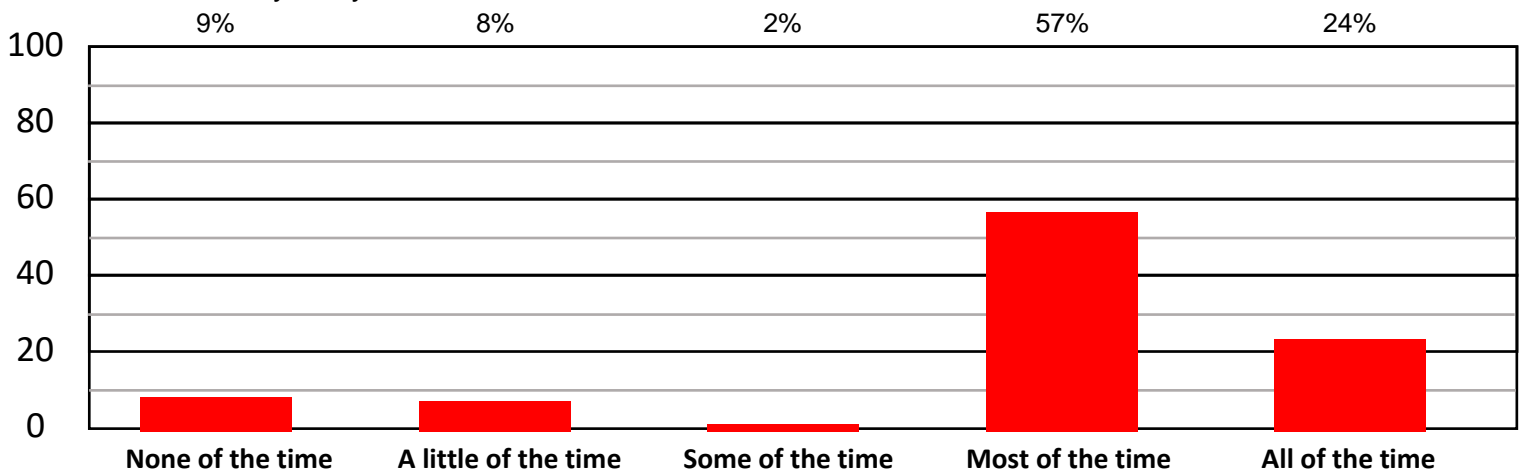
Q16: I overcome setbacks at work



Q17: I would recommend my organisation to others as a place to work



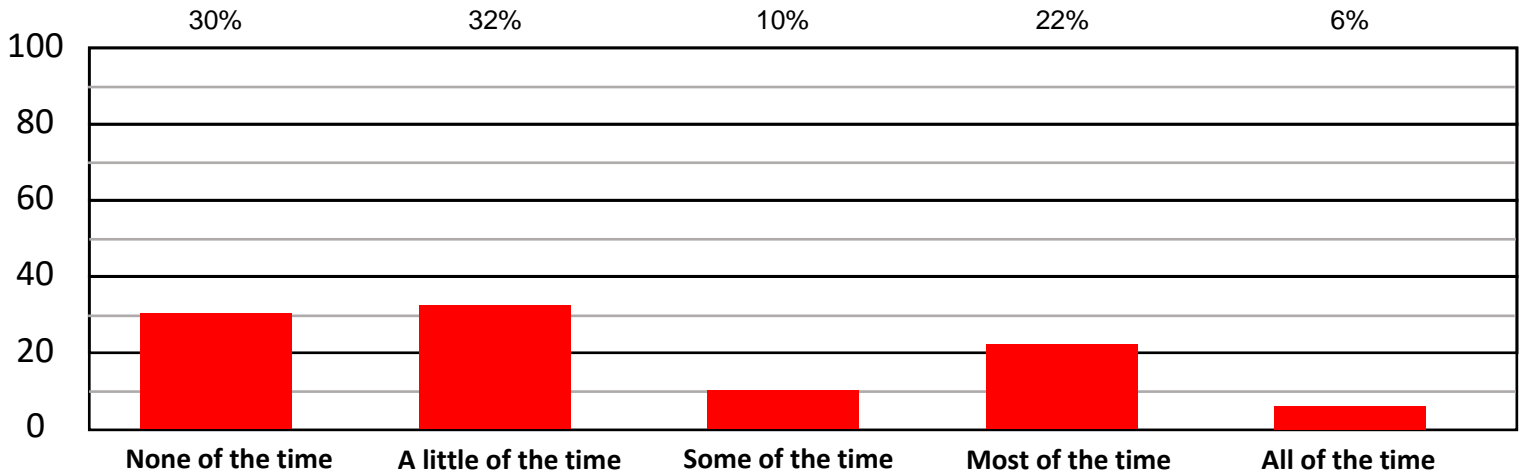
Q18: I can relax my body when tense



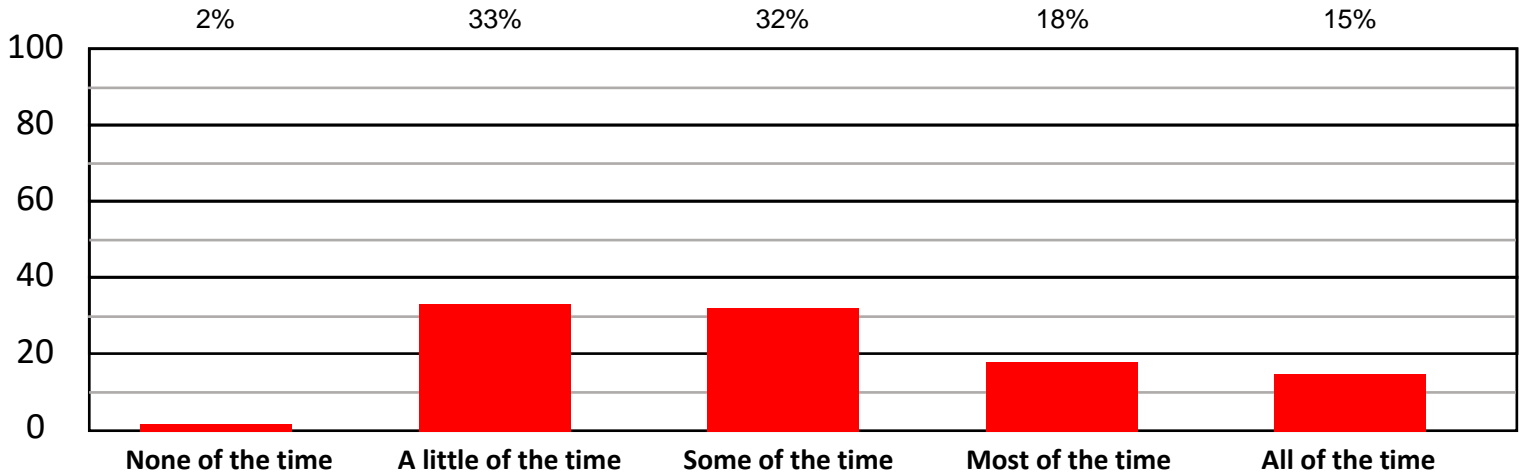
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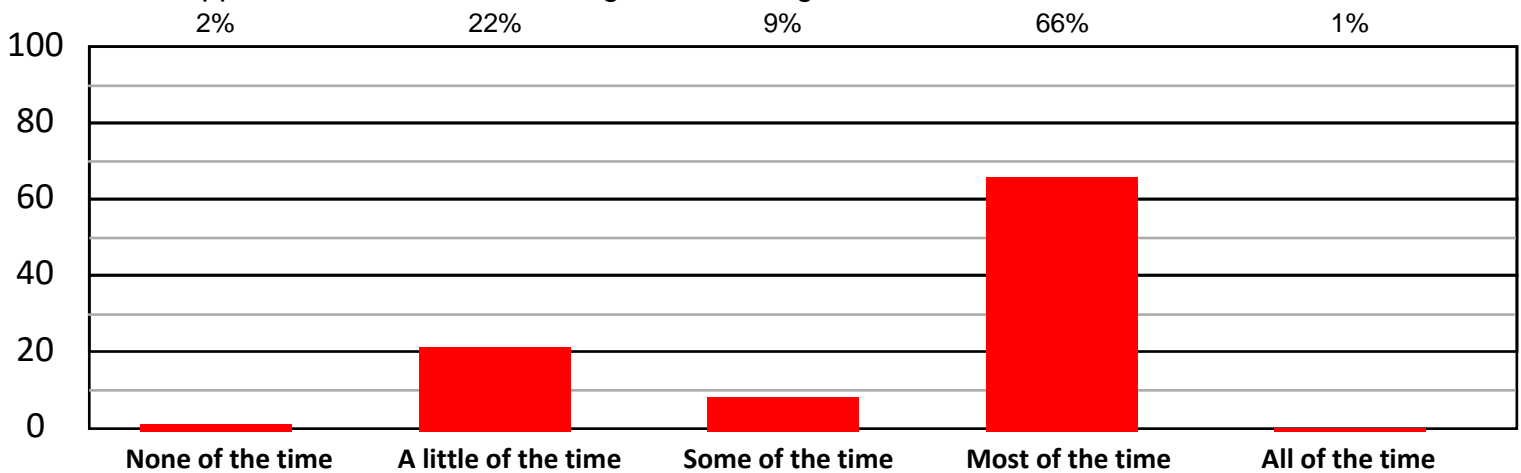
Q19: I am confident at work



Q20: I get nervous at work



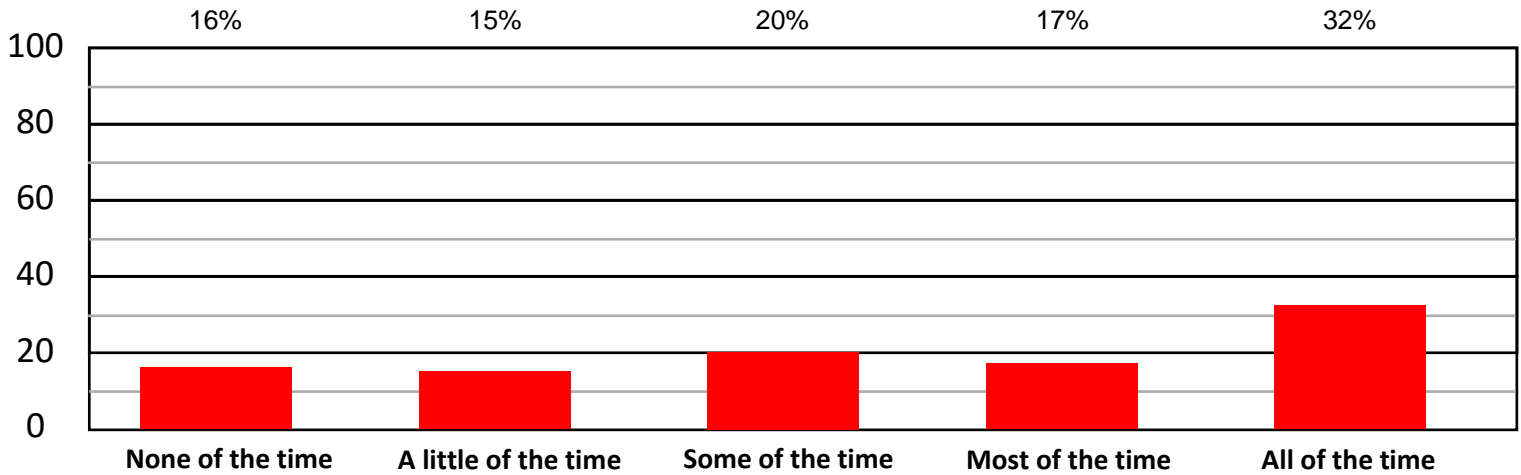
Q21: I feel supported at work when dealing with challenges



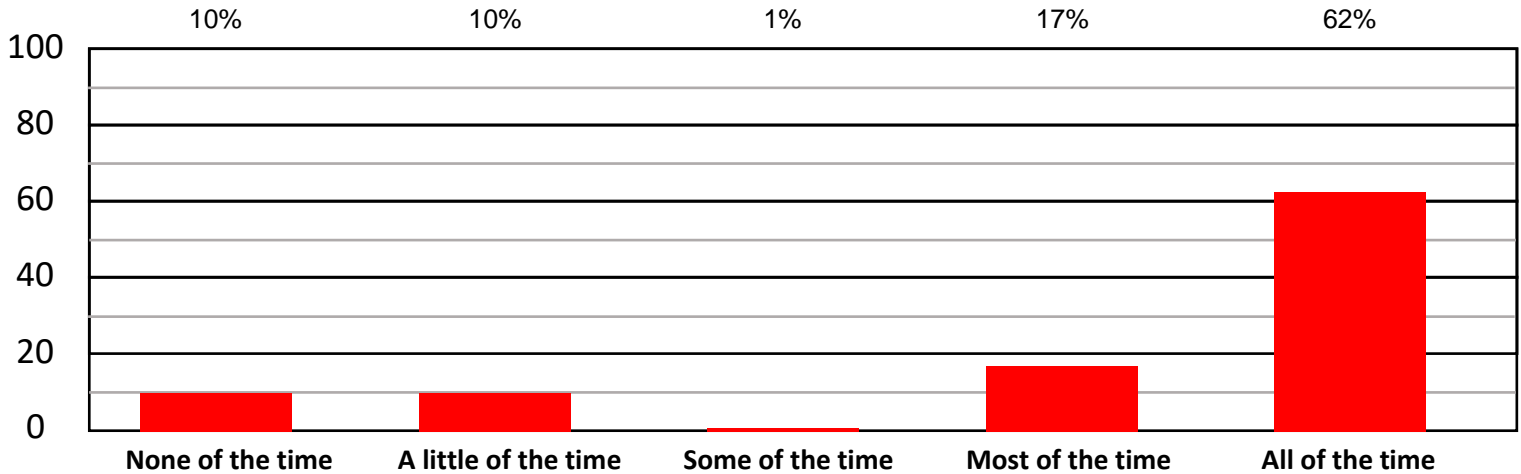
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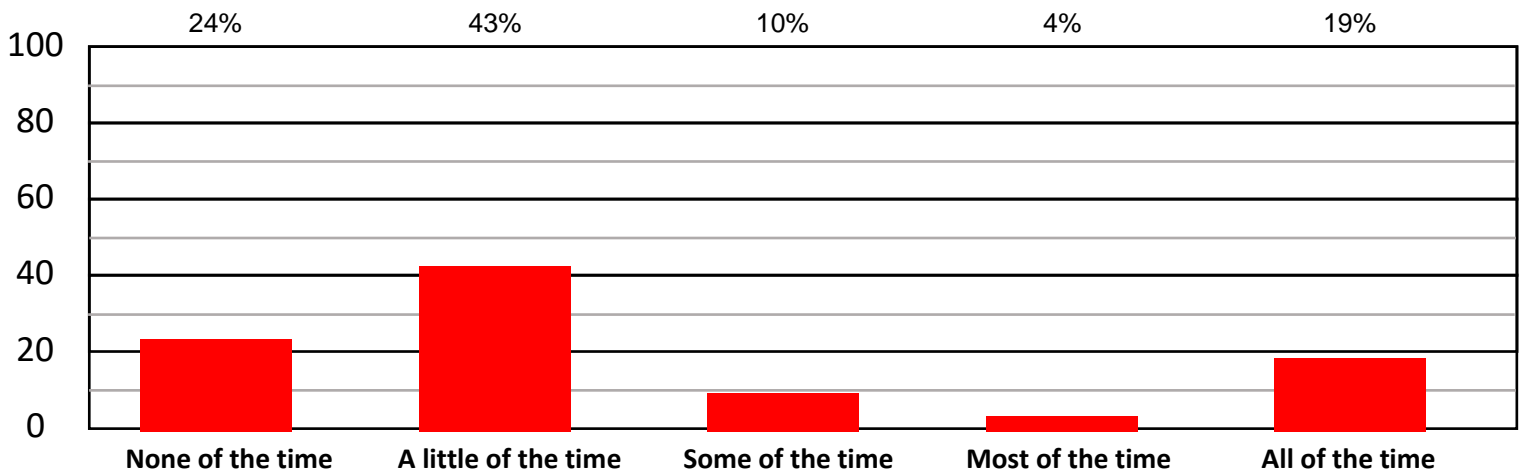
Q22: I get angry at work



Q23: My written communication skills are good

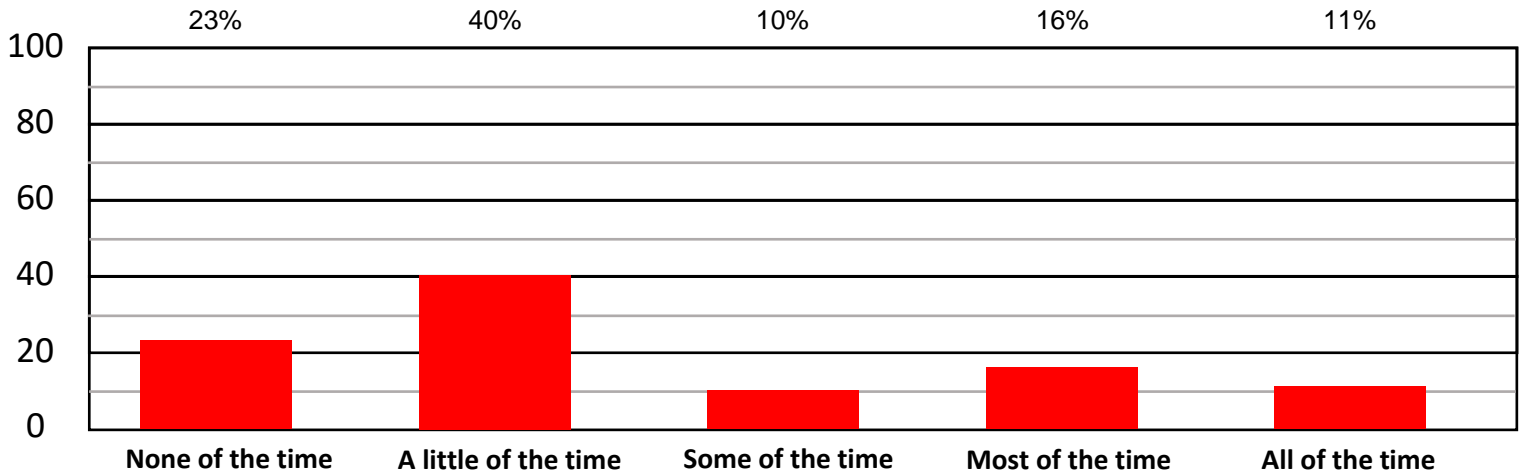


Q24: I feel relaxed at work

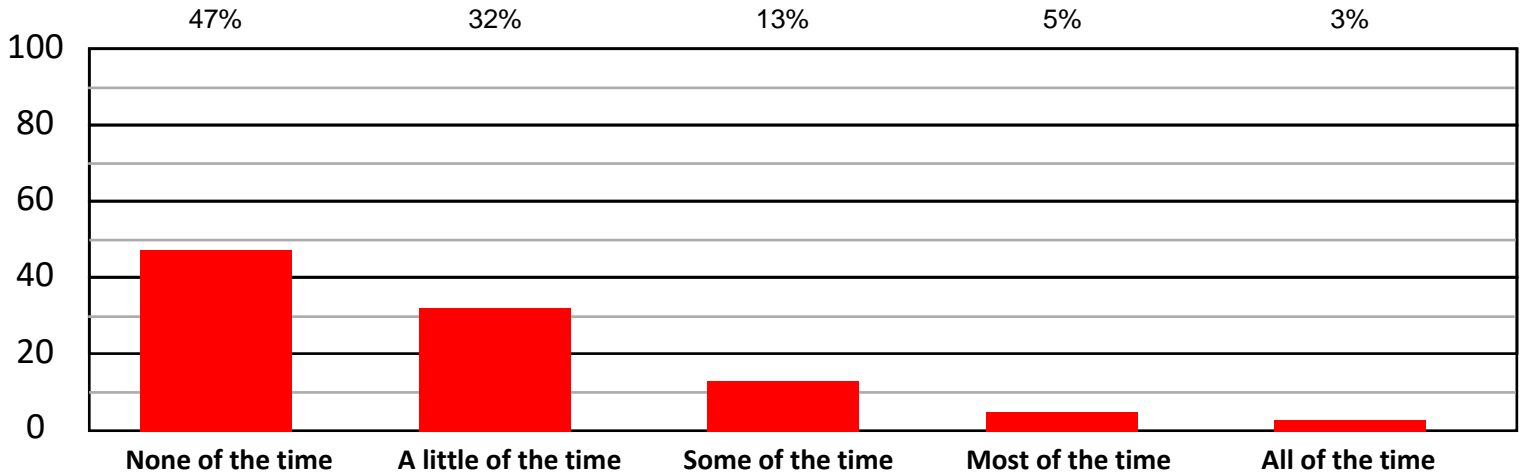


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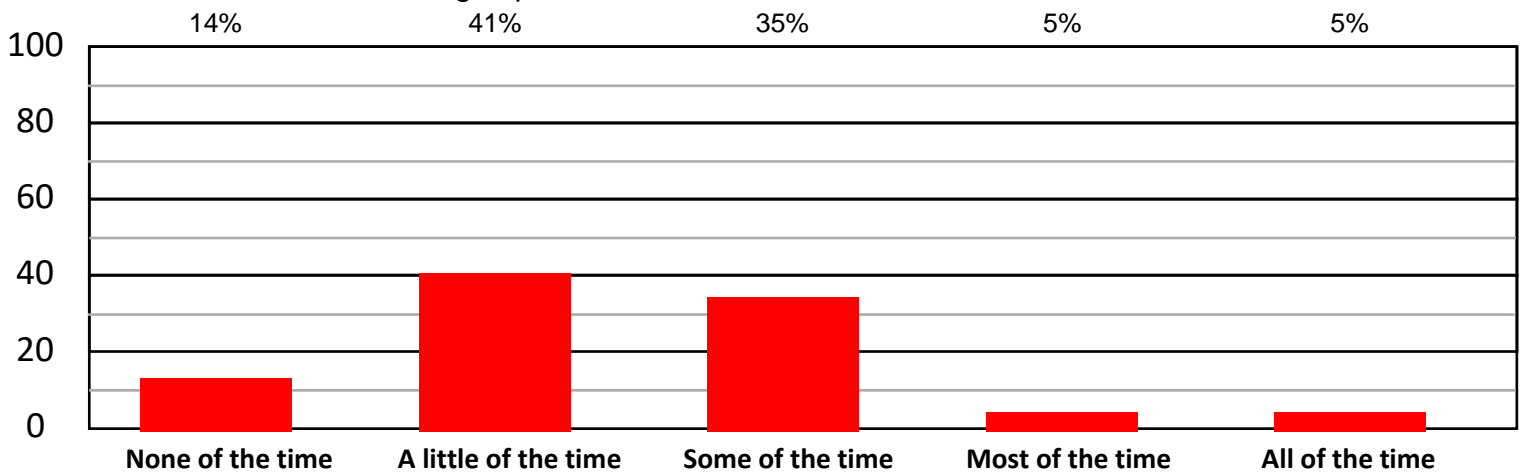
Q25: I am a positive person



Q26: My mood at work is good



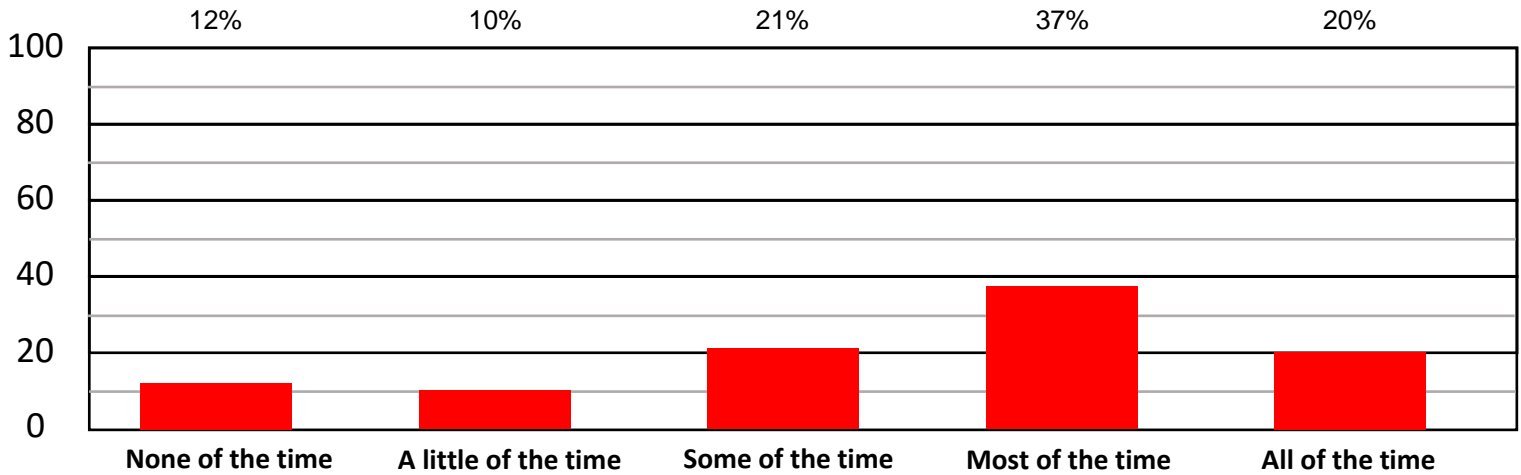
Q27: I view mistakes as learning experiences



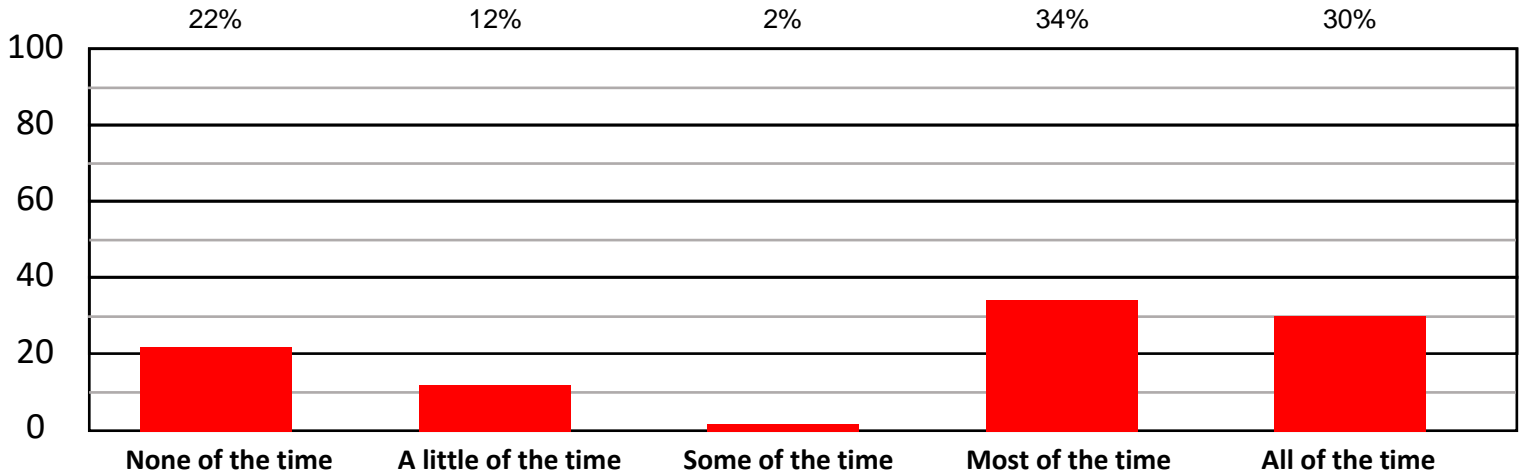
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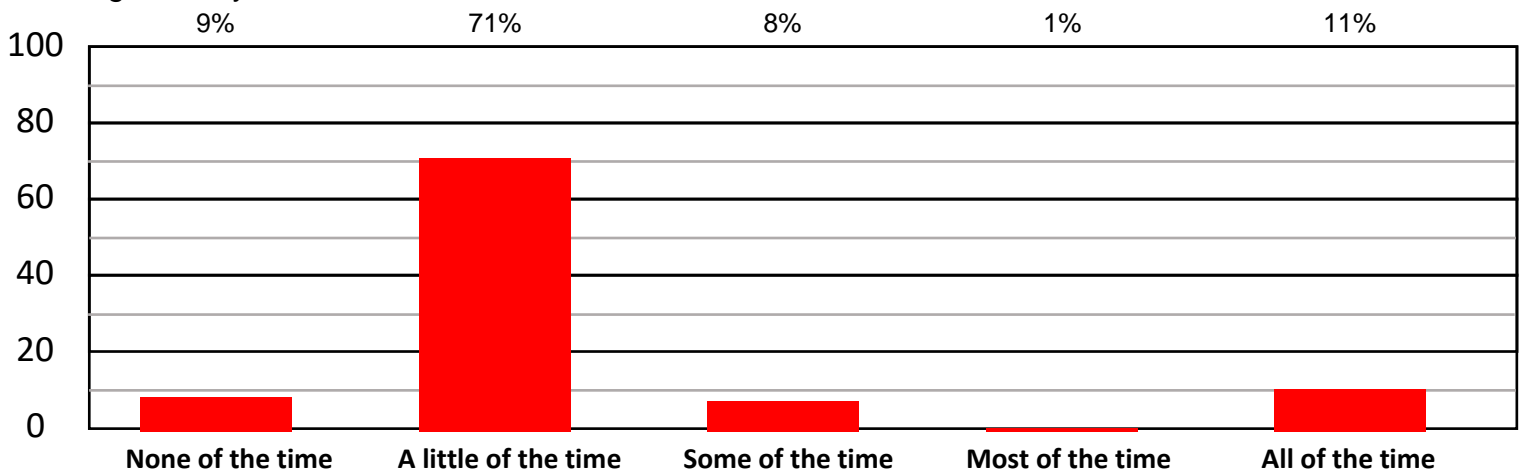
Q28: I am motivated to do well at work



Q29: I work well with others in a group or team



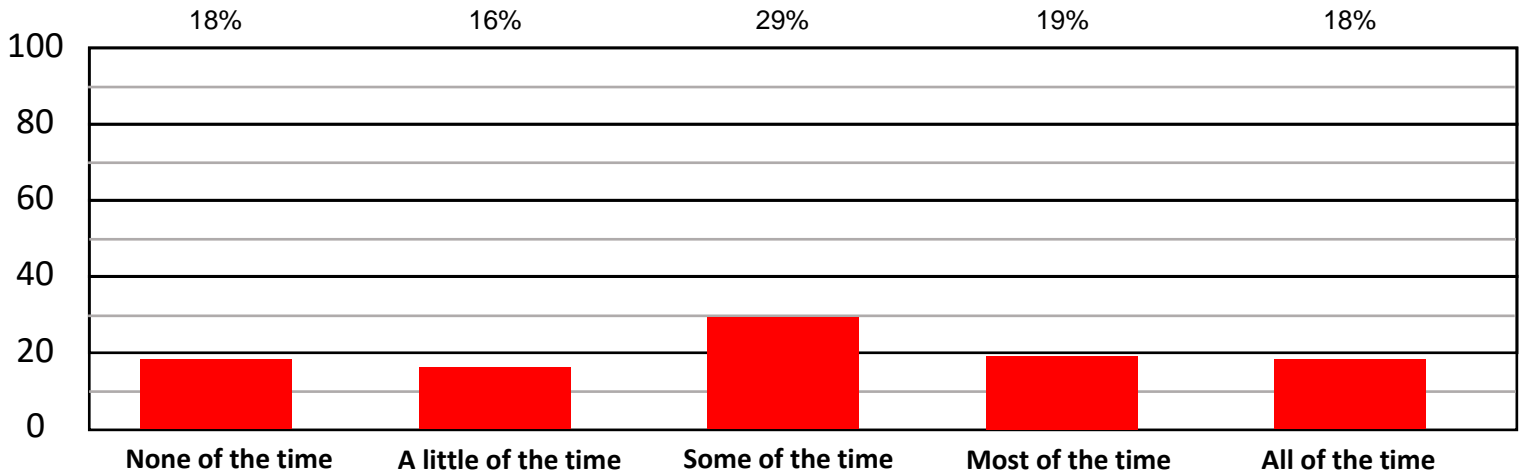
Q30: I get annoyed at work



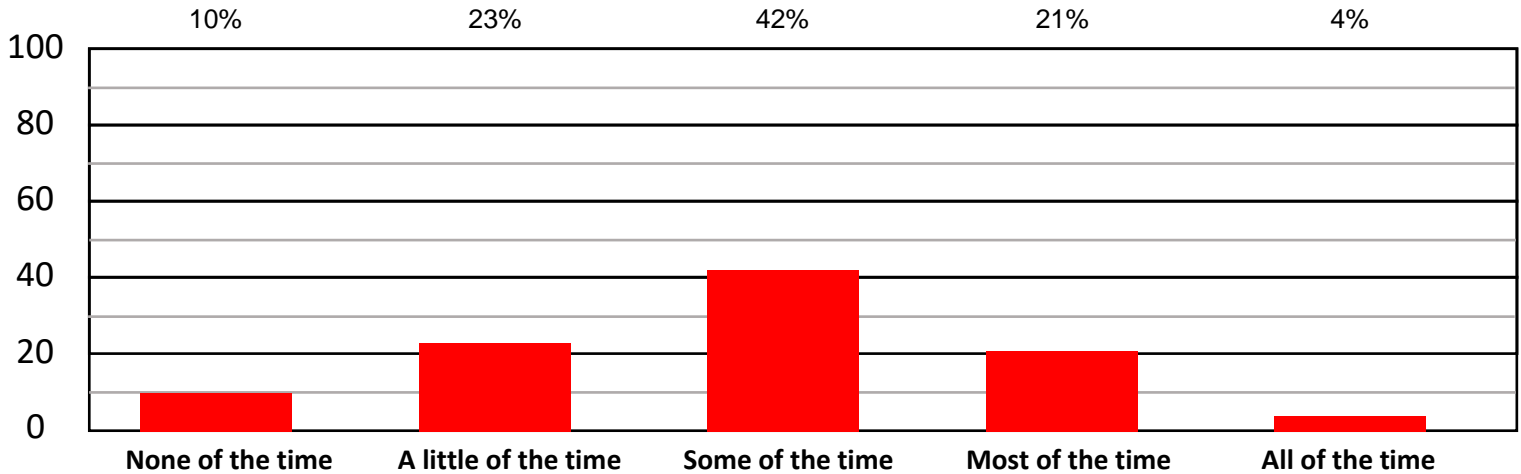
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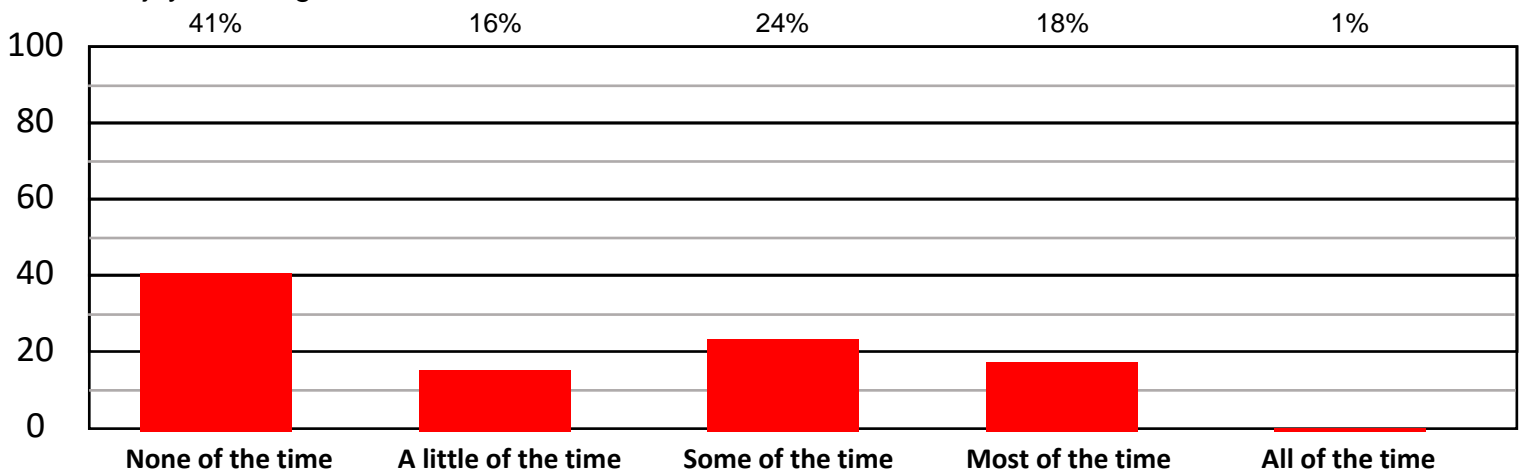
Q31: I believe I can do well at work



Q32: I feel like crying



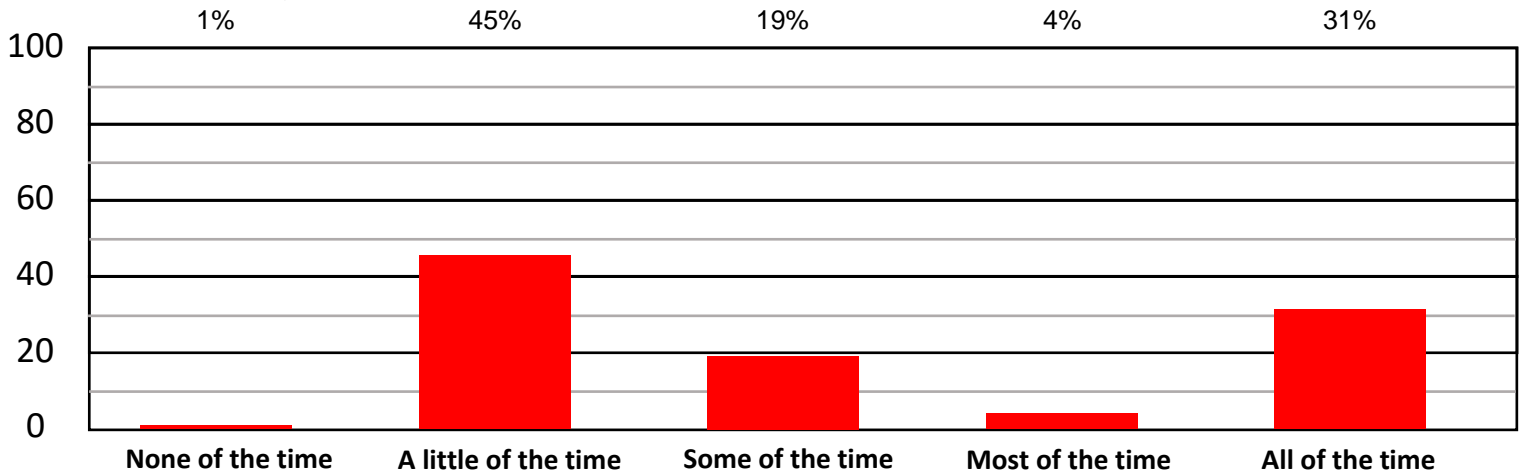
Q33: I enjoy challenges



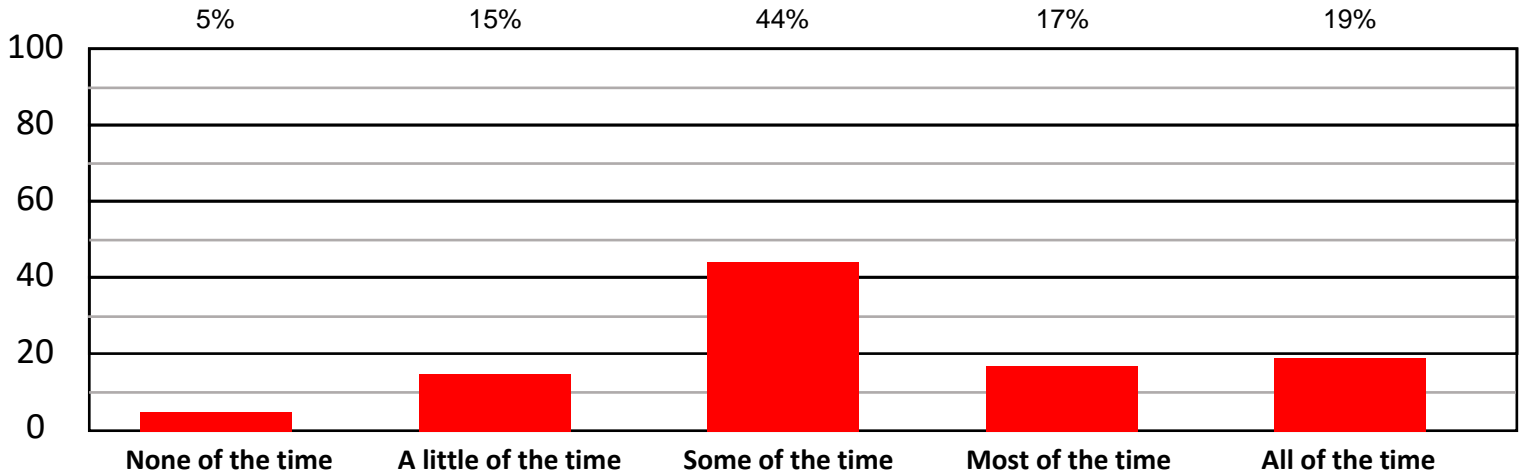
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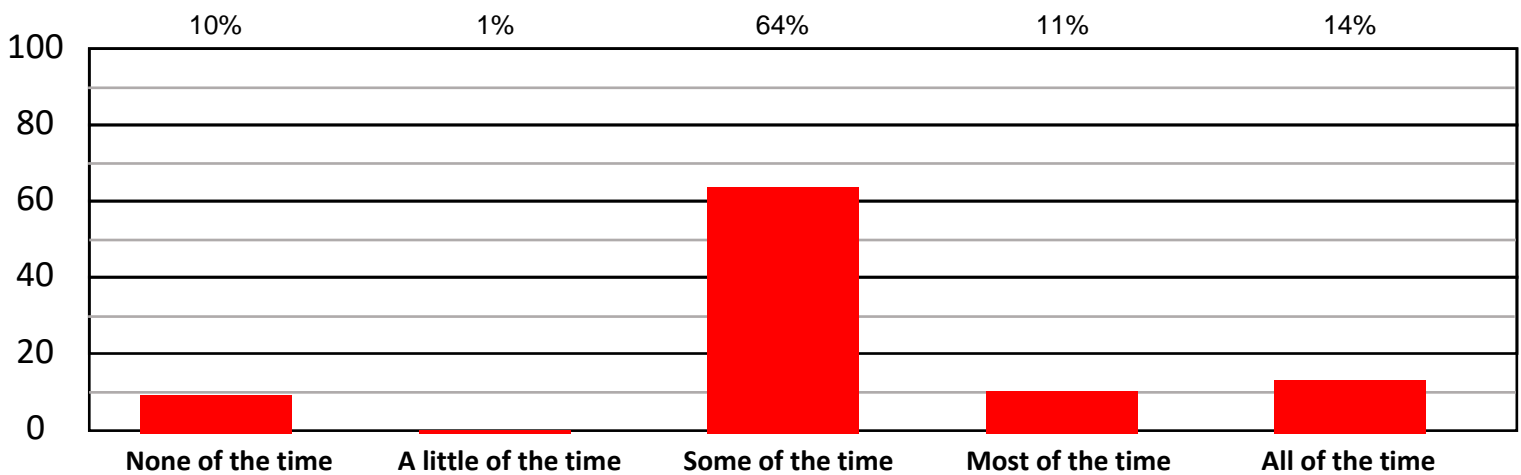
Q34: My work is a good place to be



Q35: I am confident communicating with supervisors and managers

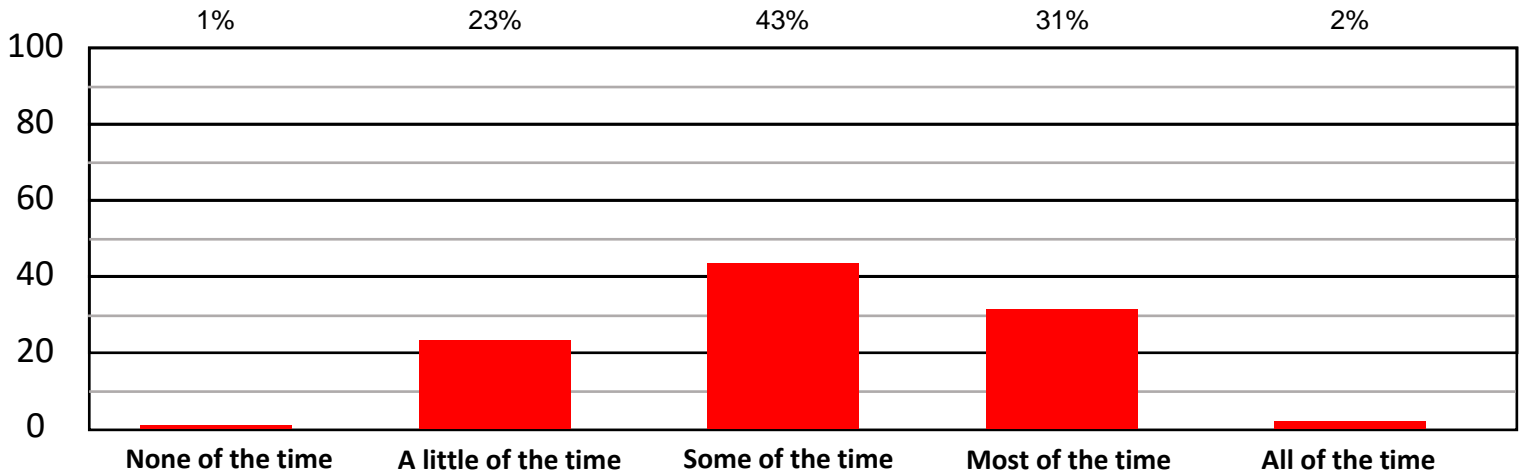


Q36: Work situations frustrate me

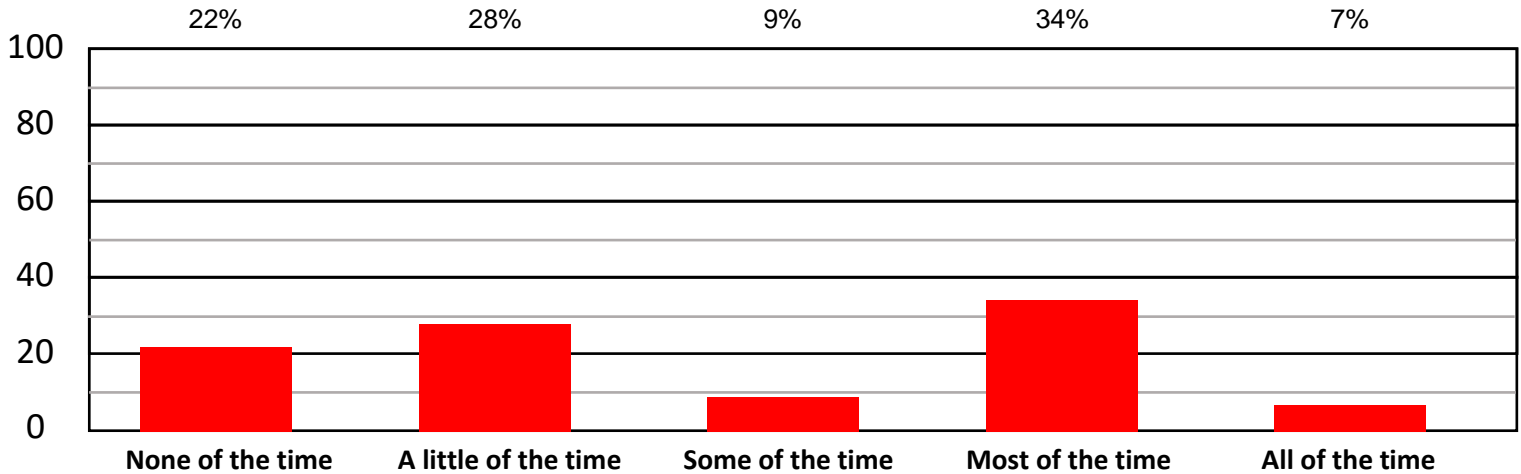


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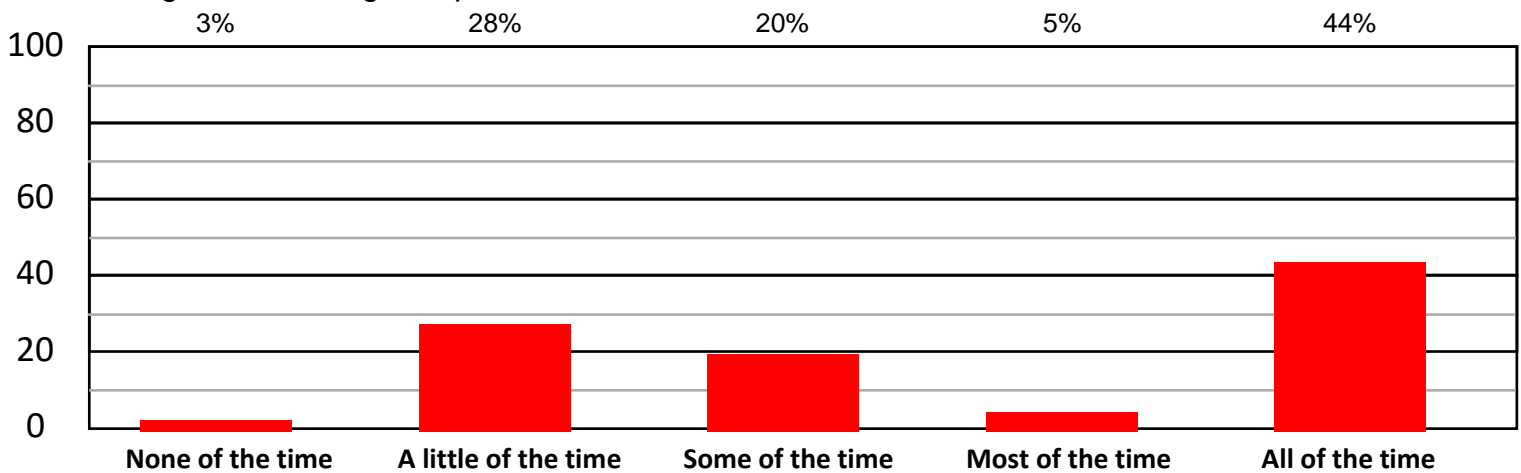
Q37: I can see a positive future for myself at my workplace



Q38: My mood goes up and down



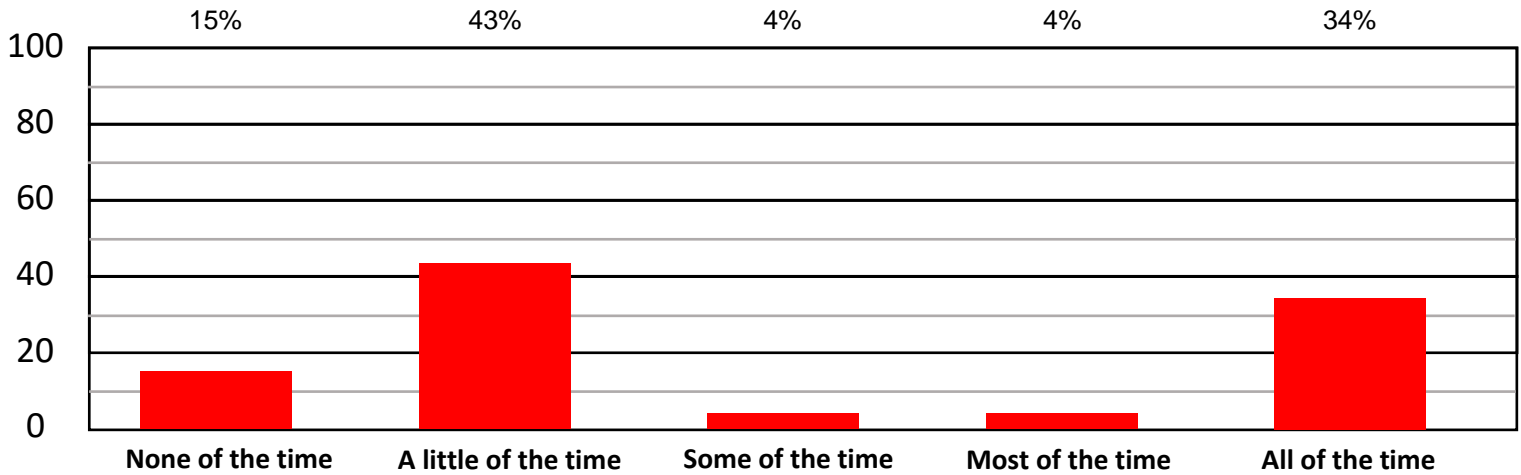
Q39: I am good at dealing with problems



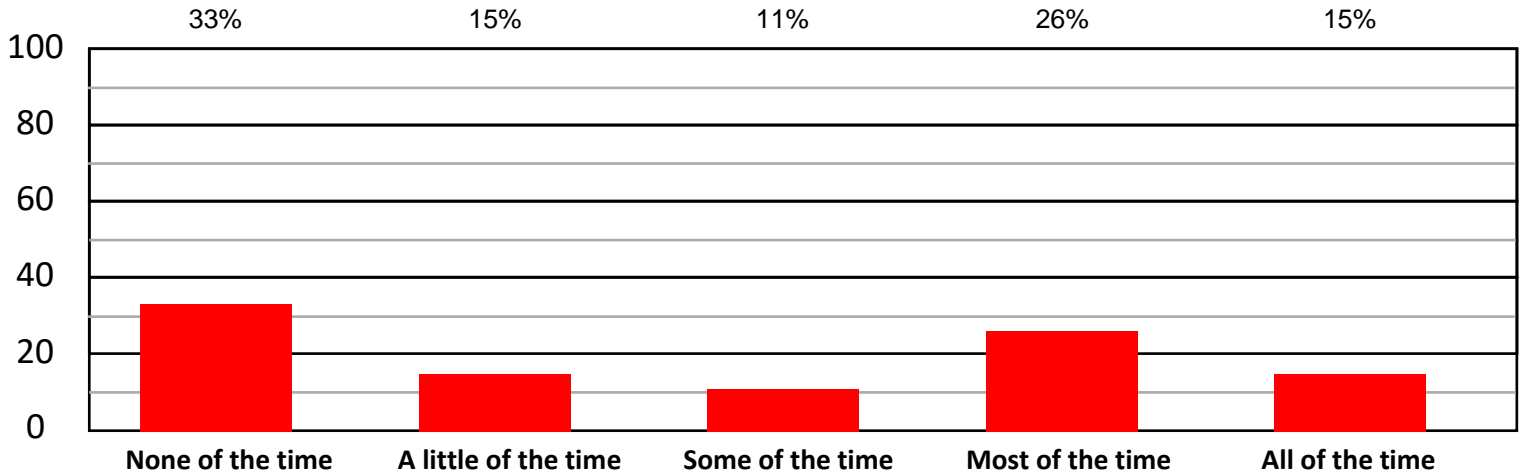
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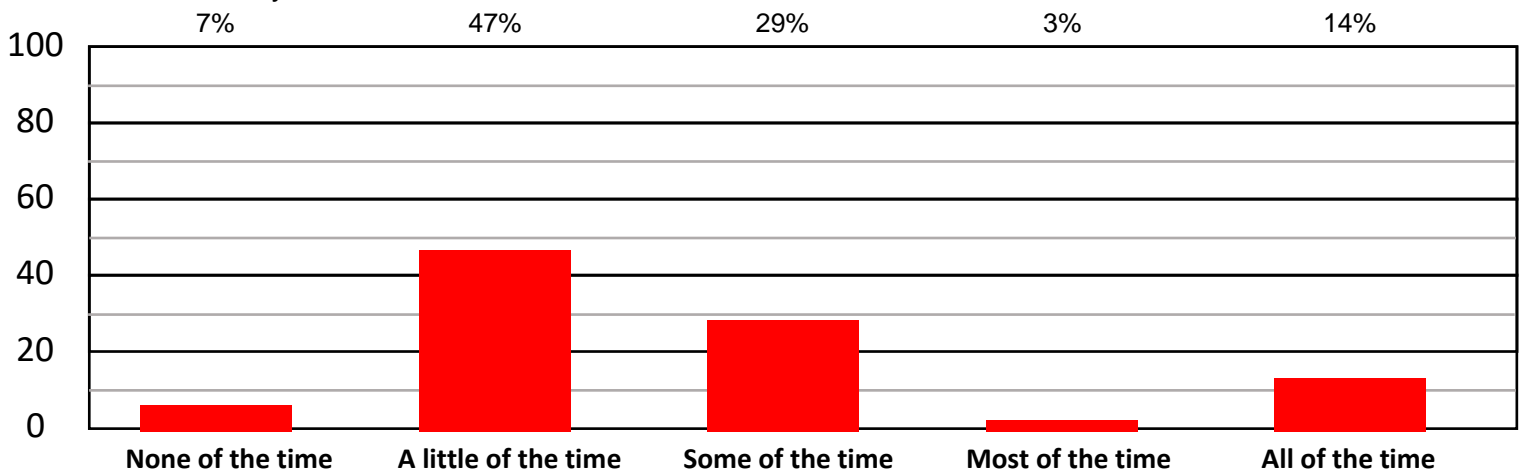
Q40: I feel that my contributions at work are valued



Q41: I can ask for help when I need it



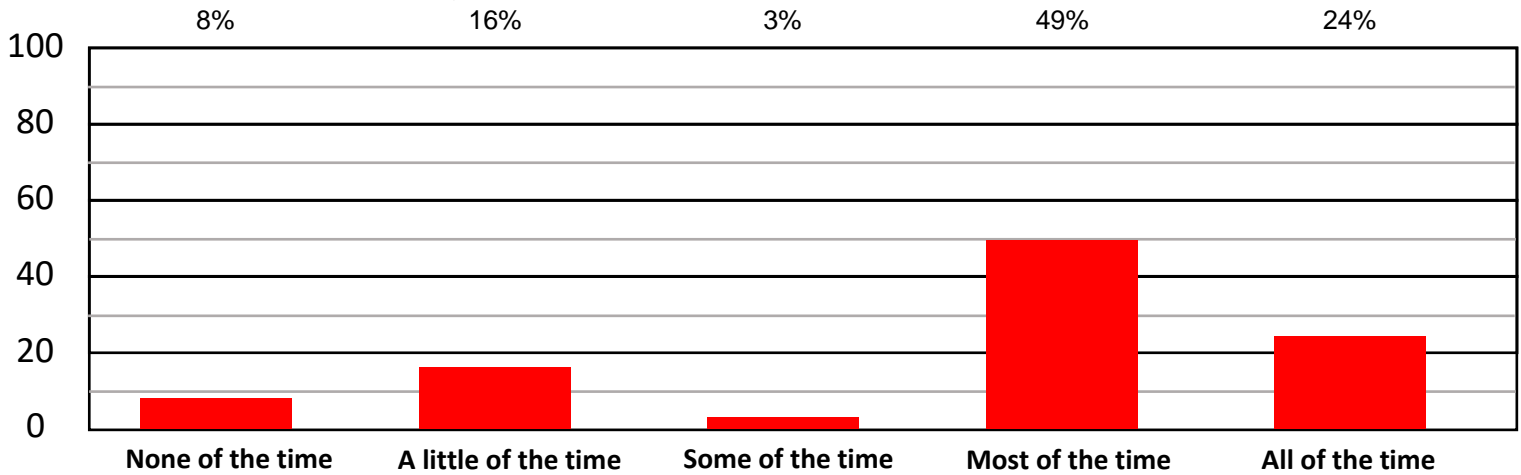
Q42: I can calm myself when I need to



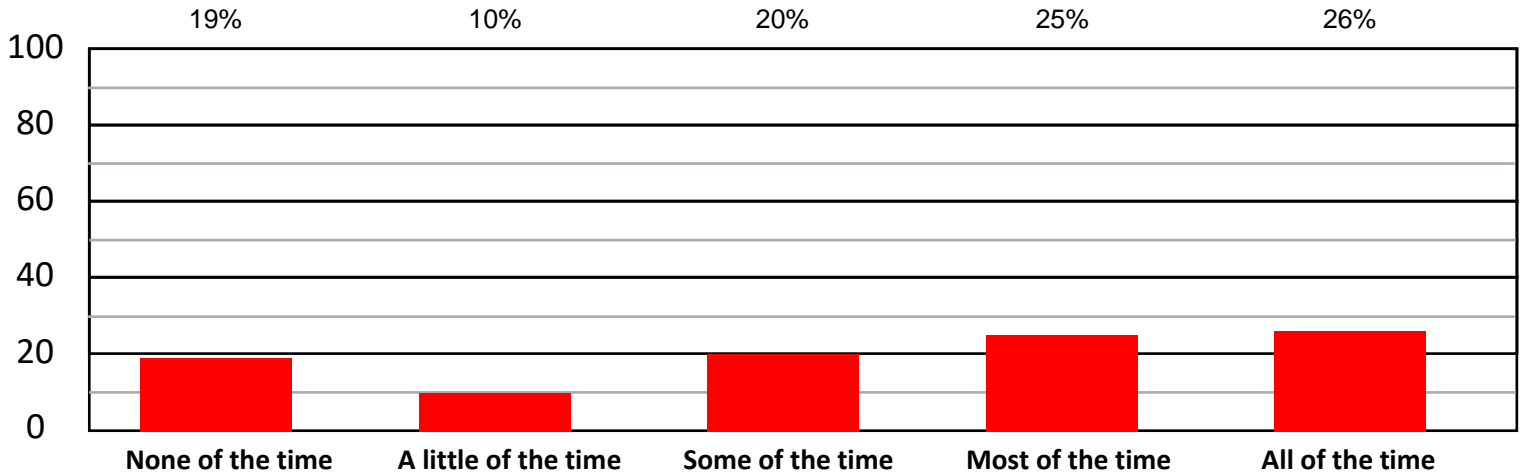
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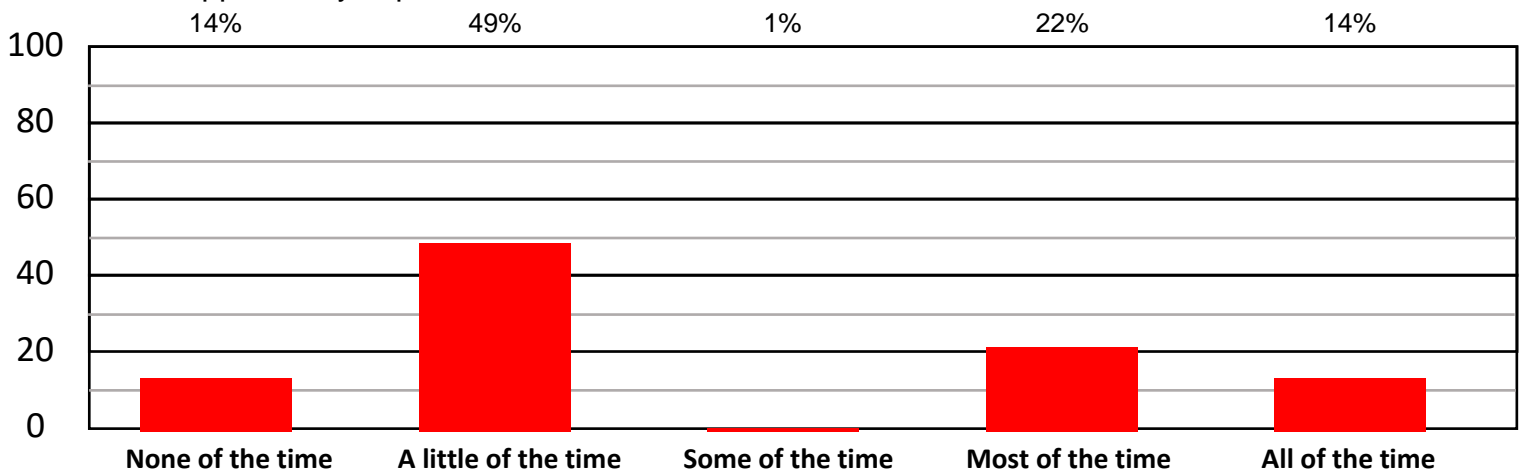
Q43: I know my personal strengths



Q44: My workplace is fair



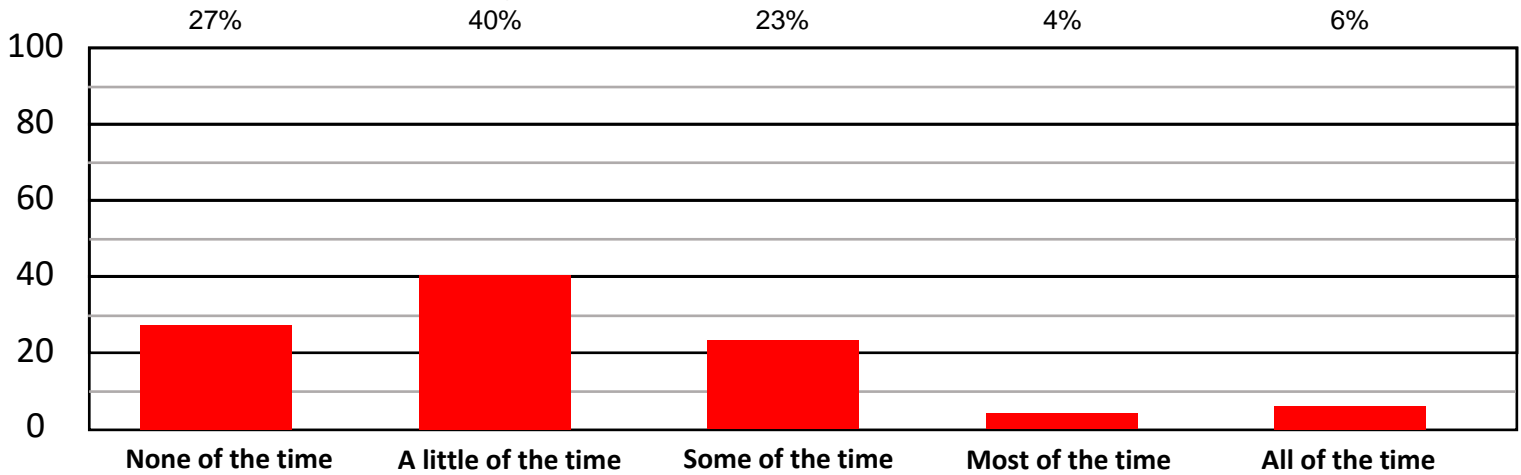
Q45: I feel supported by supervisors and leaders



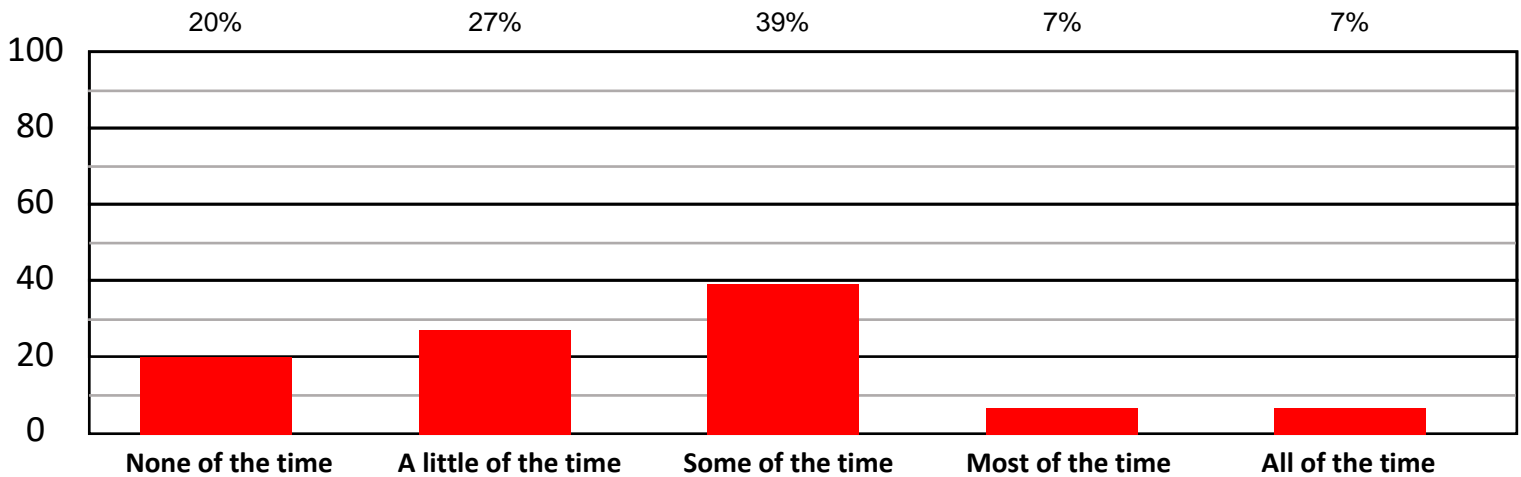
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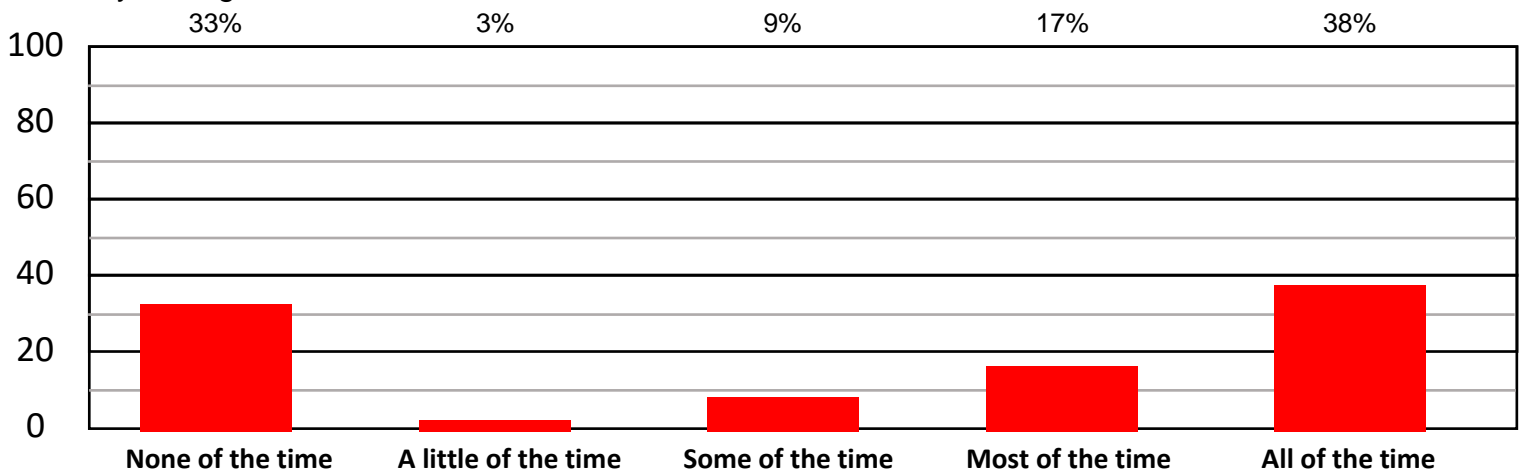
Q46: My communication skills are good



Q47: I feel tired

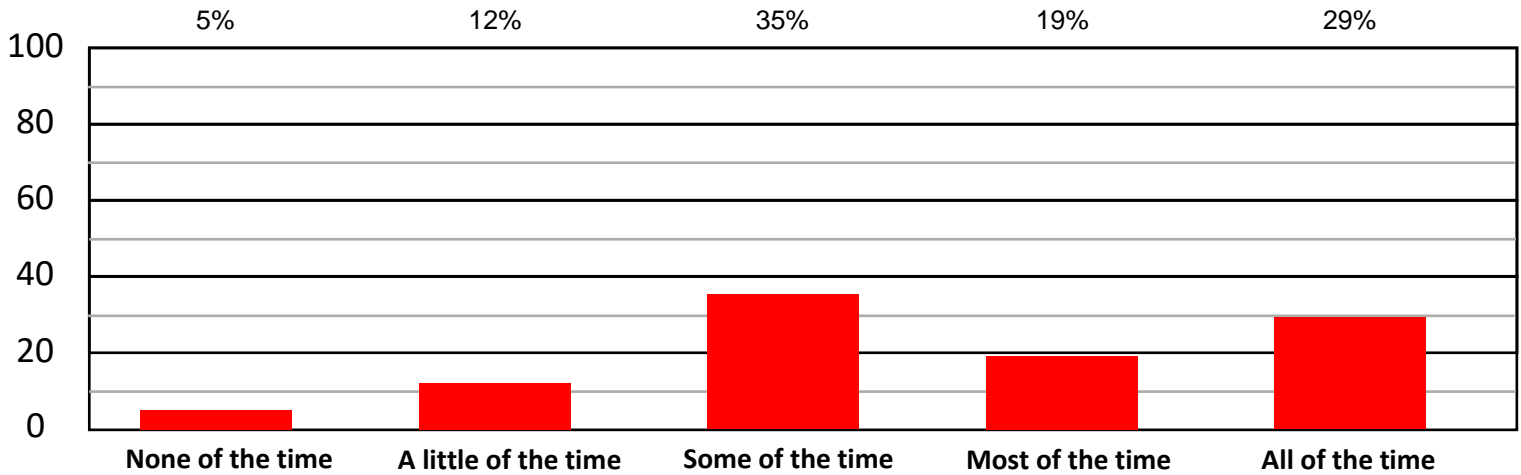


Q48: My work gives me a sense of satisfaction



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Q49: I look forward to work



Q50: I get tense at work

