

Six-Star Organisation Survey Report

Sample Report

Wednesday, August 19th 2020

Number of Employees: 6

Genders: All

Ages: All

Employment Length: All

Level of Employment: All

Employment Status: All

Subgroups: All

Survey Groups: Sample Company



MOOD



RESILIENCE



ENGAGEMENT



COMMUNICATION



RELAXATION



POSITIVITY

sixstar
wellbeing

ACER

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 may be more motivated and display greater levels of engagement and productivity, compared to staff with low wellbeing. Higher wellbeing may also be associated with fewer mental, emotional, and behavioural concerns.

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

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
- 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 Six-Star Organisation Wellbeing Survey. It is not to be shared with or provided to any third parties without the written and prior consent of ACER.

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.

The survey is anonymous and only staff that completed the survey are reflected in the data.

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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Our surveys are summaries of individually self-reported data based on the past four weeks and should not be used as a definitive assessment or screening of an organisation's overall wellbeing or performance in any specific individual sub-category. Participation in the survey is voluntary. Any information contained in a survey is intended for the organisation to use only as a guide to group wellbeing. The information in any survey reports are intended for the Administrator. The Administrator should be familiar with wellbeing concepts. When interpreting survey information there are no right or wrong responses. Information should be considered in the context of a organisation, or groups', overall experience and supported by further investigation, targeted assessments or specific professional advice. Six-Star Wellbeing and any of its personnel (including employees and contractors) are not responsible for the administration, use of and interpretation of survey data.

Administrator Summary Checklist

The Six-Star Organisation Wellbeing Administrator Checklist is a guide for managing reports and information in reports.

The points below are a general checklist and should be in-line with organisation policy:

- Read and be familiar with the Administrator Guide
- Inform staff about the survey and why the survey is being conducted with the staff group and how it is intended to be used
- Once the report is generated carefully review sub-group information with consideration to the overall understanding of the staff group
- Choose if and how information obtained in the report is shared with staff
- It is recommended not to provide or disseminate information/reports to staff (due to variability in interpreting information without full context and information regarding the overall staff group)
- Develop a plan for providing feedback to staff cohorts on overall wellbeing
- Where it is deemed appropriate or necessary, discuss information with selected staff and leaders to gain further information on wellbeing
- Develop a plan to enhance overall staff wellbeing
- Manage and store reports and information in reports appropriately and in-line with your own privacy policy
- Set a survey review date

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>

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 students 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.

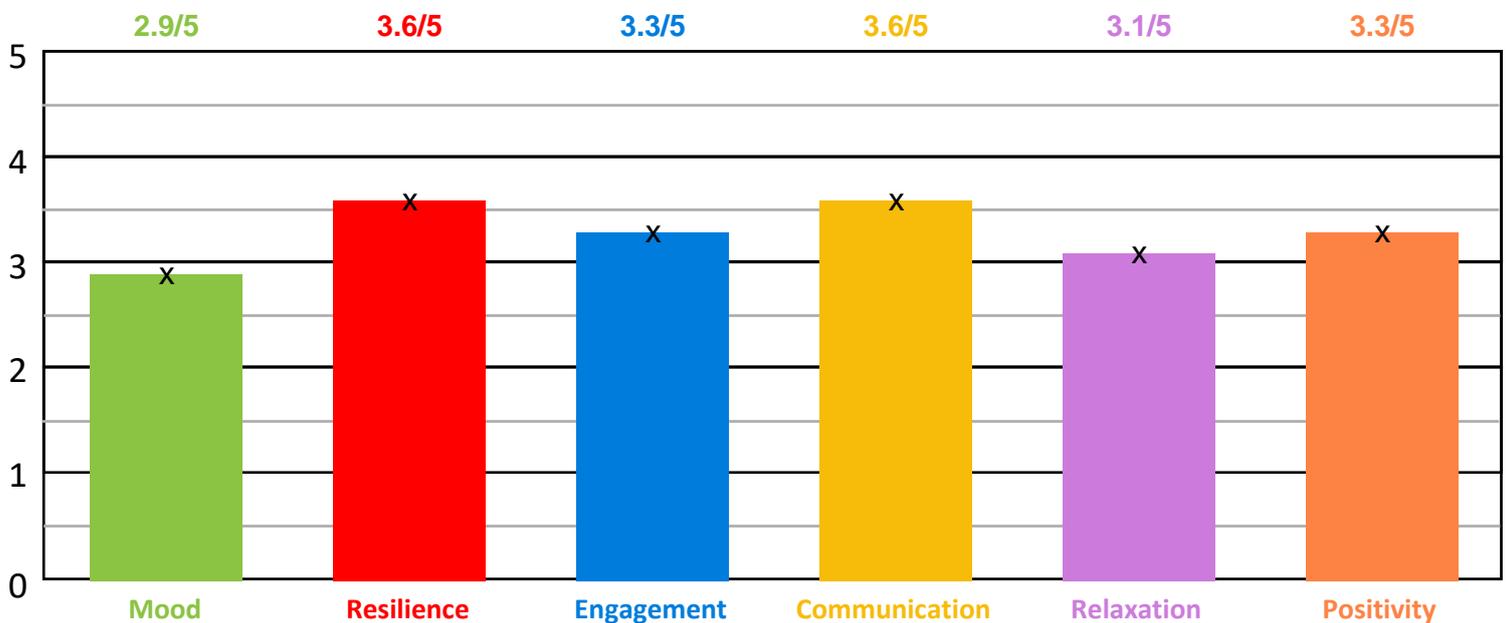
Considering that only actual or “raw” averages are provided, organisations can compare the overall group that has completed the survey with specific sub-groups, or compare sub-groups to other sub-groups to gain insight into how staff view themselves relative to their colleagues in your organisation.

<p>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.</p>
<p>3.5 – 3.9 A mean score of between 3.5 and 3.9 may reflect some areas of strength and some areas of development in this sub-category. A score in this range may warrant some reflection about the subgroup to determine what specific strengths and/or development areas they may have that would correlate with their rating.</p>
<p>3.0 – 3.4 A mean score between 3.0 and 3.4 may reflect some areas of strength and some areas of development in this sub-category. A score in this range may warrant some reflection about the subgroup to determine what specific strengths and/or development areas they may have that would correlate with their rating.</p>
<p>< 3.0 A mean score below 3.0 suggests that the average respondent rated a number of items below ‘some of the time’. It may warrant further investigation to determine if the scores resemble staff perception of this group. Overall, a mean score of below three on any subcategory may suggest that some specific development may be required in this area at present.</p>
<p>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.</p> <p>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:</p> <ul style="list-style-type: none"> • 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

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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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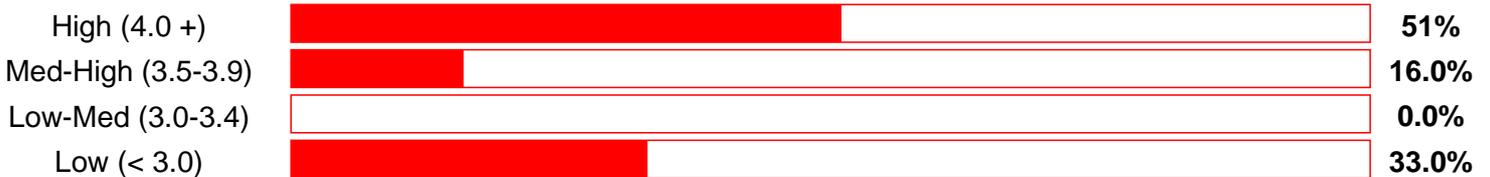
Overall Organisation Sub-category details

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 would recommend my organisation to others as a place to work	4.8
2.	I enjoy my life	4.3
3.	I work well with others in a group or team	4.2
4.	I know my personal strengths	4.0
5.	My workplace is fair	4.0

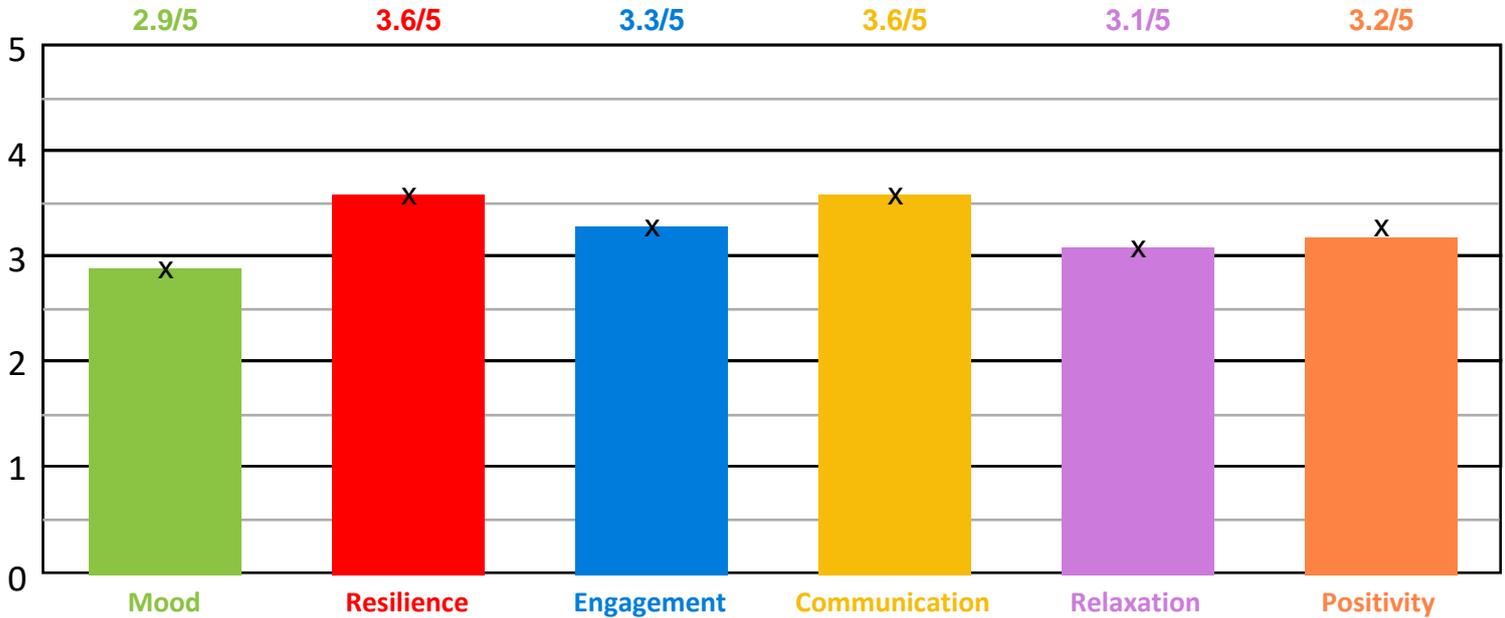
Low	Items	Average response
1.	I get tense at work	2.2
2.	I feel tired	2.3
3.	I get worried	2.3
4.	I am optimistic	2.3
5.	I am confident at work	2.5

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Six-Star Organisation Wellbeing Survey

Gender averages: Male

Number in group = 6



The higher the score, the greater the strength

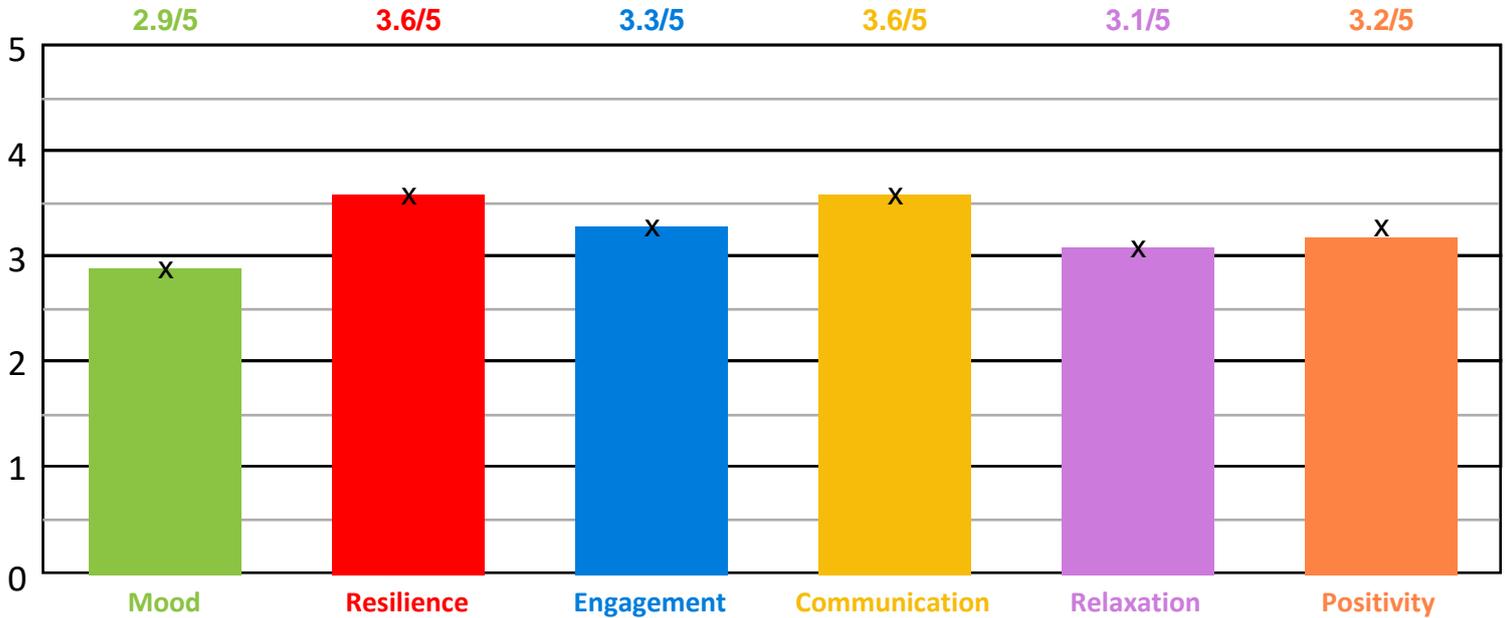
x – group mean score

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Six-Star Organisation Wellbeing Survey

Age averages: 50-59 Years

Number in group = 6



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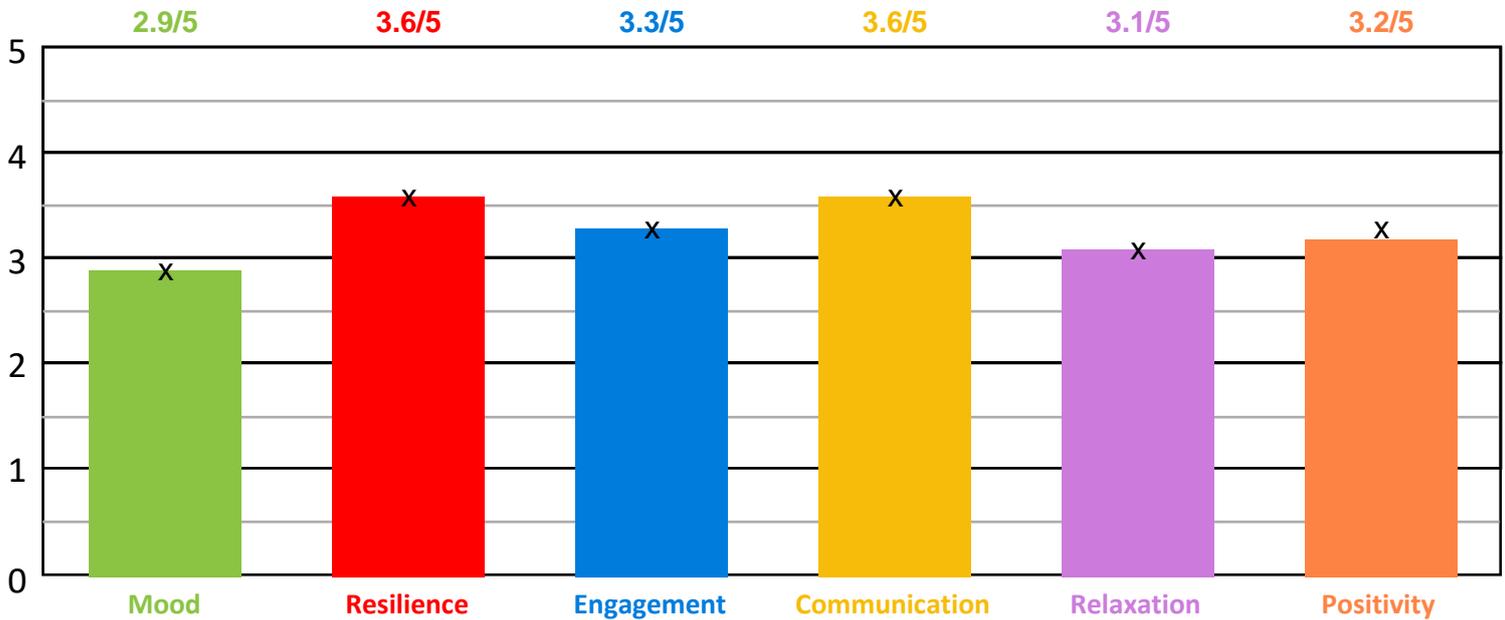
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Six-Star Organisation Wellbeing Survey

Length of employment with this averages: 20+ Years

Number in group = 6



The higher the score, the greater the strength

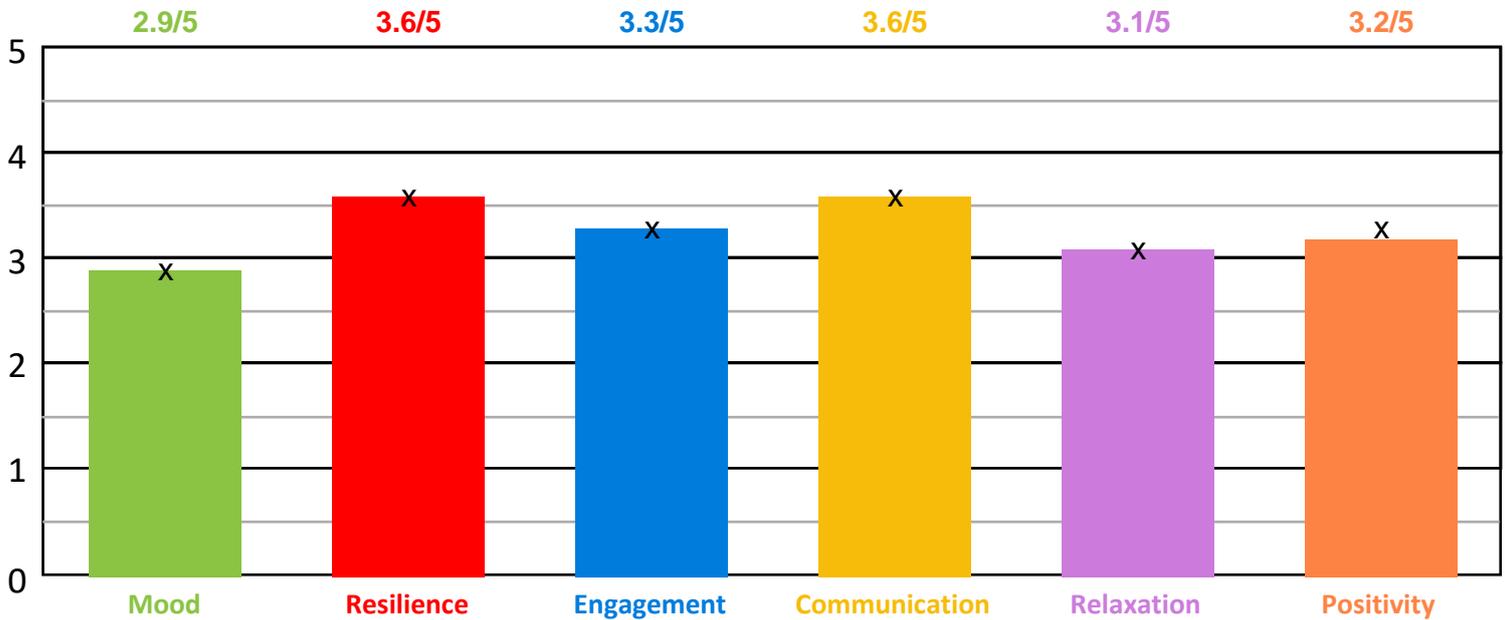
x – group mean score

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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

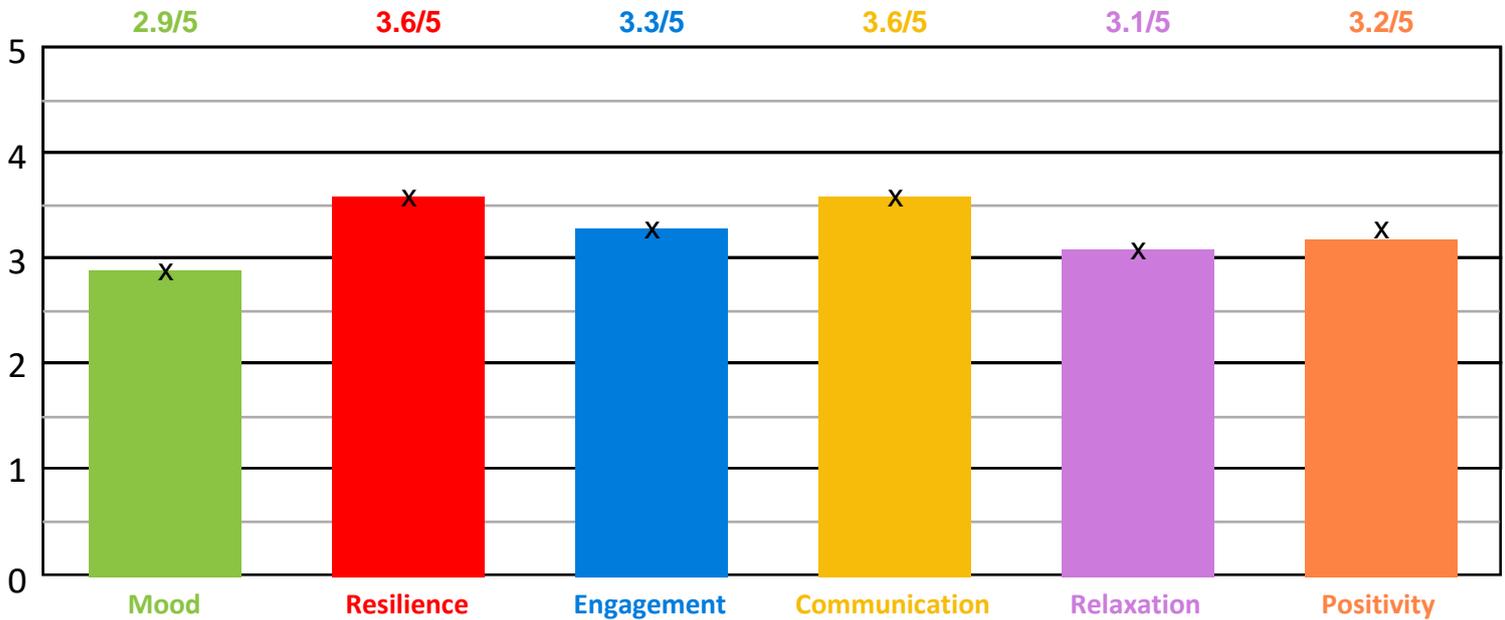
x – group mean score

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Six-Star Organisation Wellbeing Survey

Status averages: Full Time

Number in group = 6

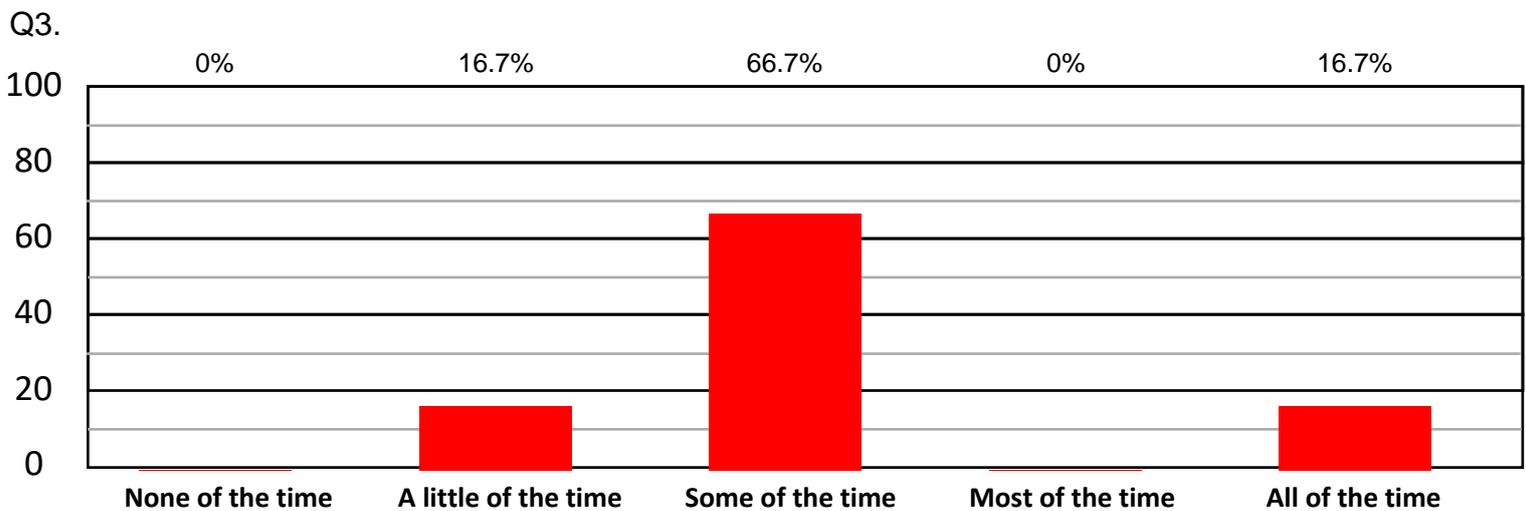
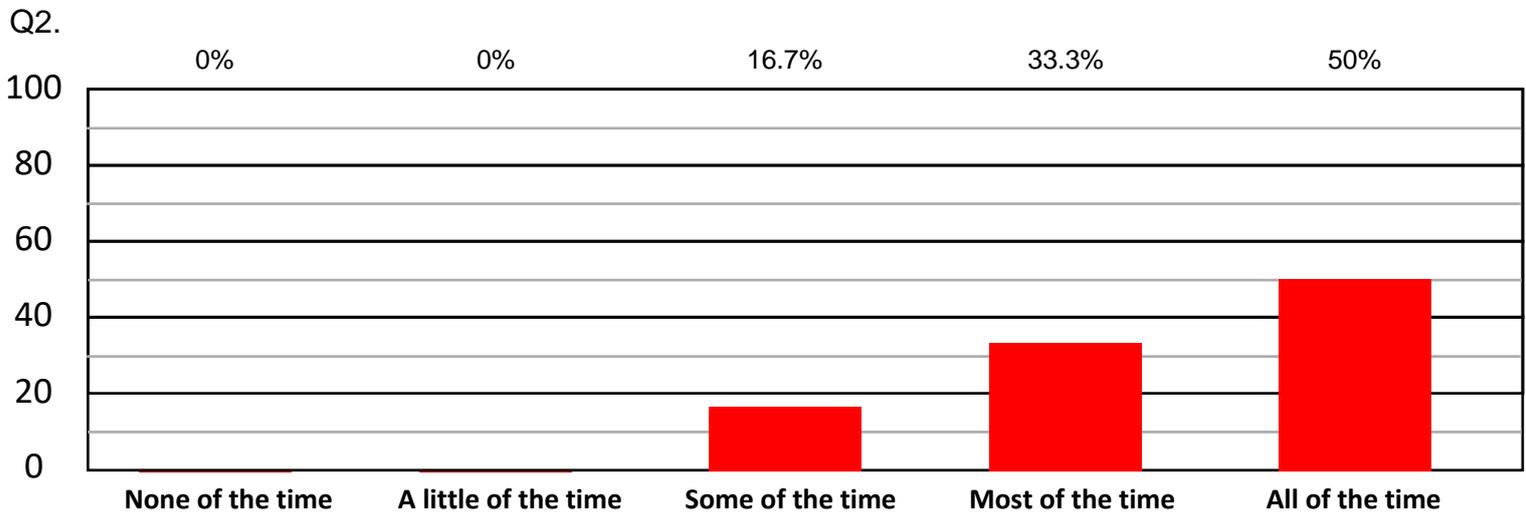
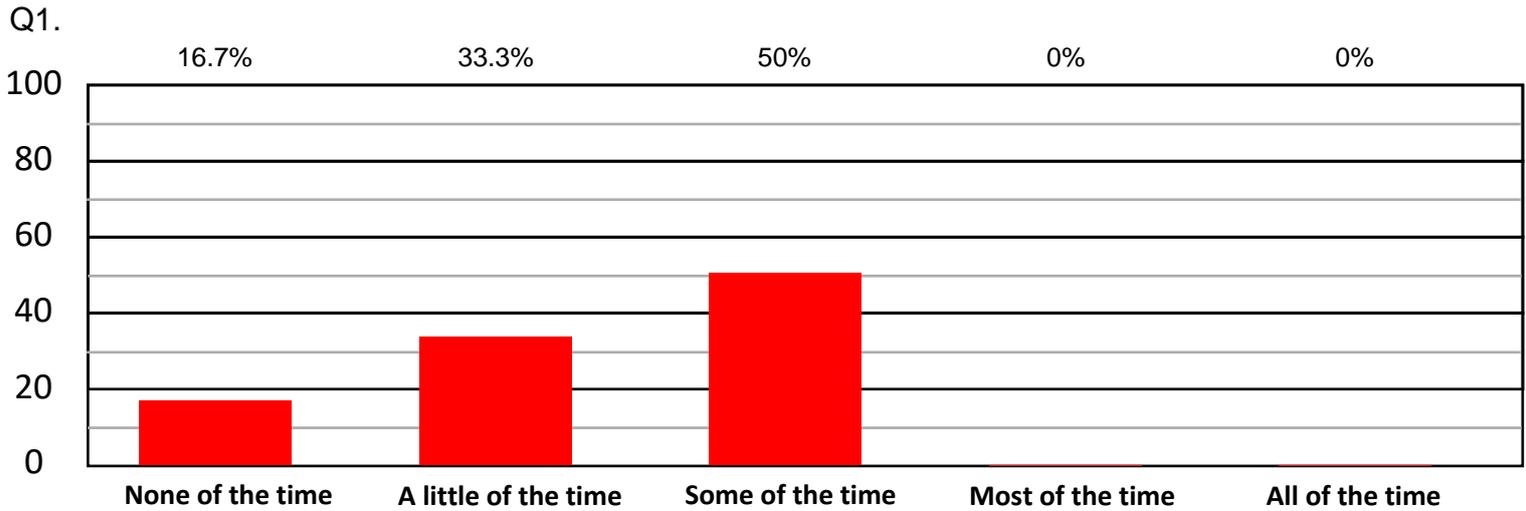


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x – group mean score

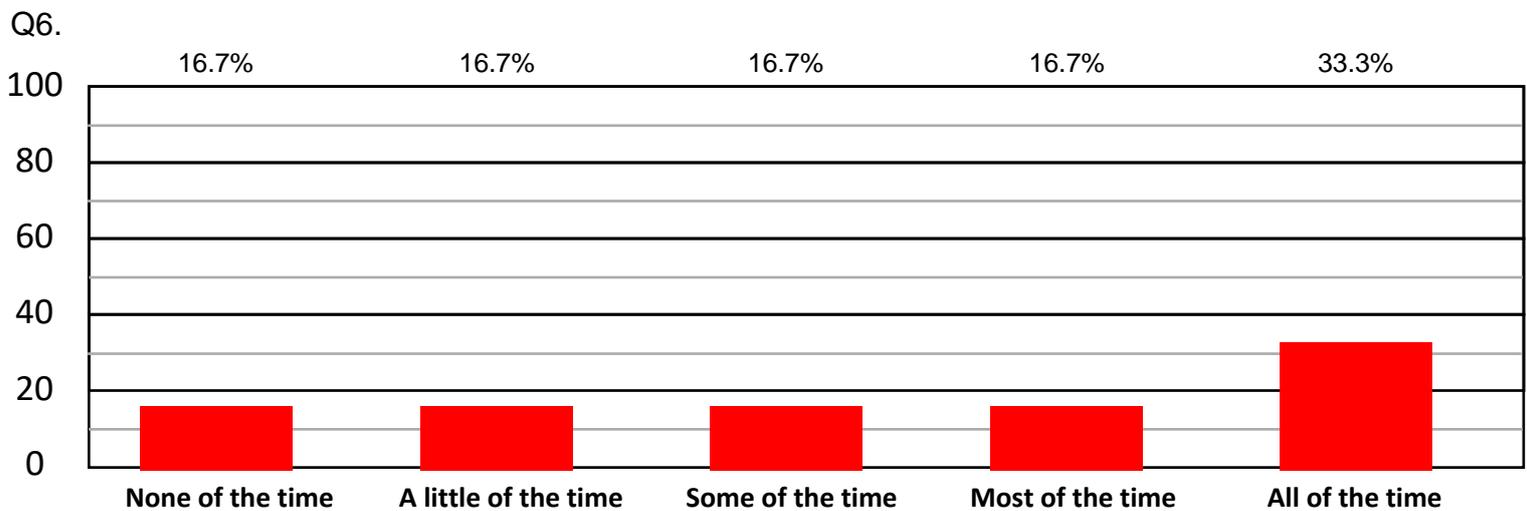
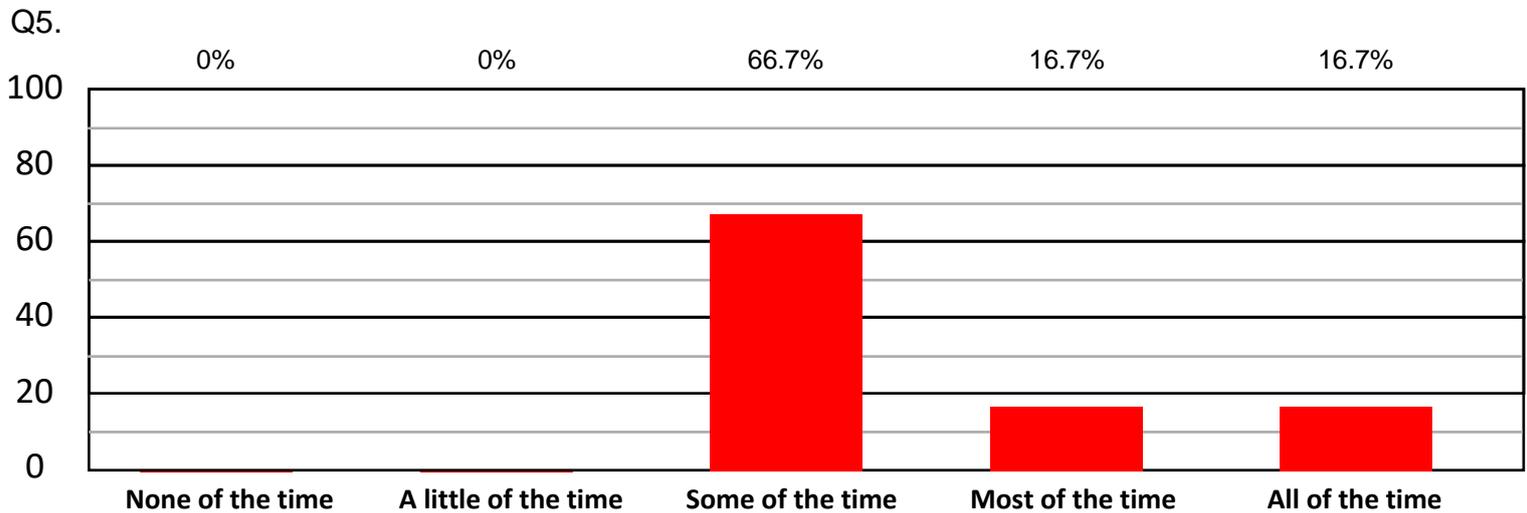
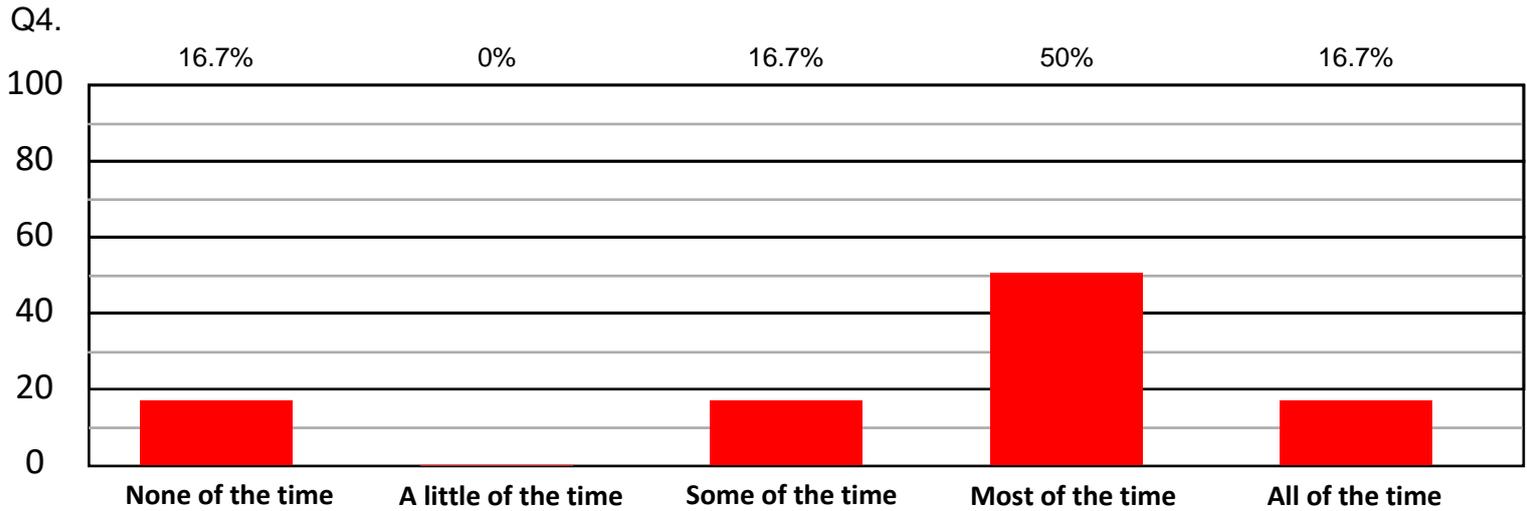
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Six-Star Organisation Wellbeing Survey Response distribution



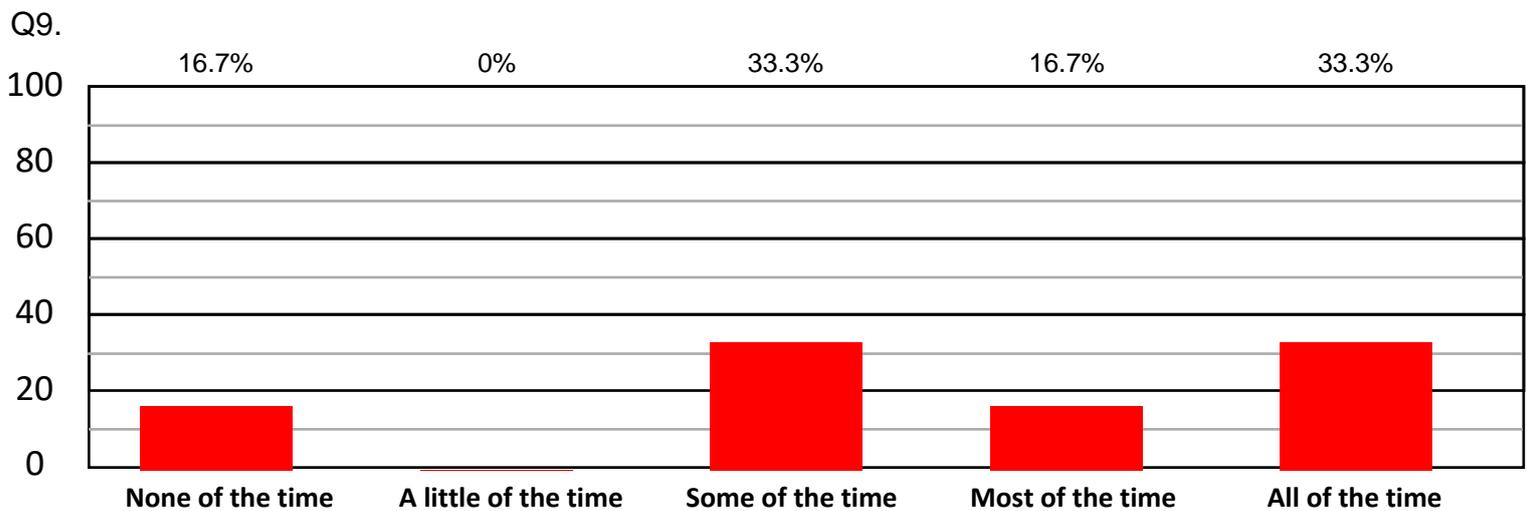
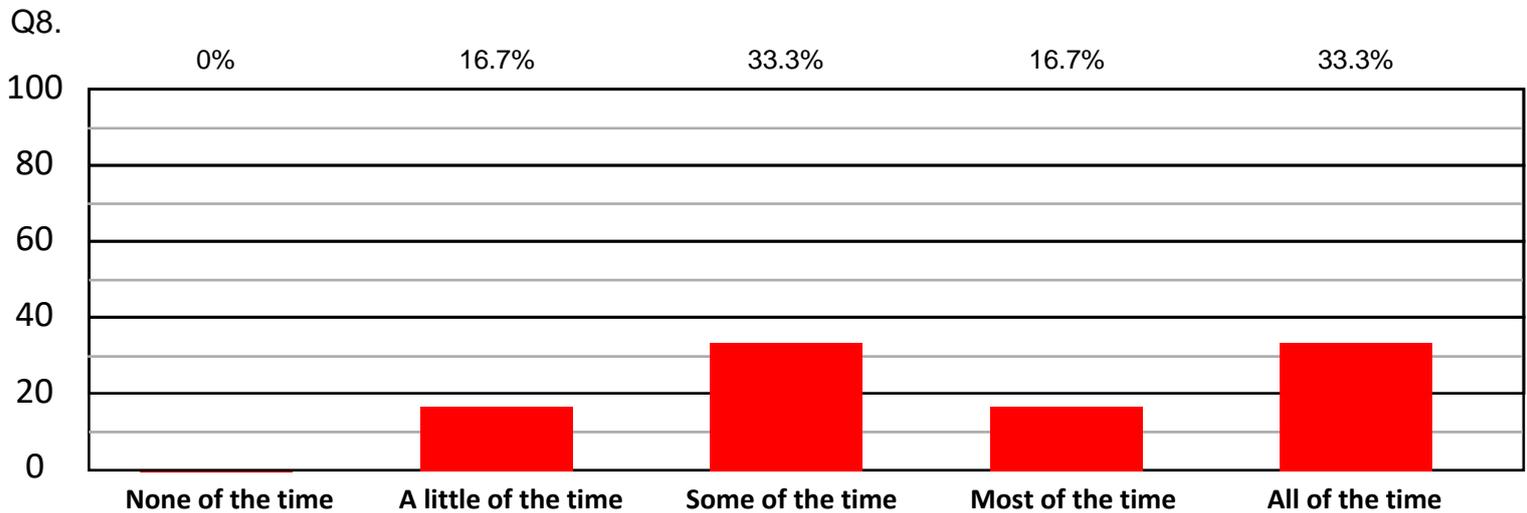
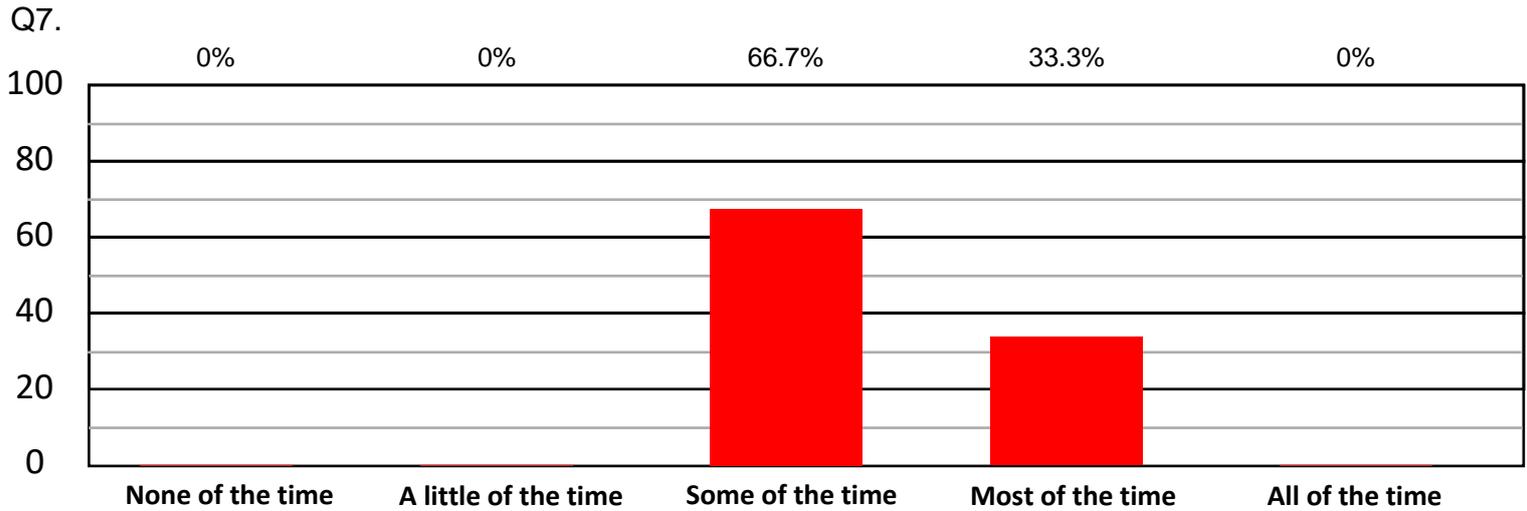
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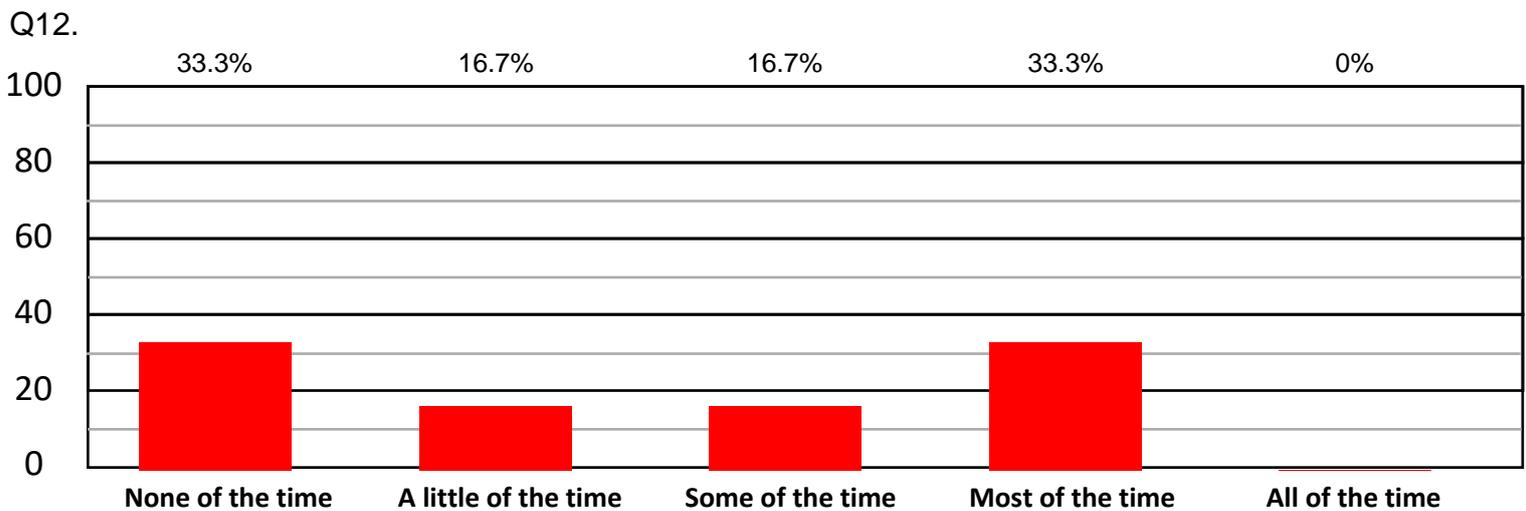
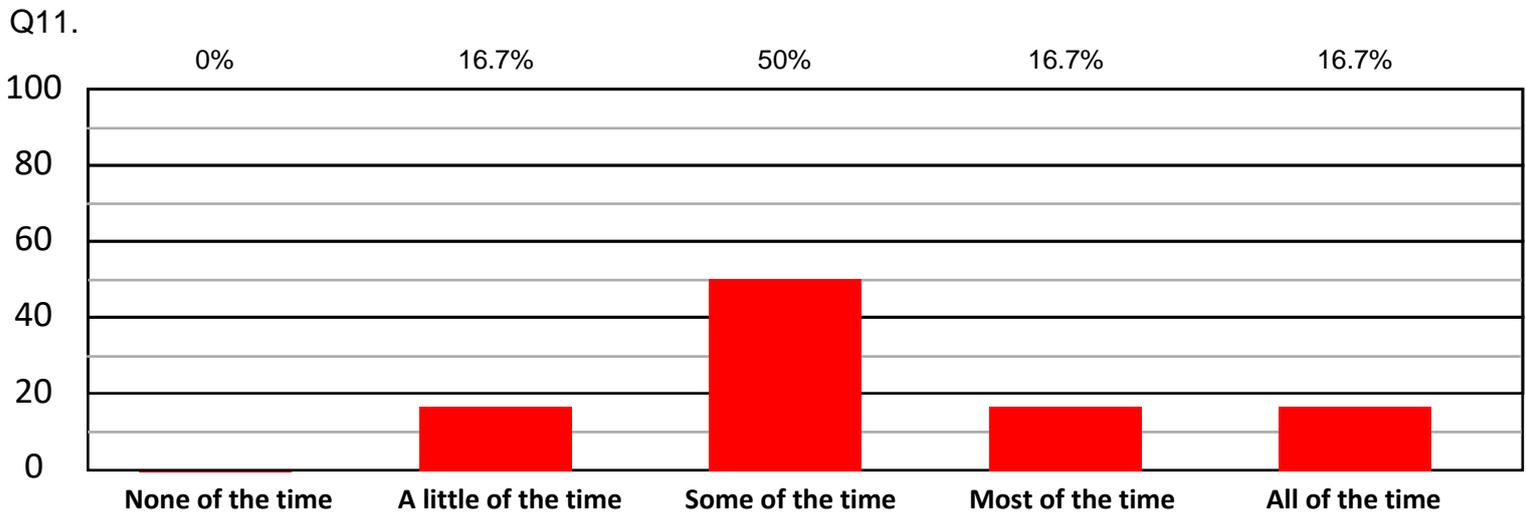
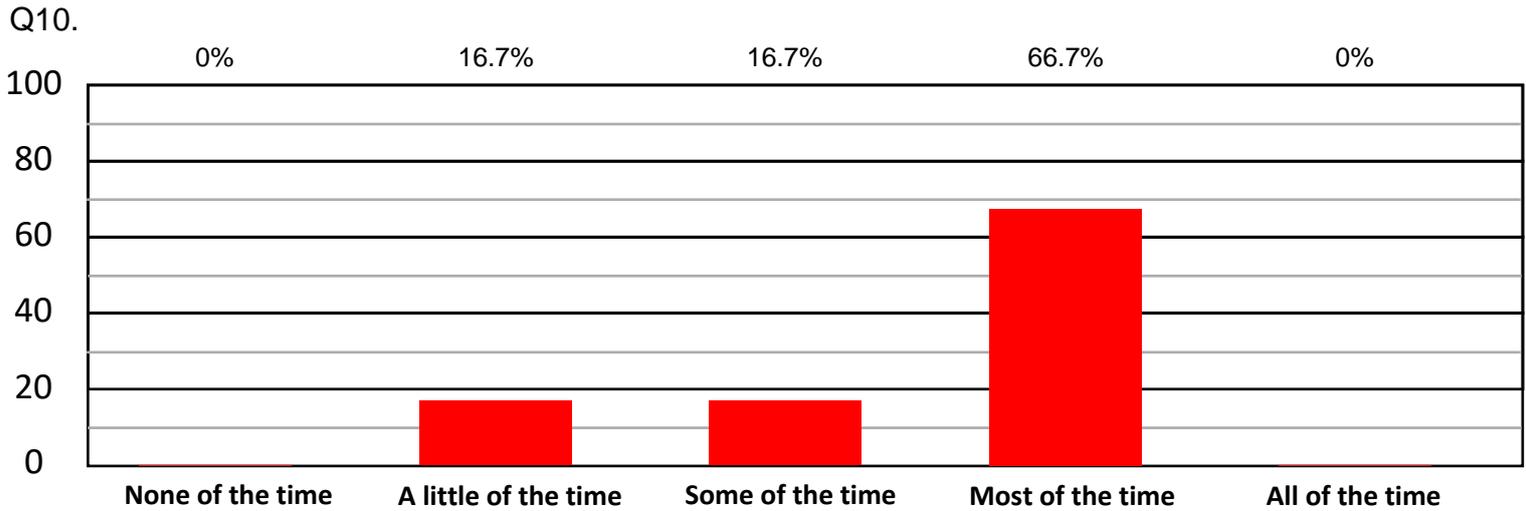
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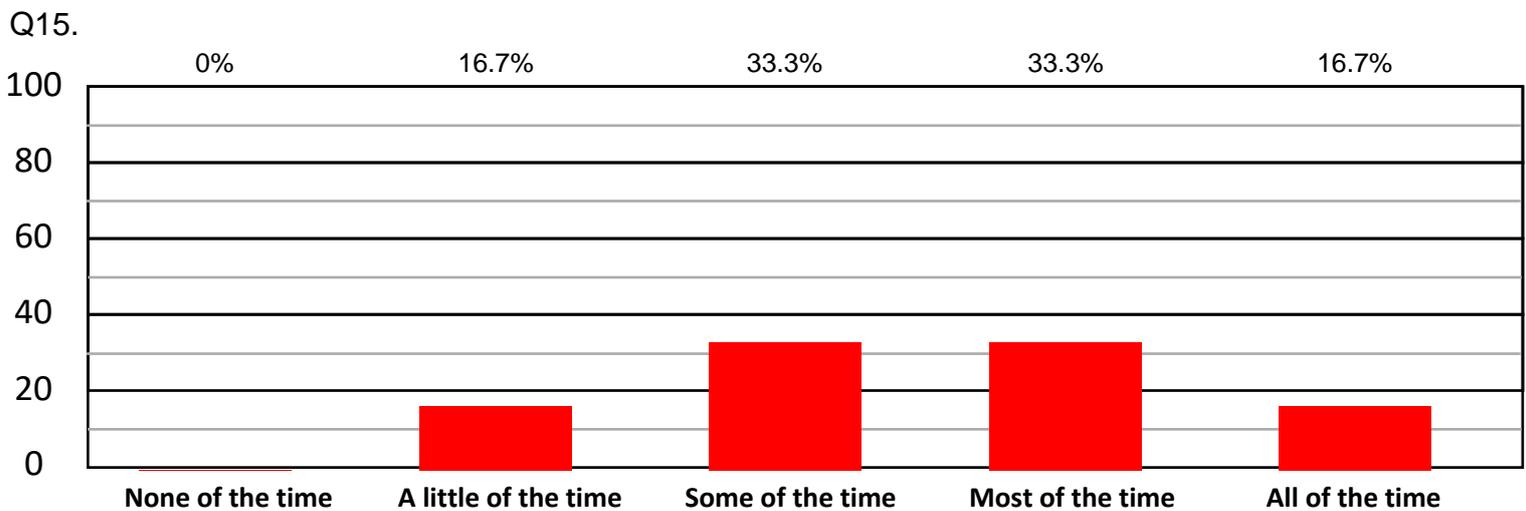
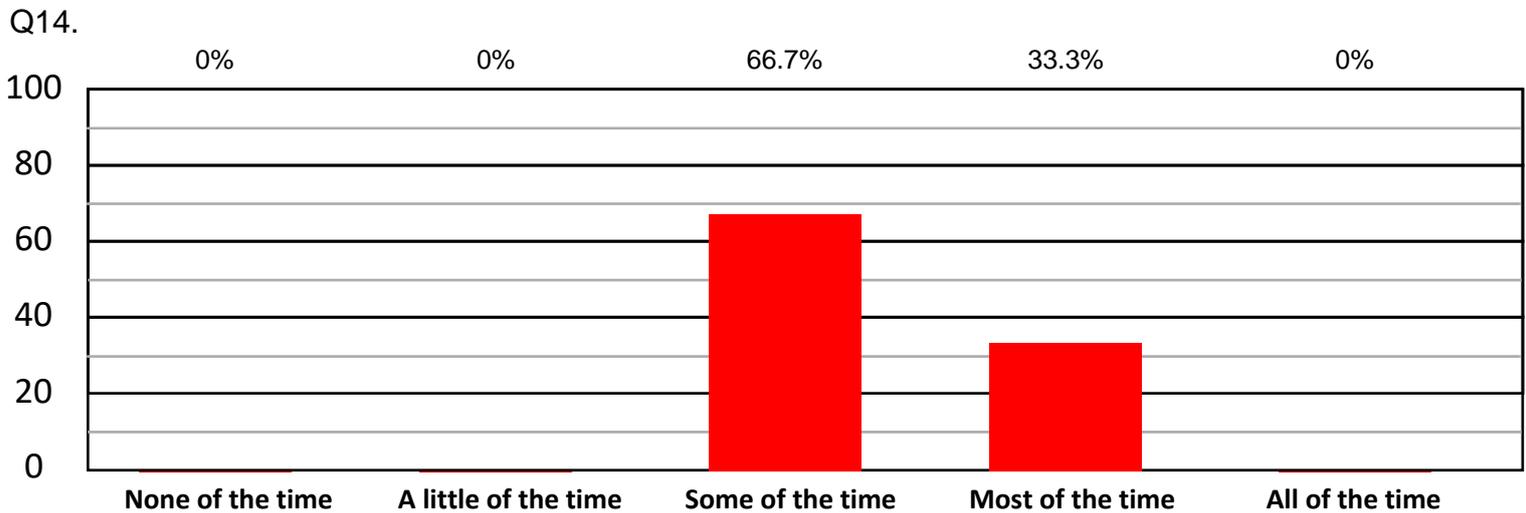
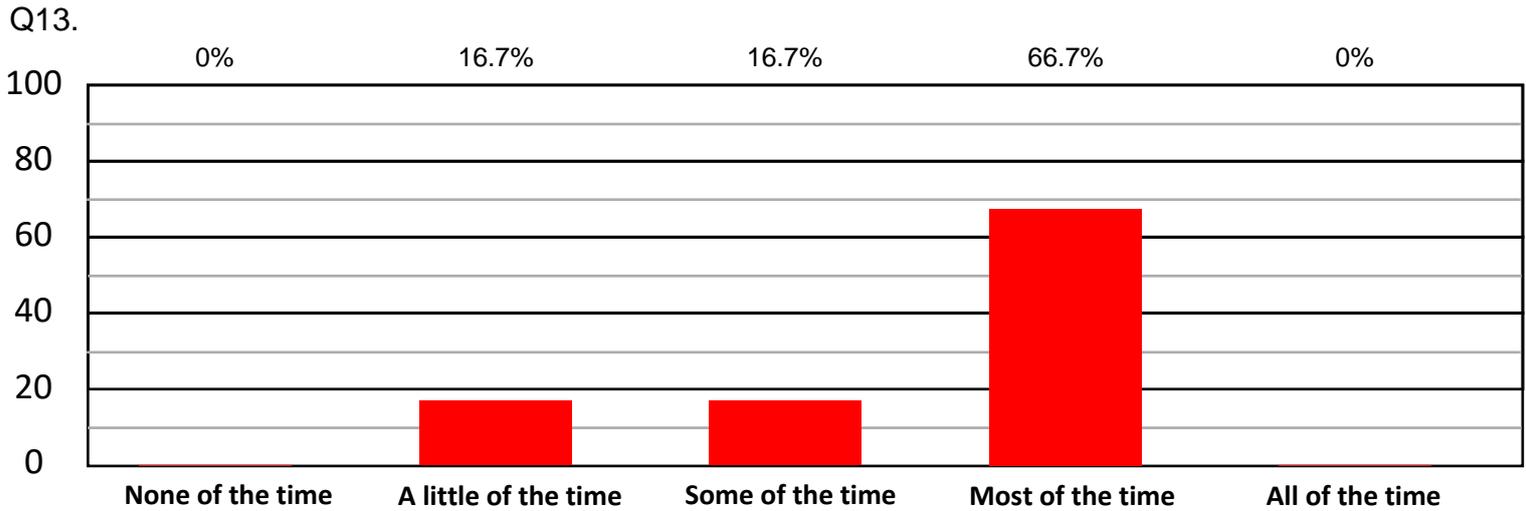
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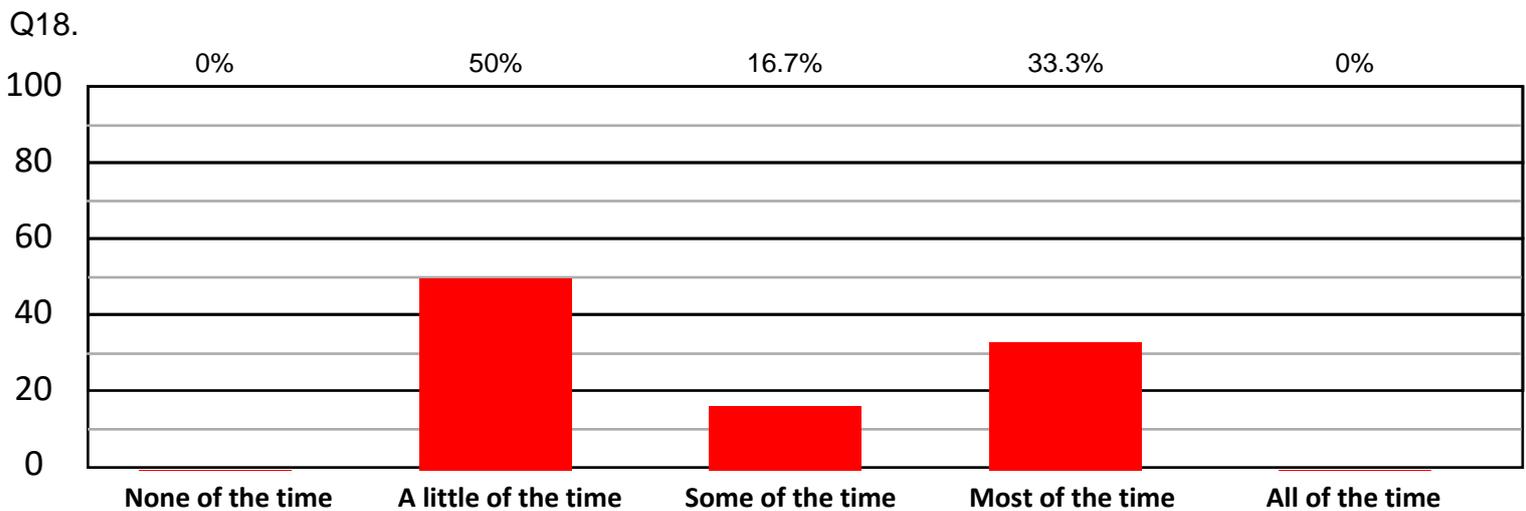
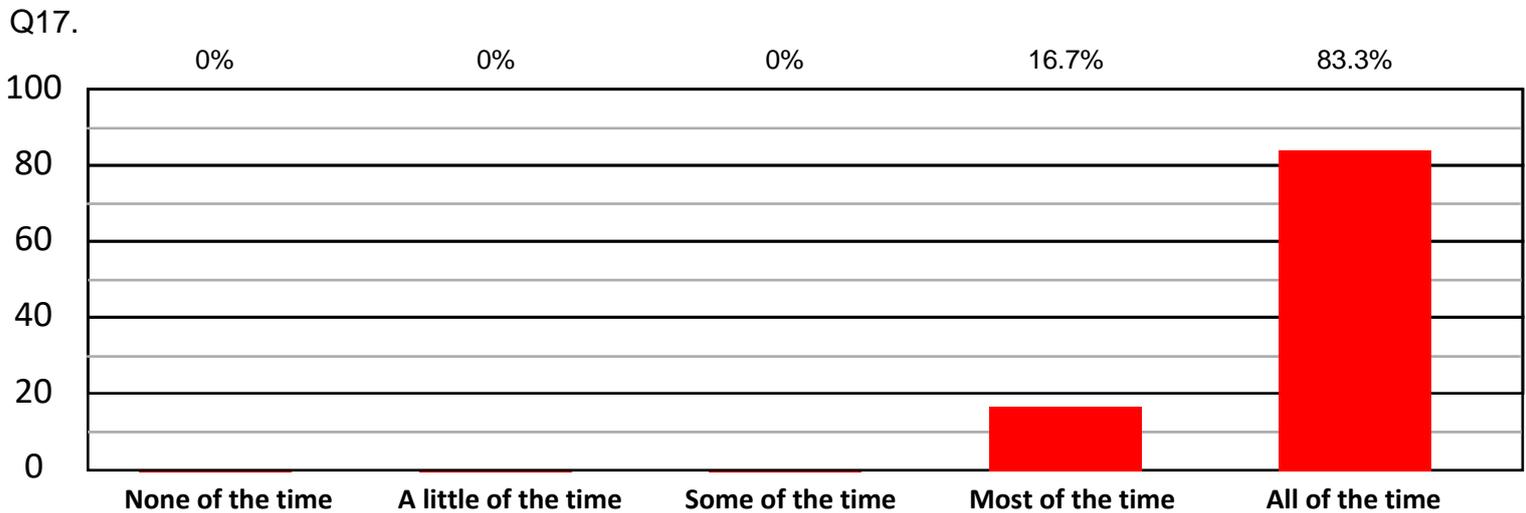
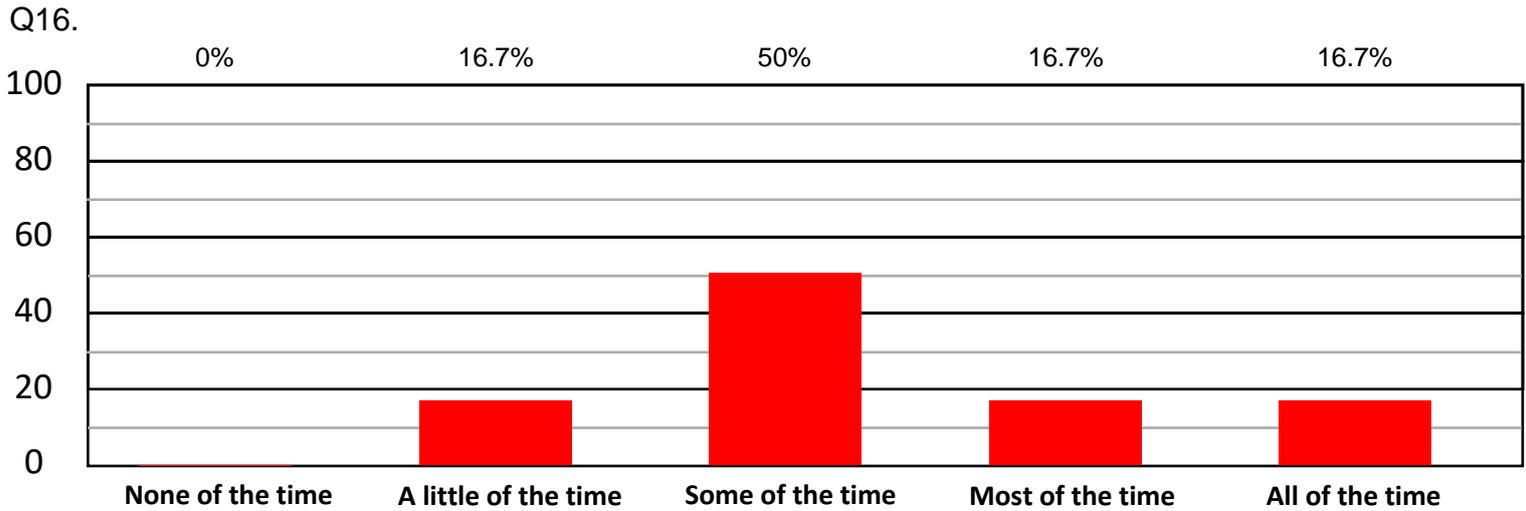
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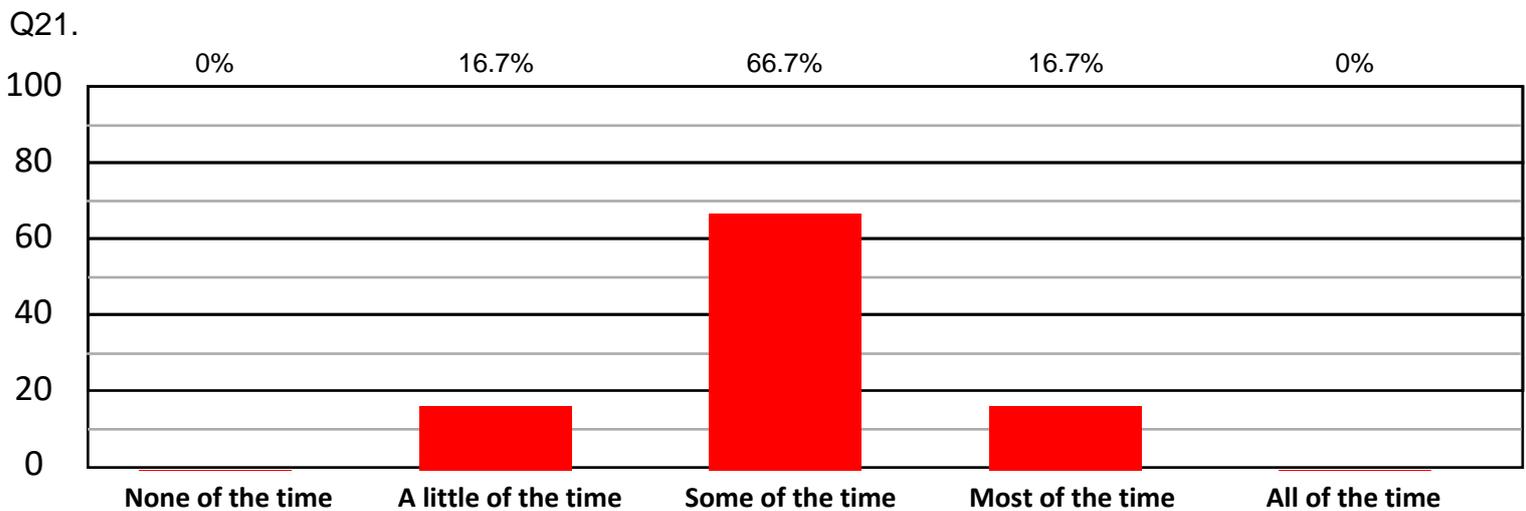
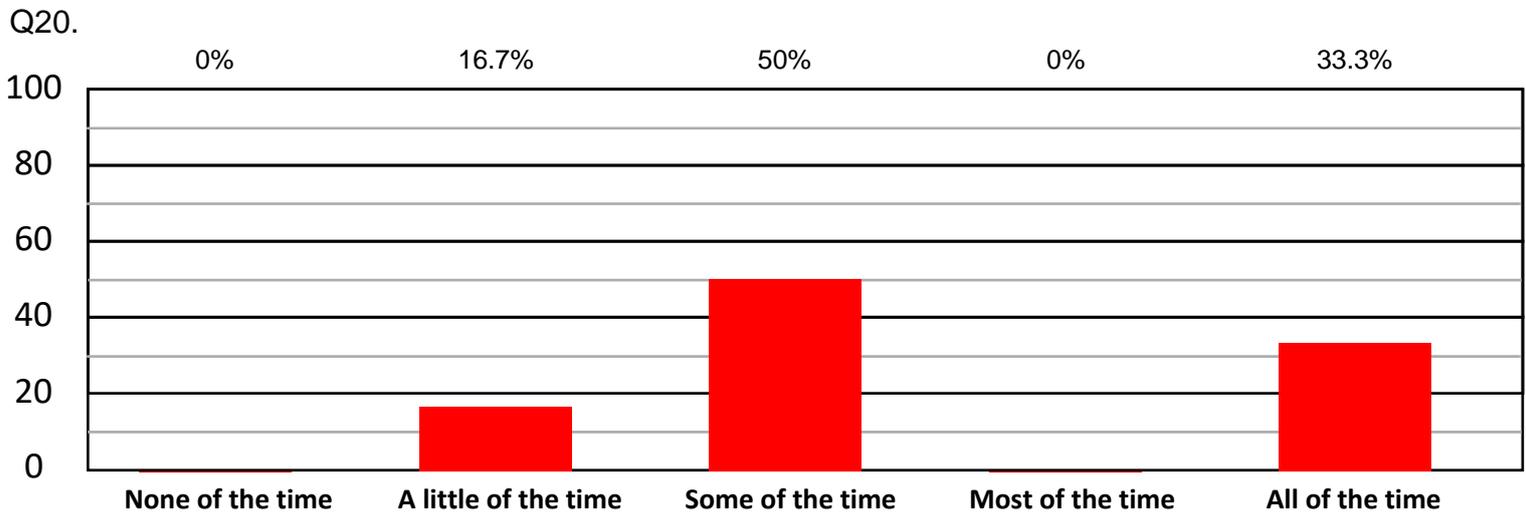
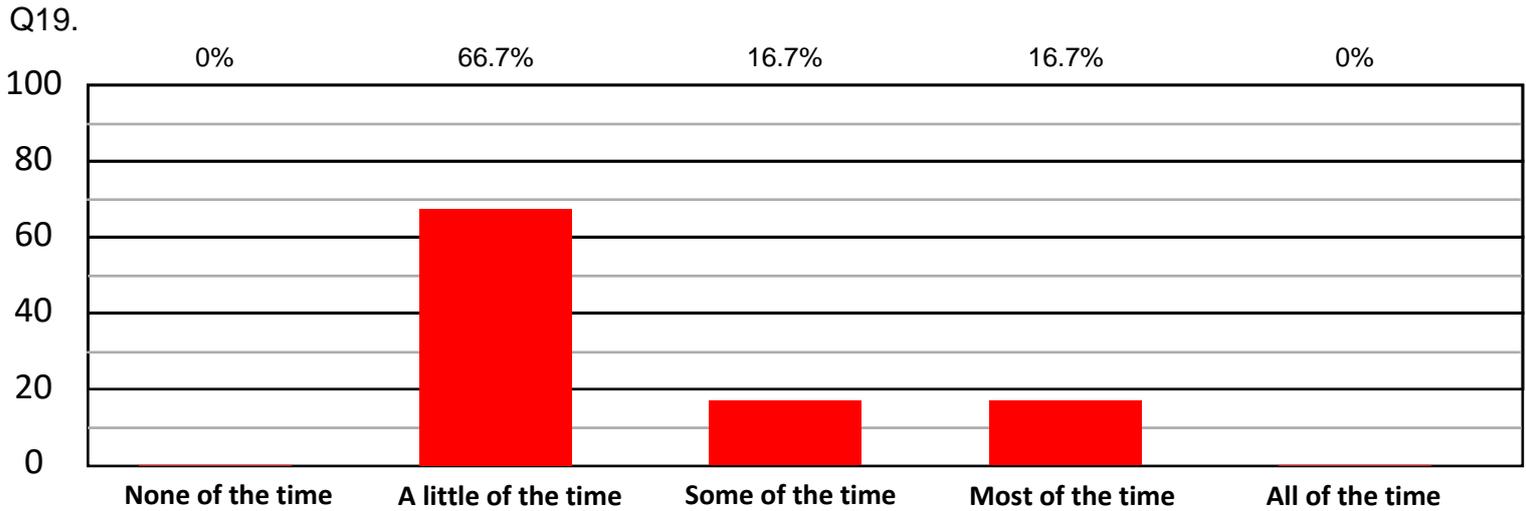
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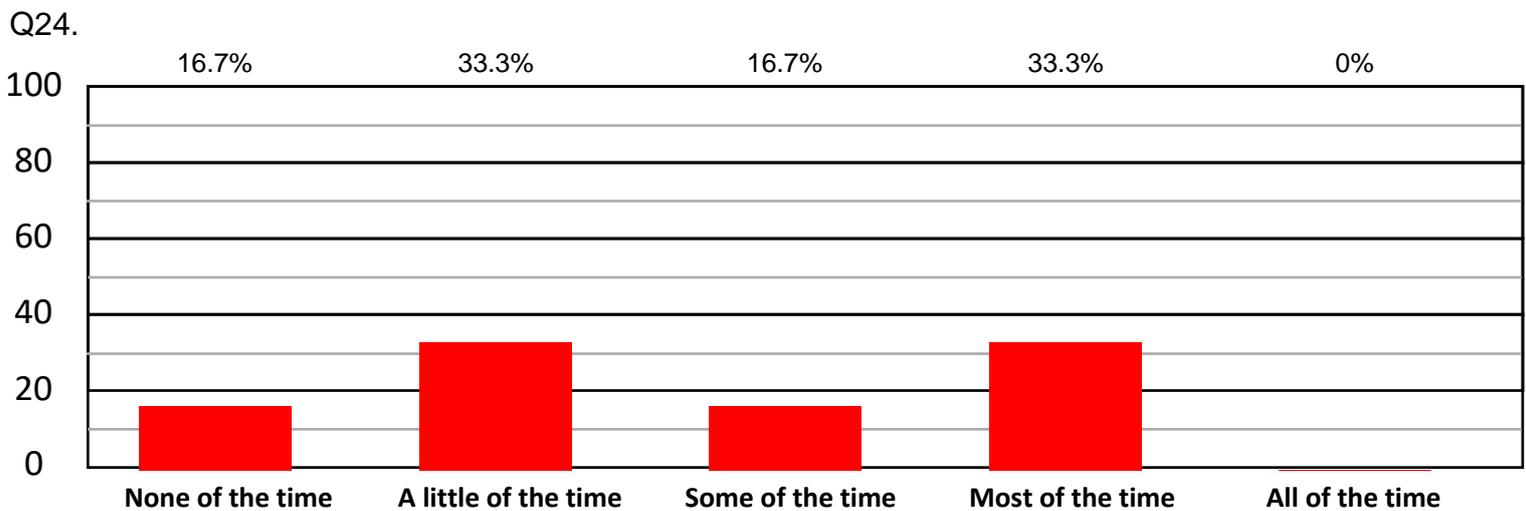
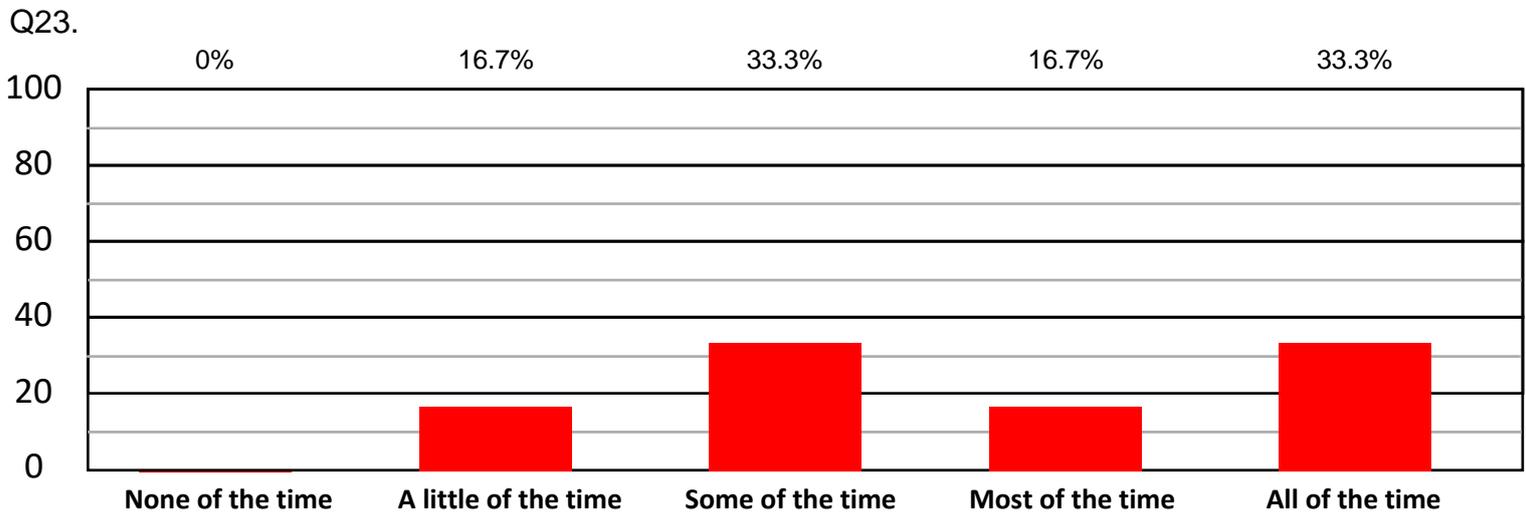
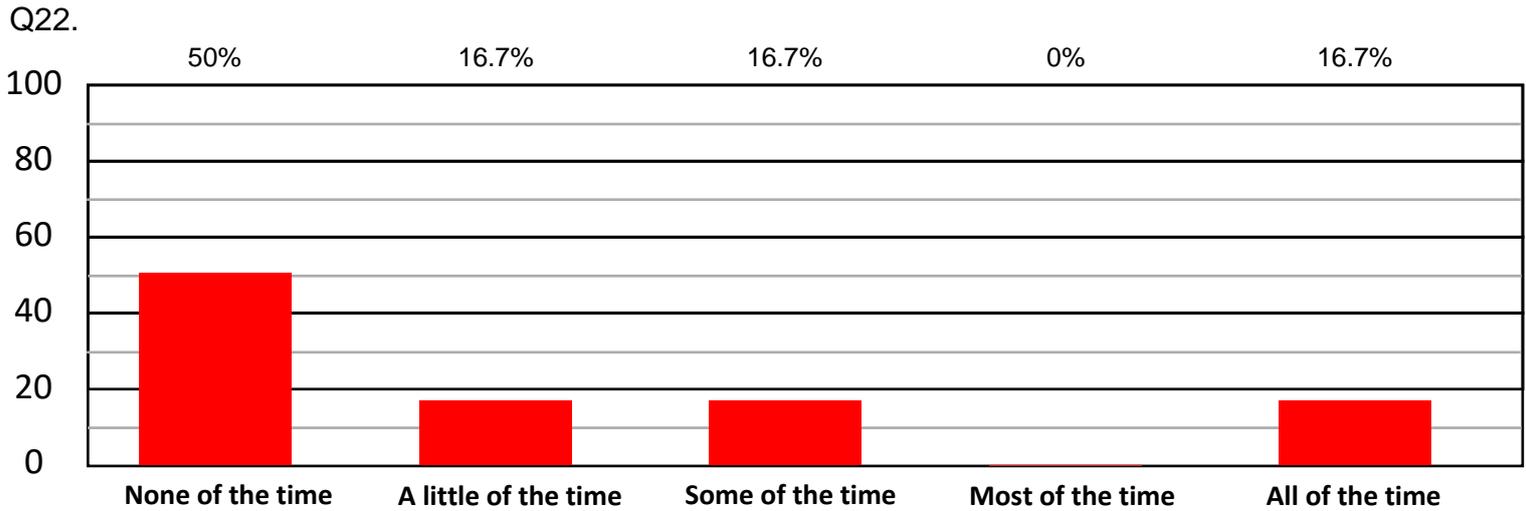
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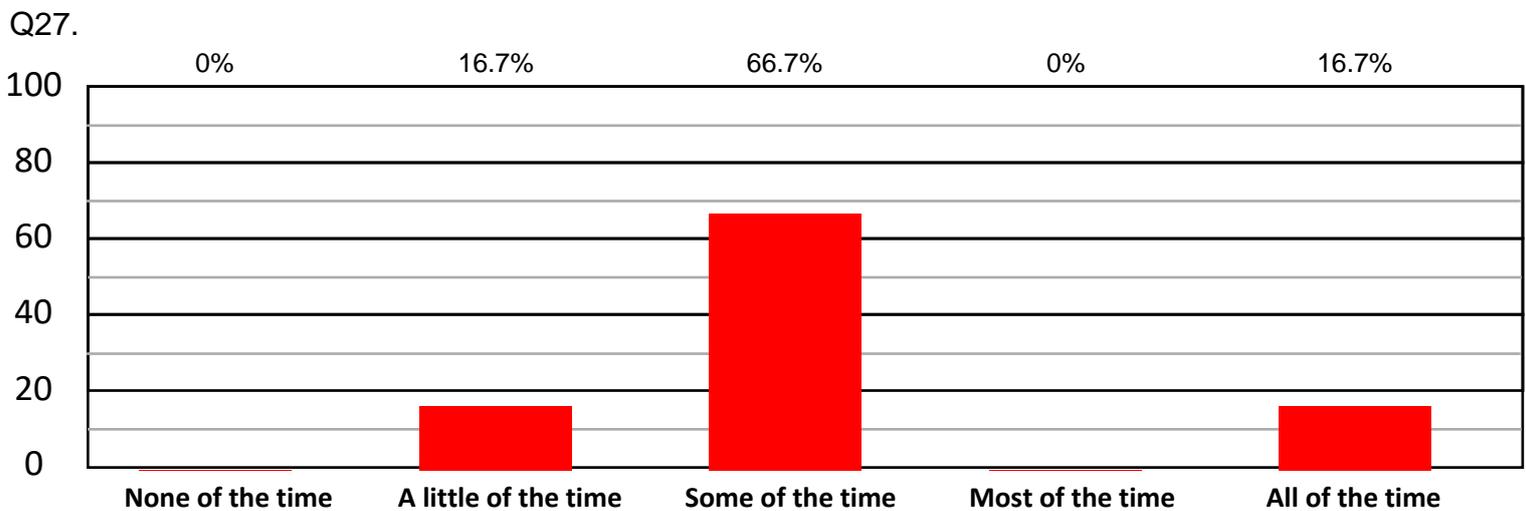
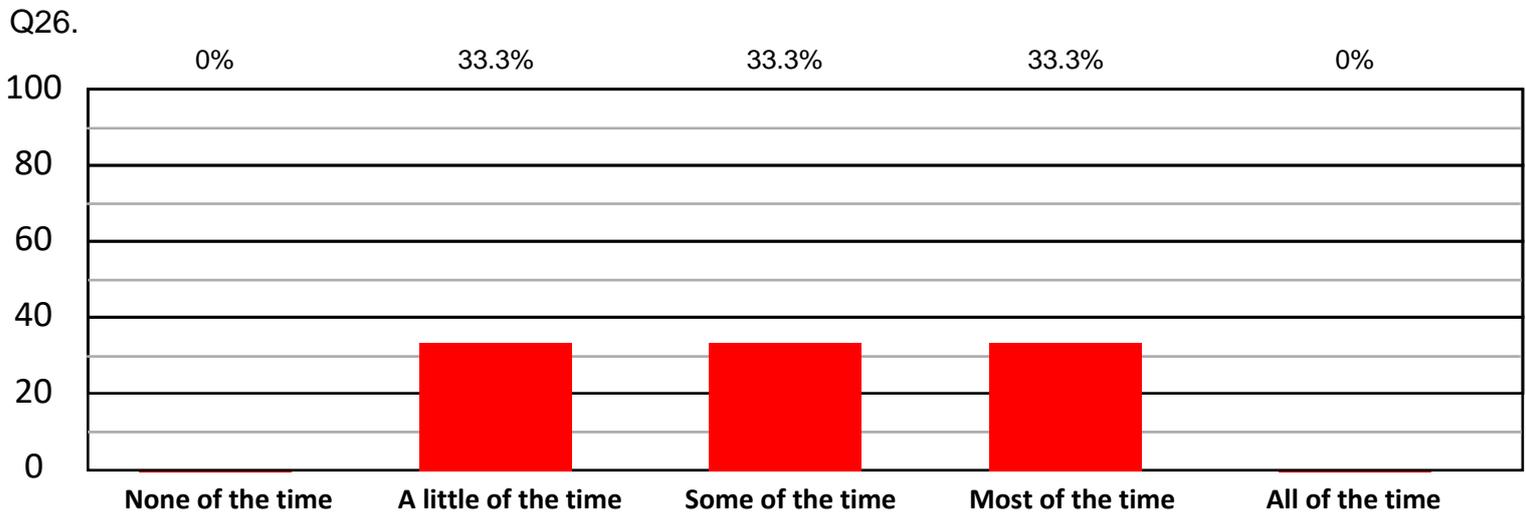
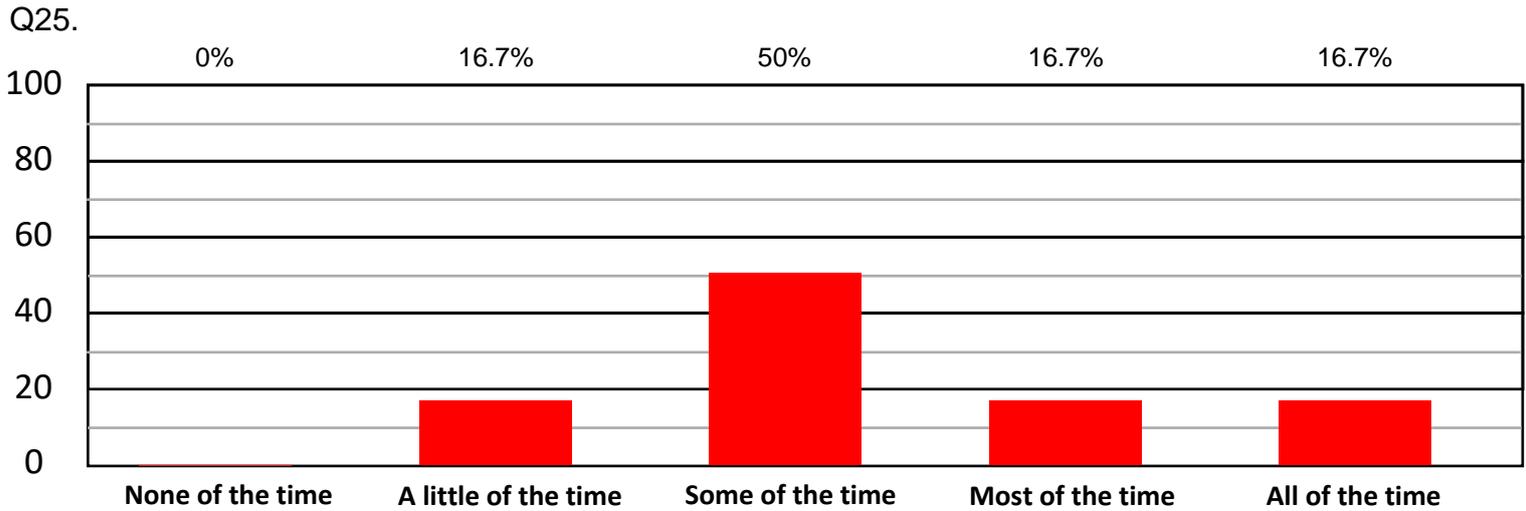
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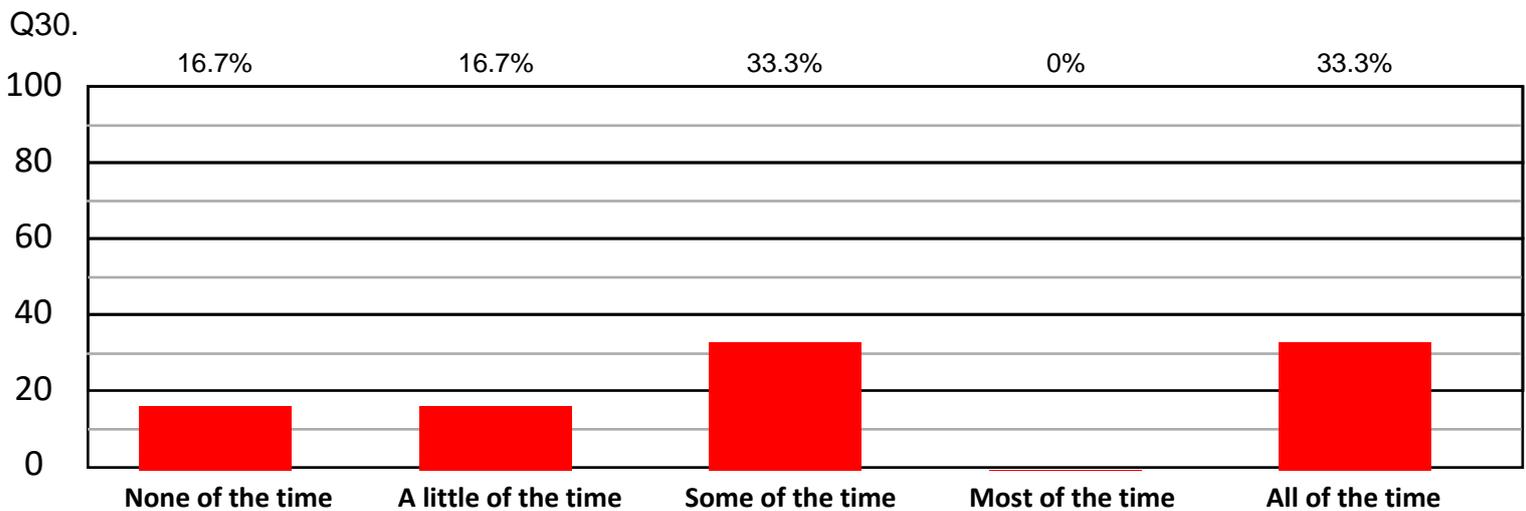
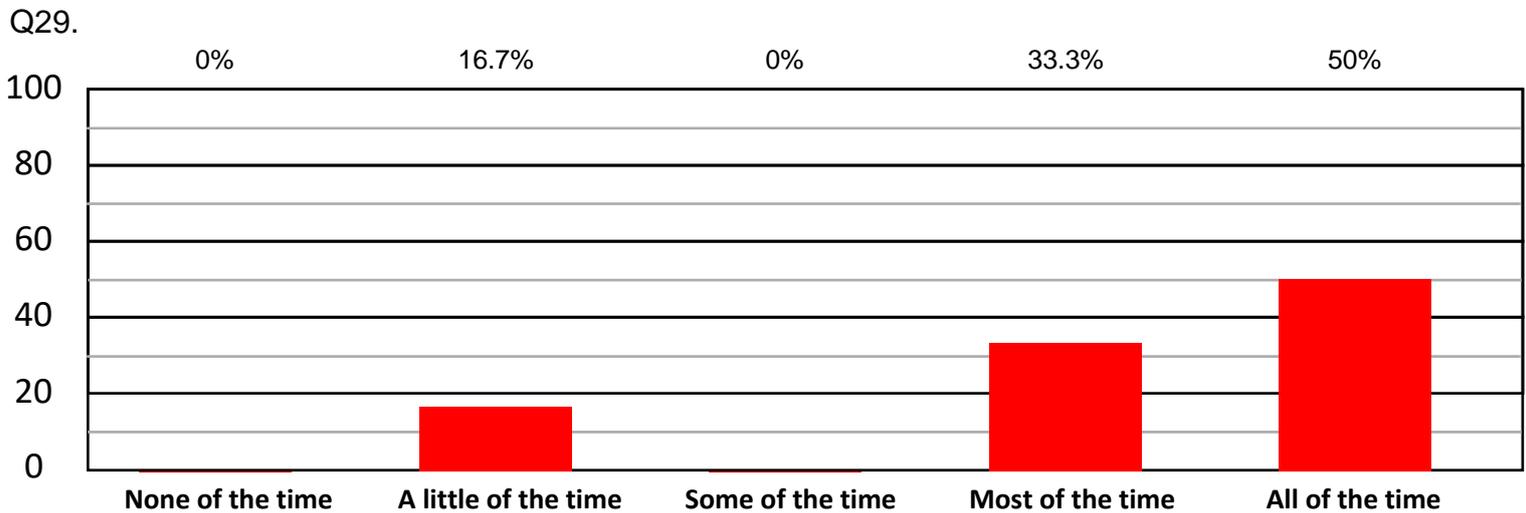
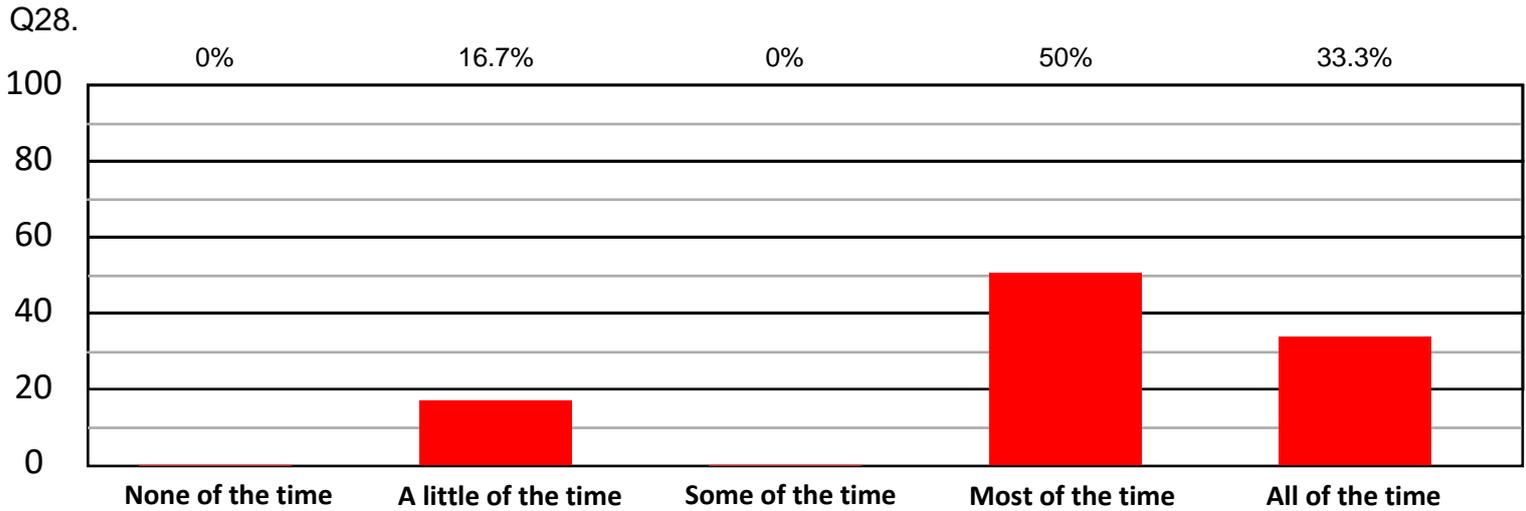
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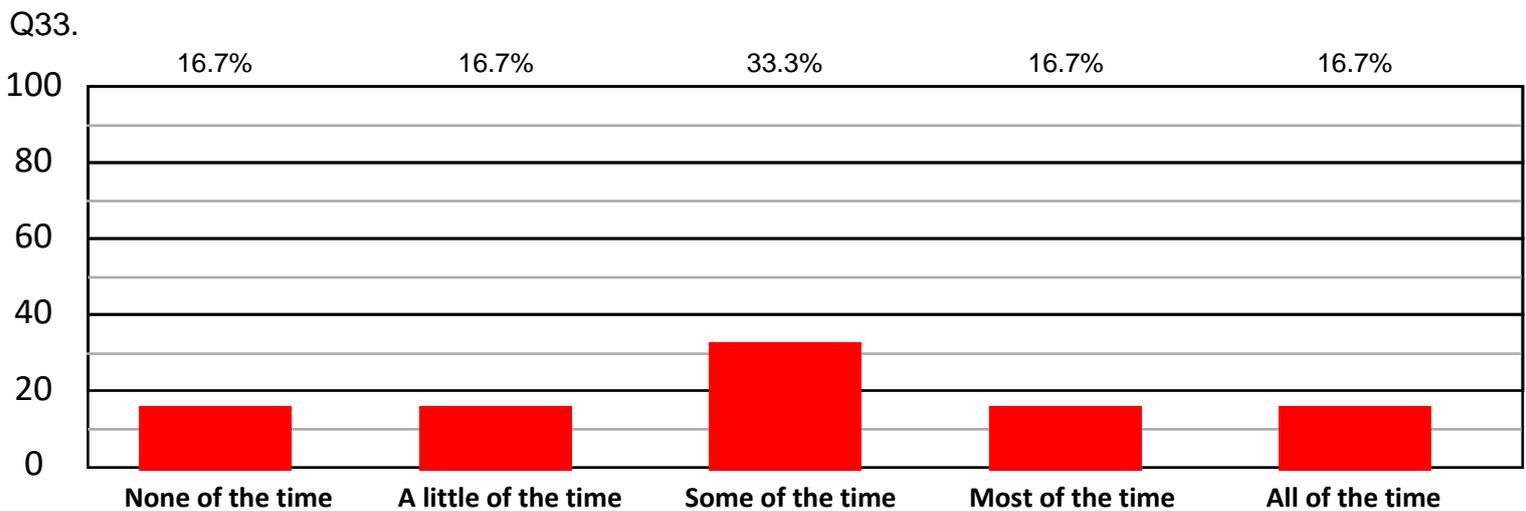
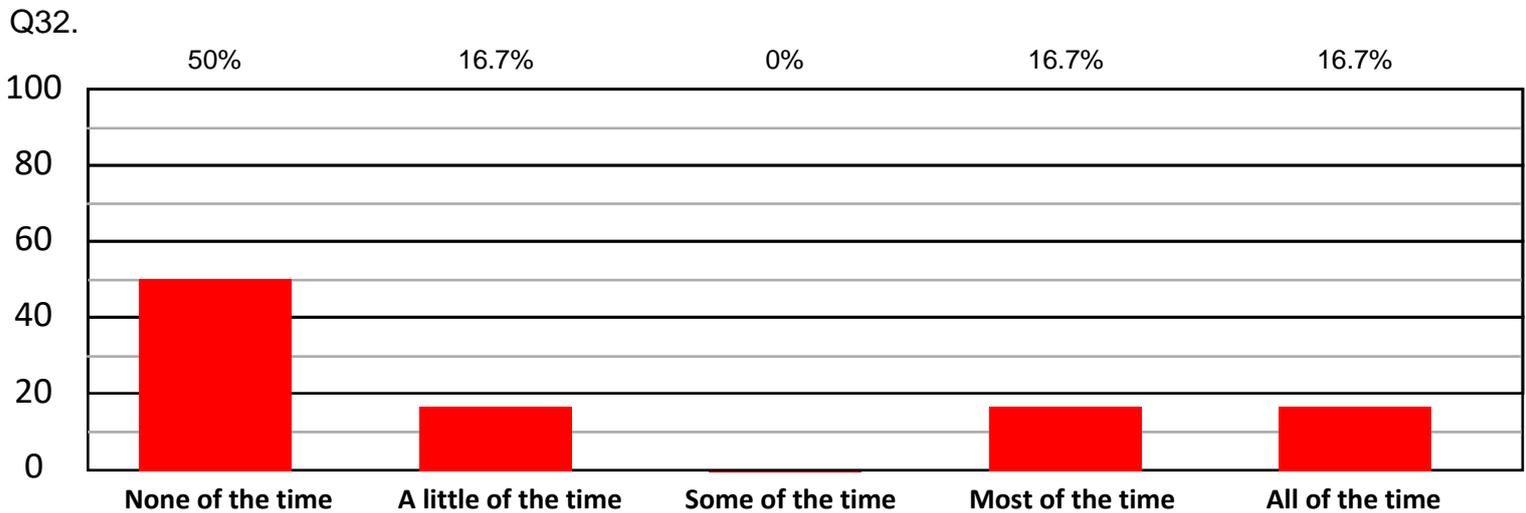
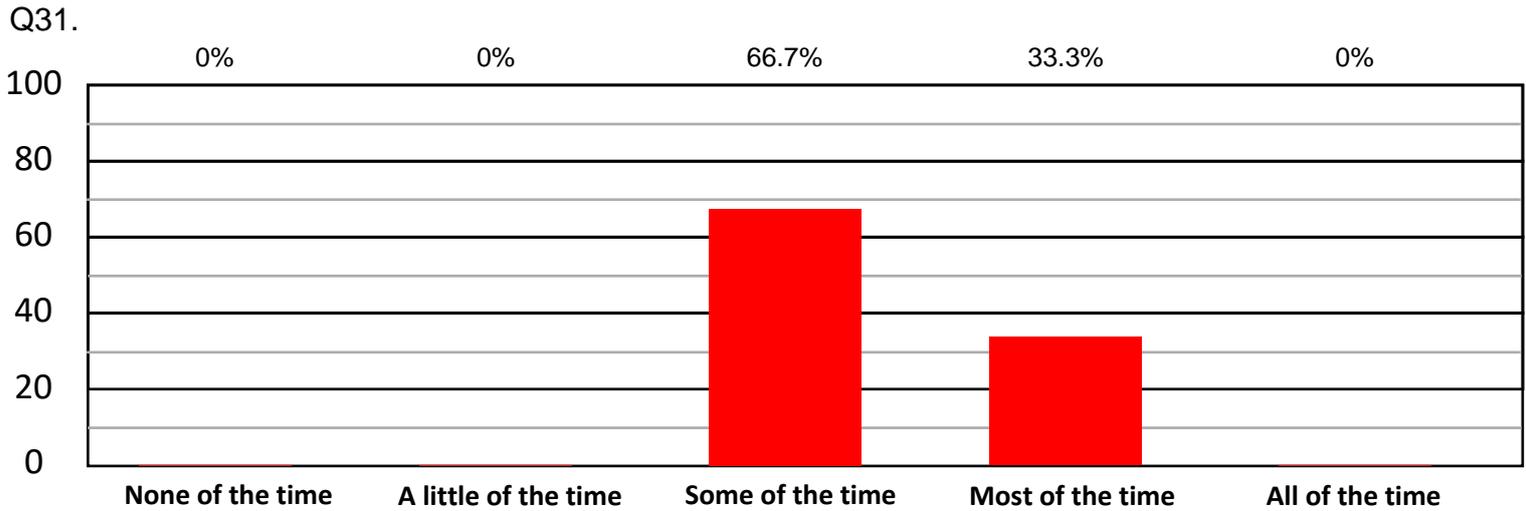
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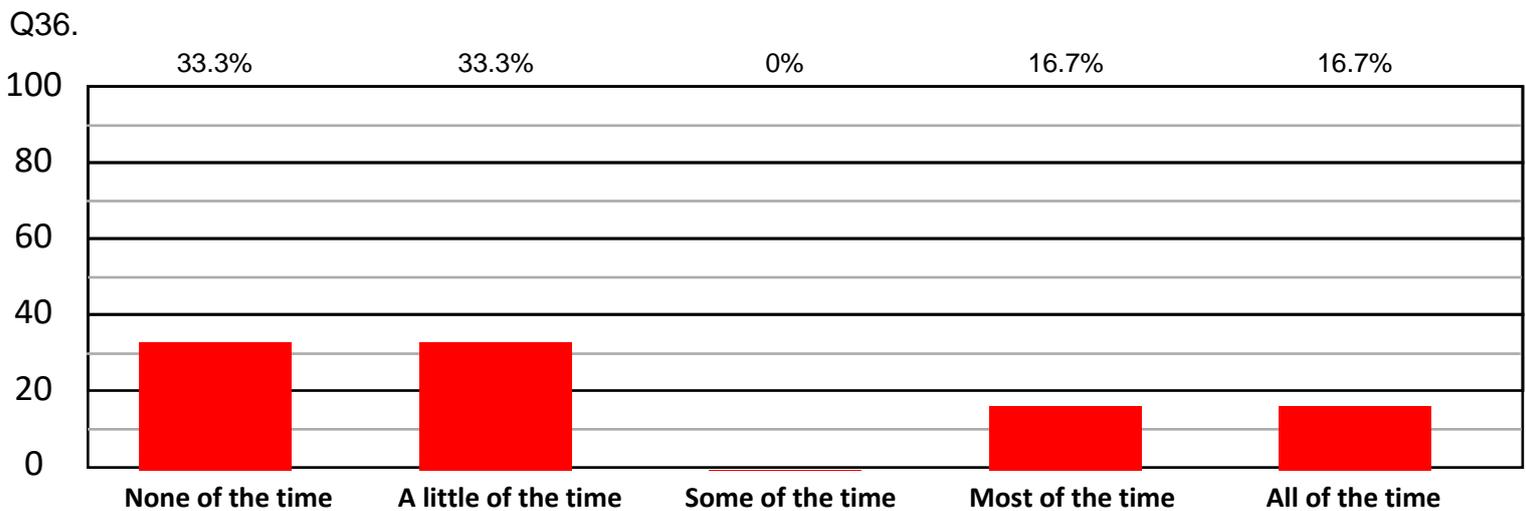
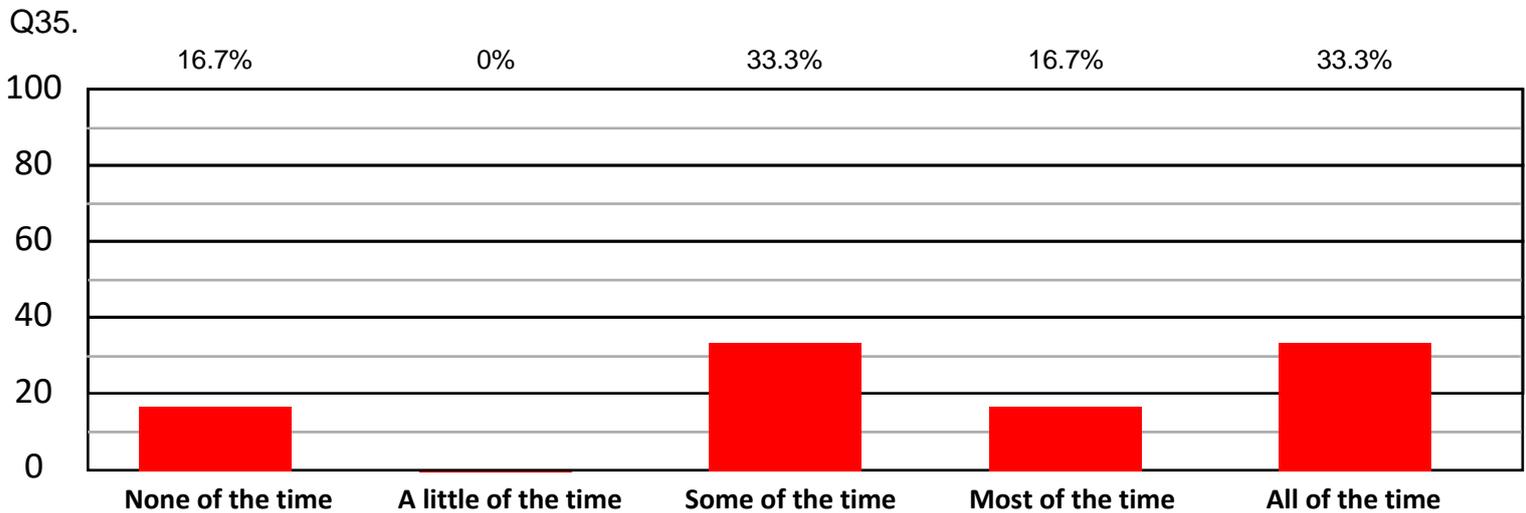
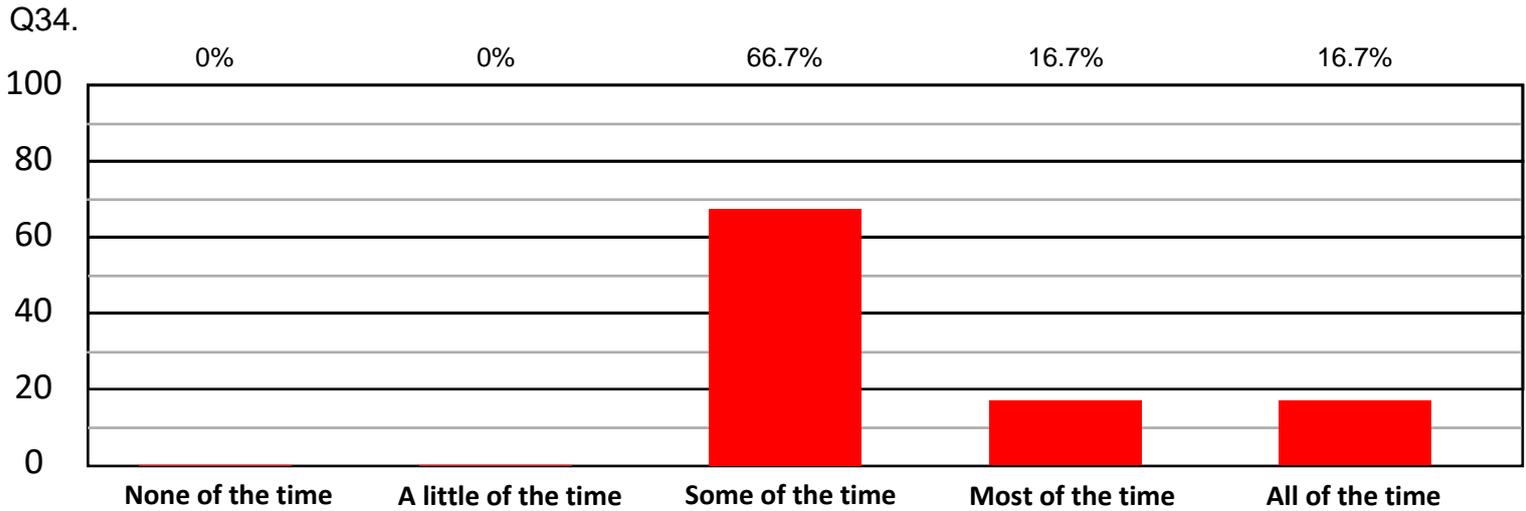
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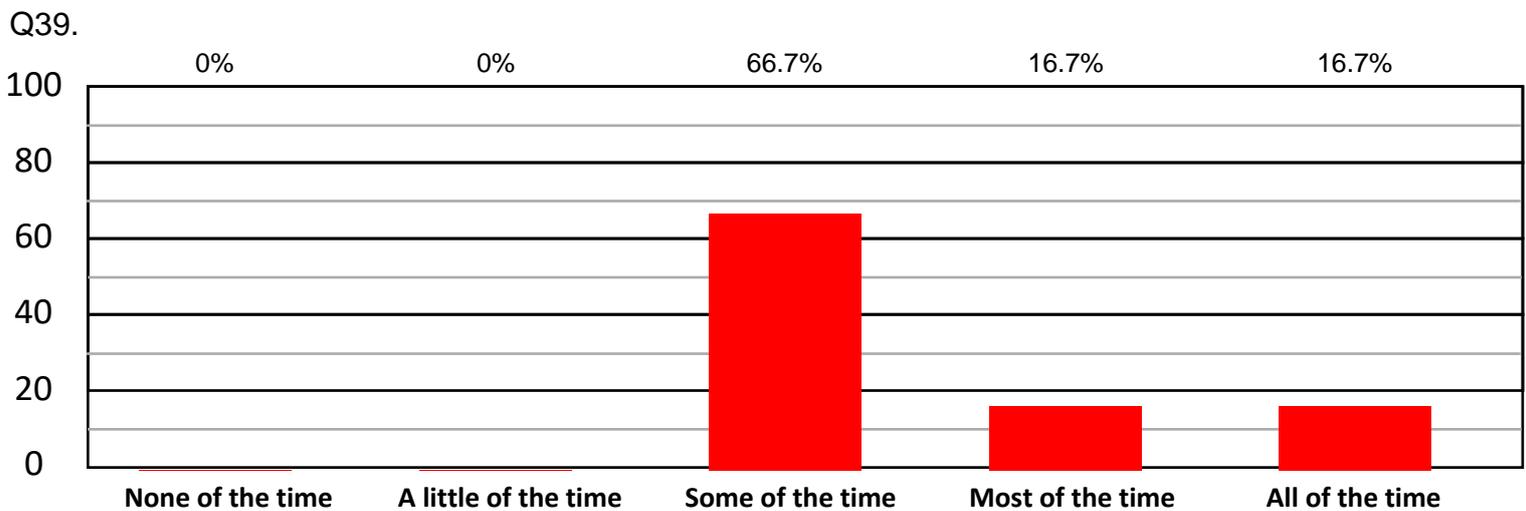
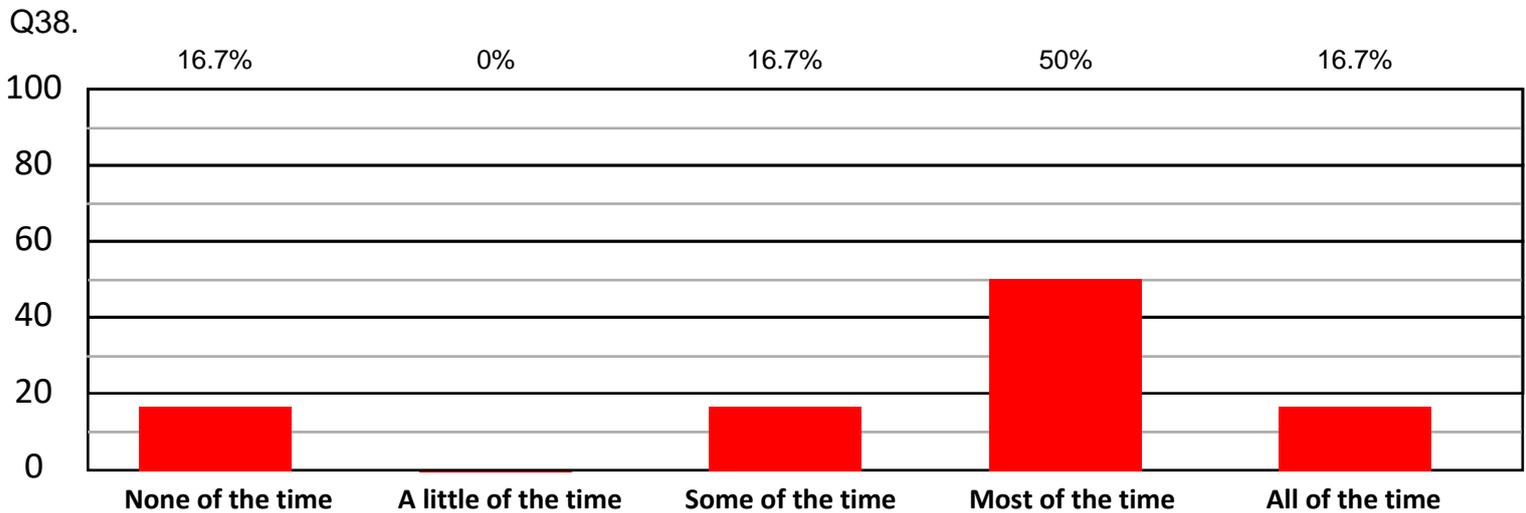
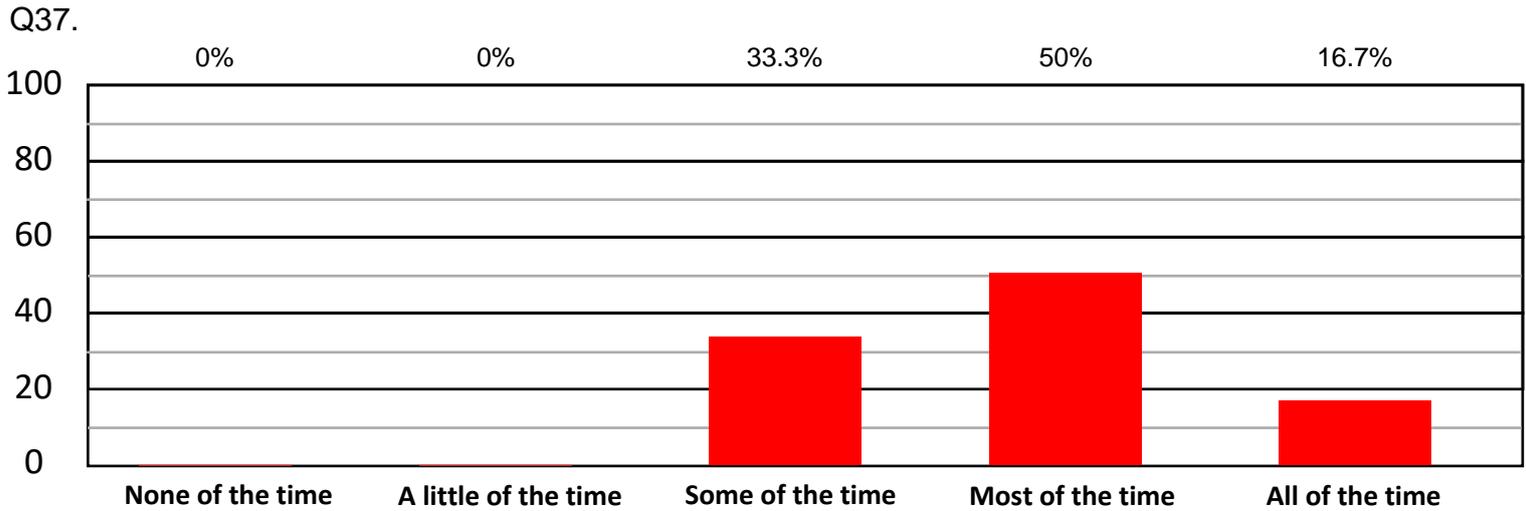
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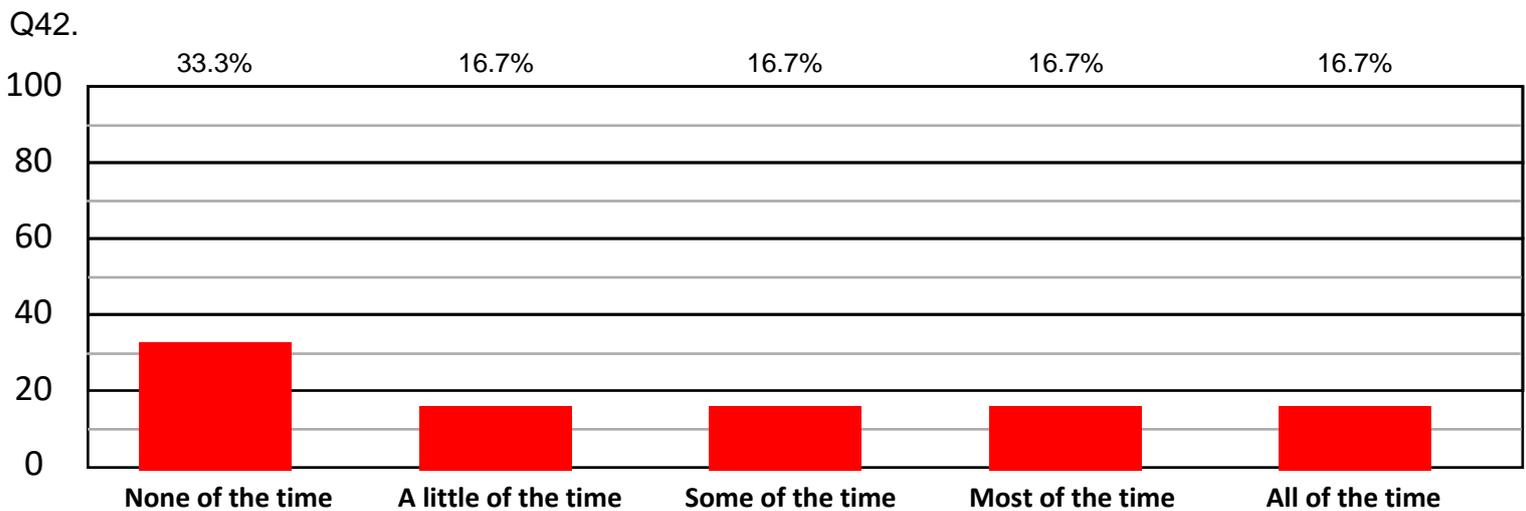
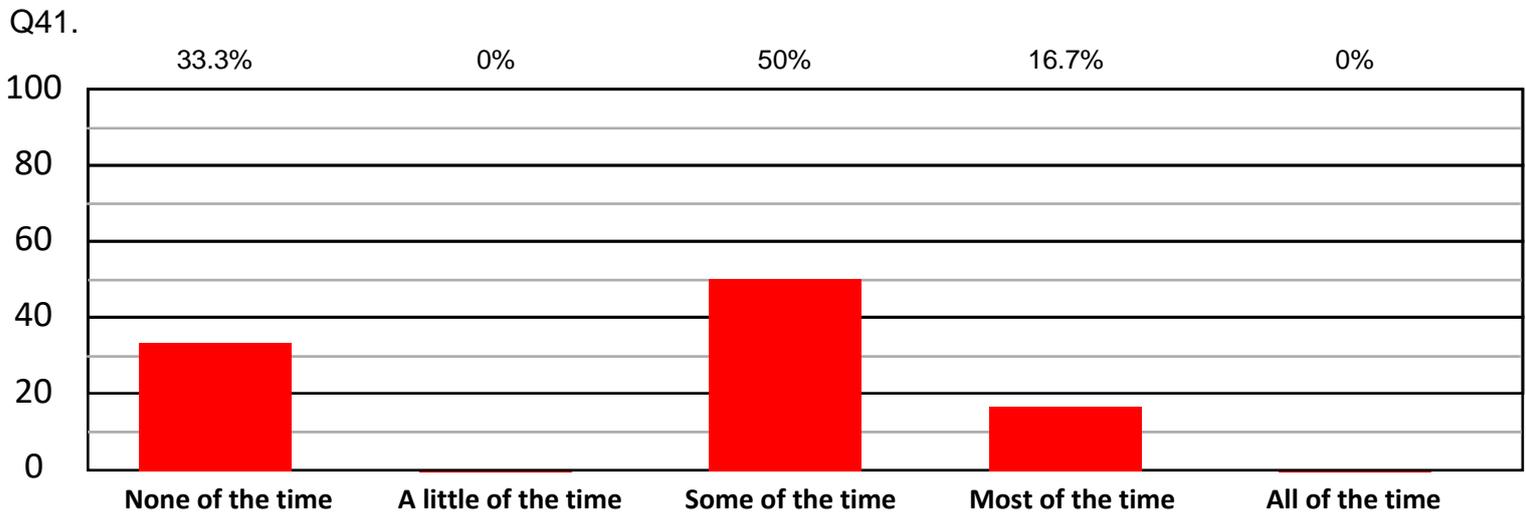
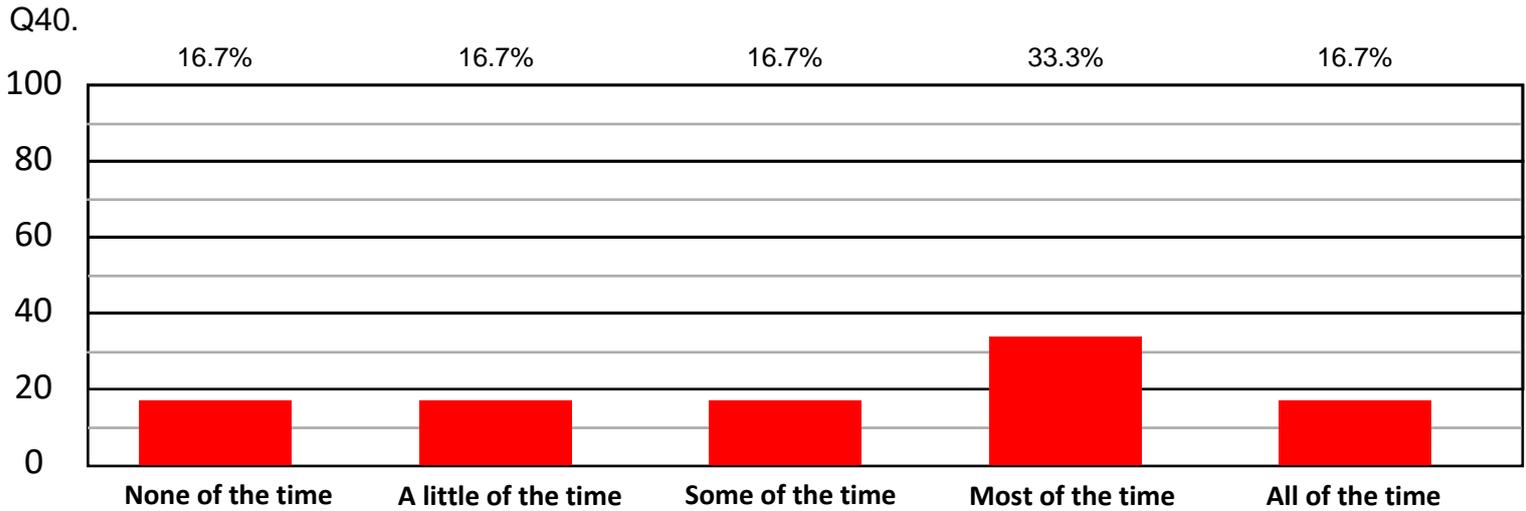
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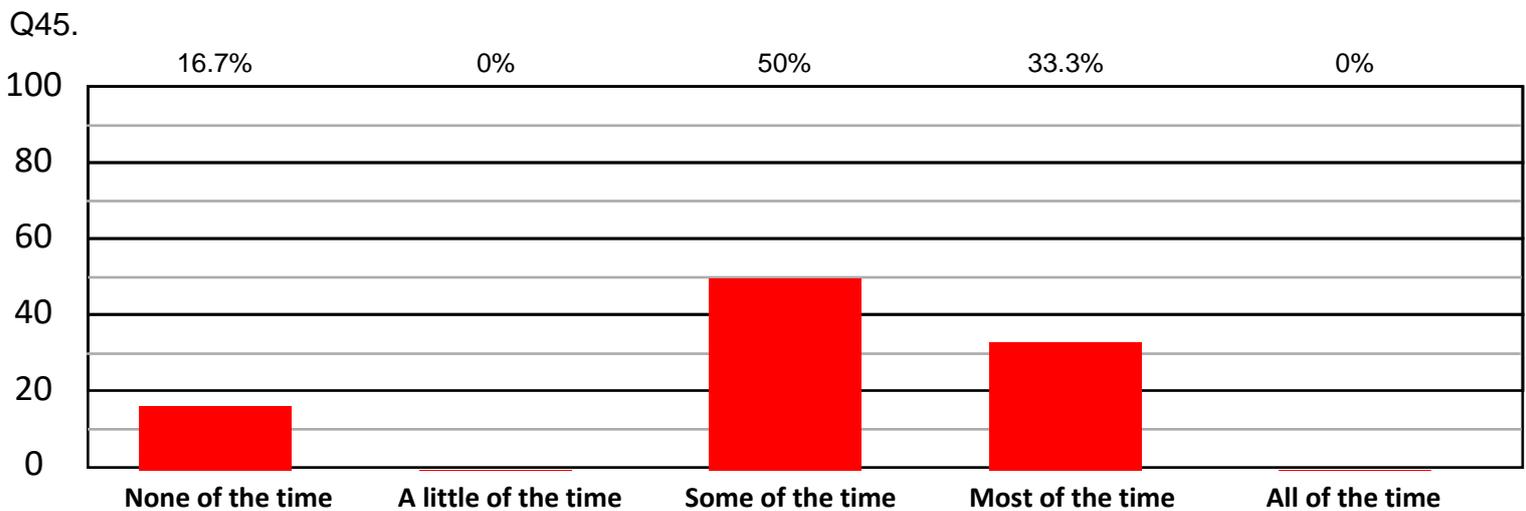
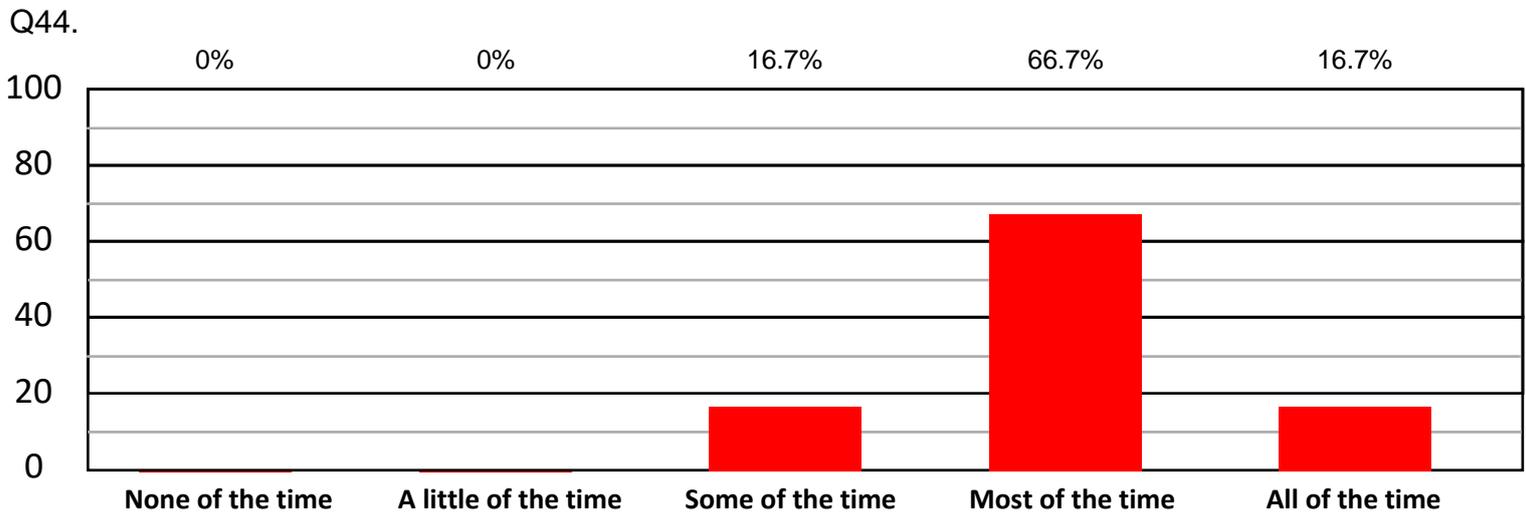
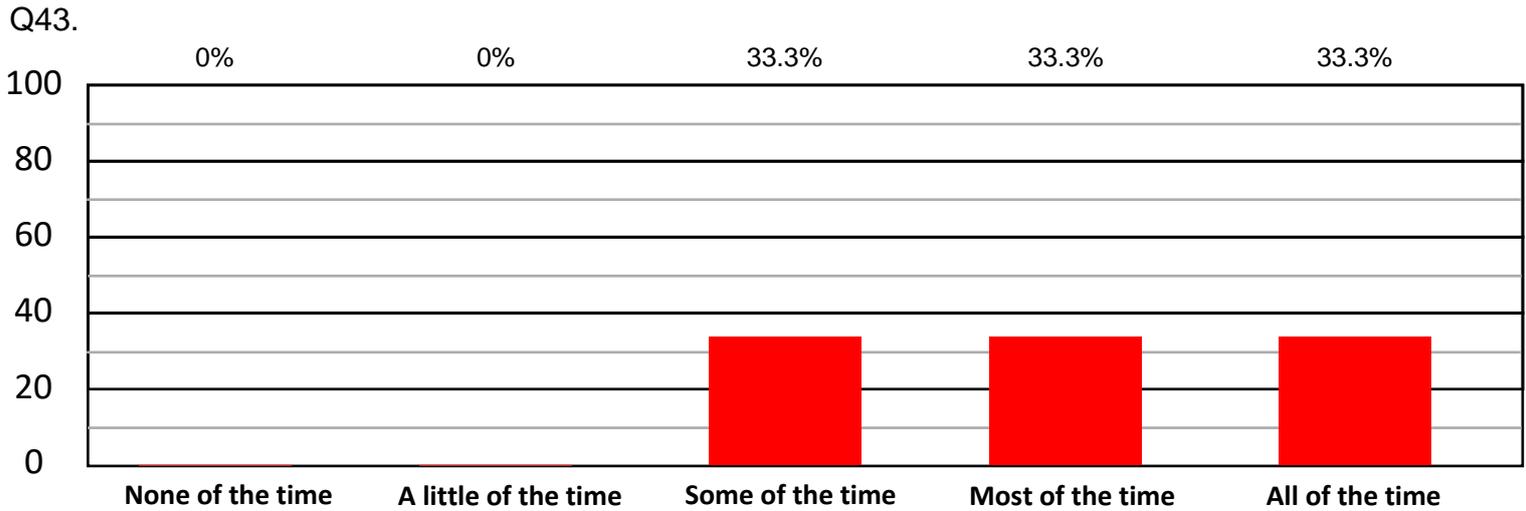
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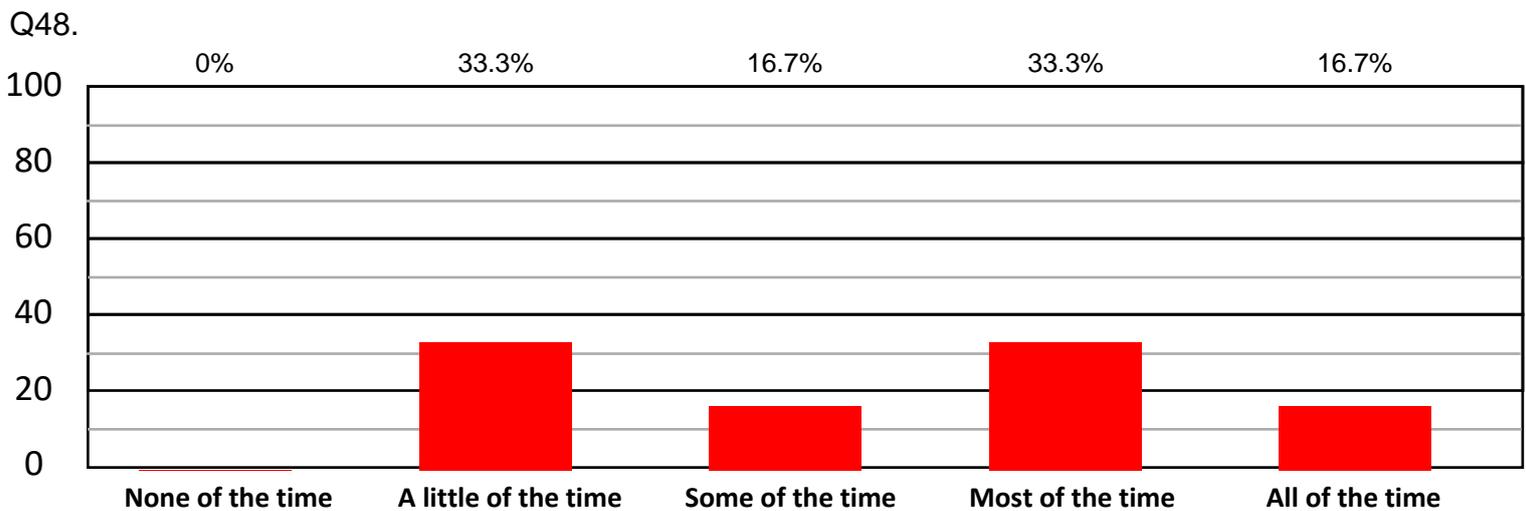
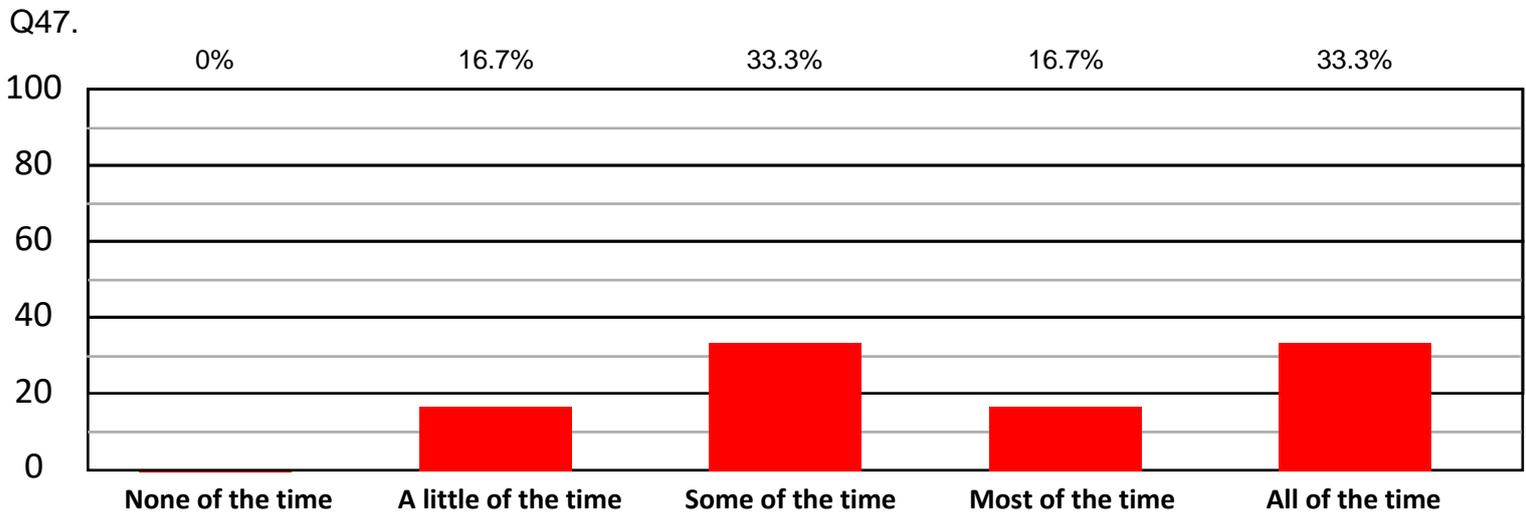
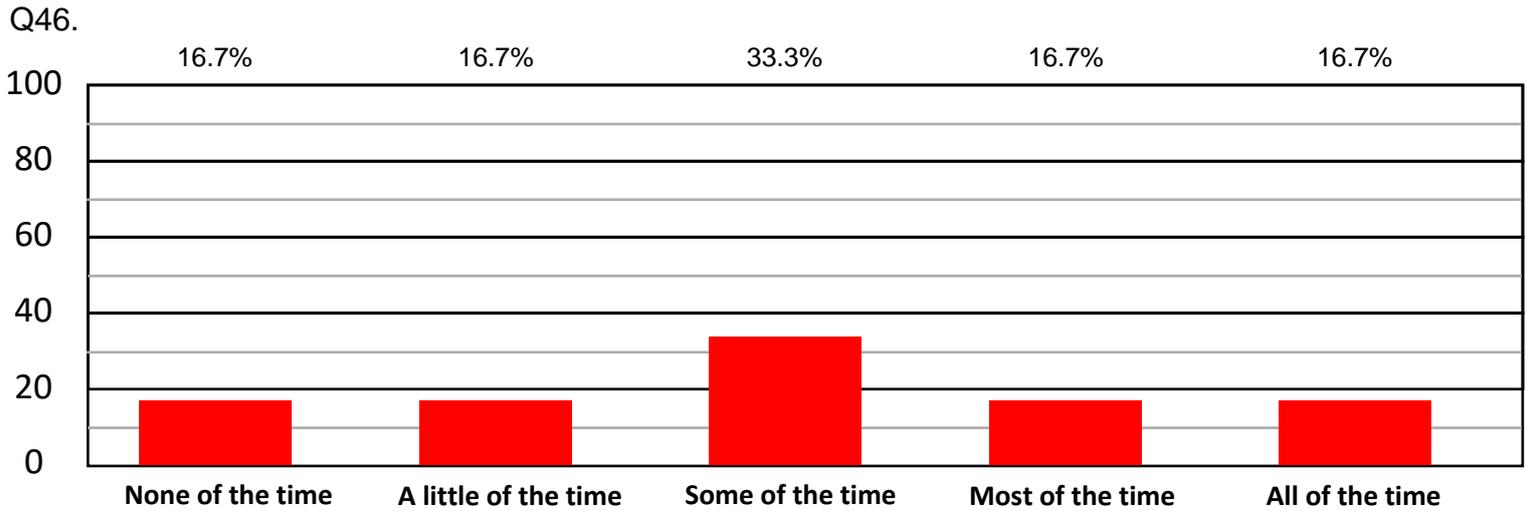
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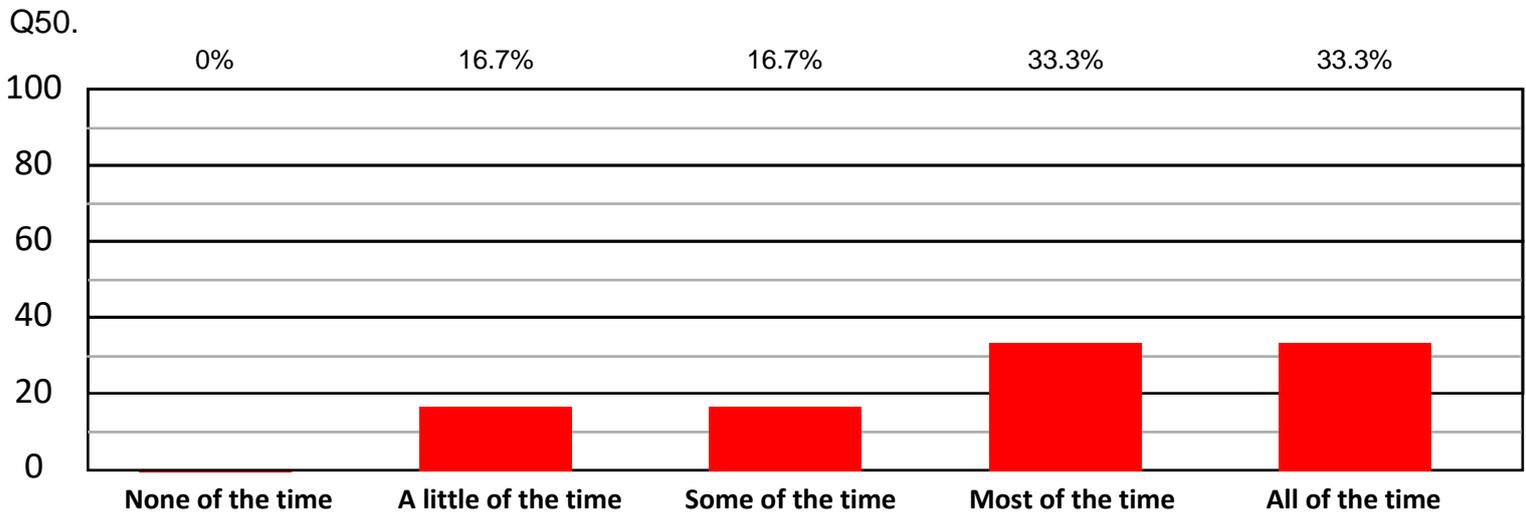
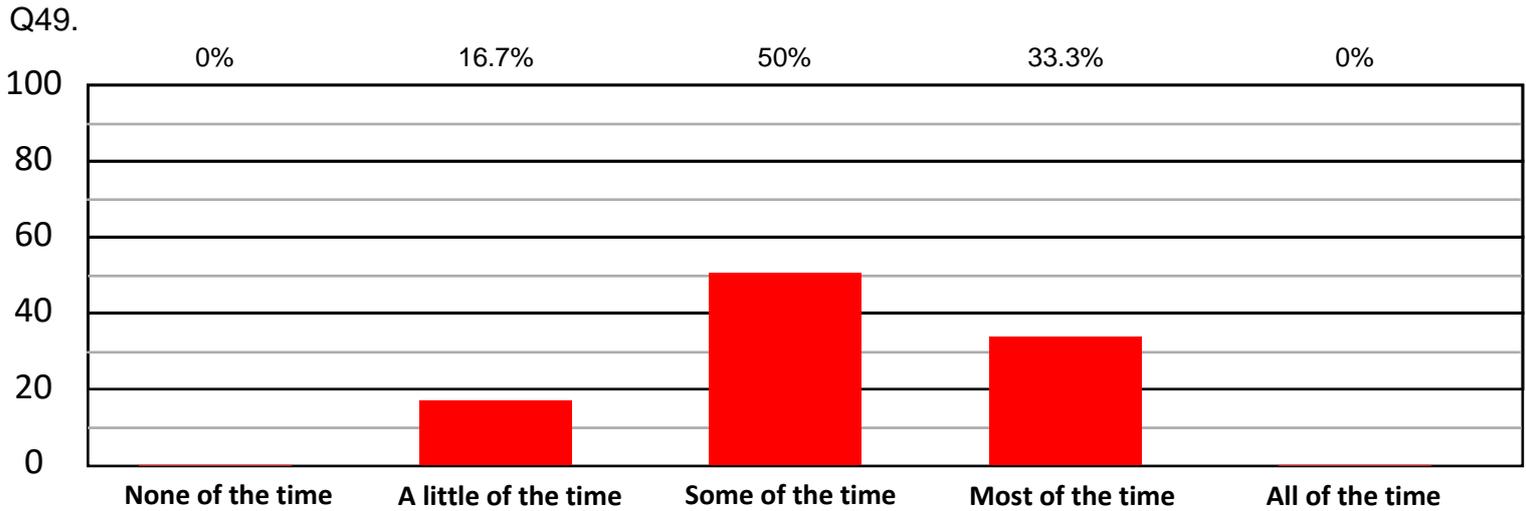
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