



SWOT analysis




Strengths



Weaknesses



Opportunities



Threats


SWOT analysis




Strengths



Weaknesses



Opportunities



Threats

Strengths



All job levels feel inspired by the person leading the organisation and feel excited about where the organisation is going, possibly because the leader has a plan that they believe in



All job levels believe that their manager is an excellent role model and feel their manager motivates them to give their best everyday, being quick to respond if they show signs of being under too much pressure



All job levels believe policies and procedures within the organisation are fair to everyone, with managers treating everyone fairly. Except for managers, all job levels believe they can tell their manager when their work is going badly

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Strengths

Question
I am inspired by the person leading this organisation
I am excited about where this organisation is going
The leader has a plan that I believe in

Team Member (801/1211)
vs. Ones to Watch Q4 2024 TM
4
3
2

Team Leader/ Supervisor (64/78)
vs. Ones to Watch Q4 2024 TL/S
9
13
13

Manager (60/72)
vs. Ones to Watch Q4 2024 Mgr
10
13
11



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Strengths

Question
I am inspired by the person leading this organisation
I am excited about where this organisation is going
The leader has a plan that I believe in

Senior Manager (35/40)
vs. Ones to Watch Q4 2024 SM
10
13
10

Director (7/8)
vs. Ones to Watch Q4 2024 Dir
16
13
12

Strengths



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Strengths

Question
My manager is an excellent role model for me
My manager motivates me to give my best every day
My manager would be quick to respond if I showed signs of being under too much pressure

Team Member (801/1211)
vs. Ones to Watch Q4 2024 TM
5
5
2

Team Leader/ Supervisor (64/78)
vs. Ones to Watch Q4 2024 TL/S
14
11
9

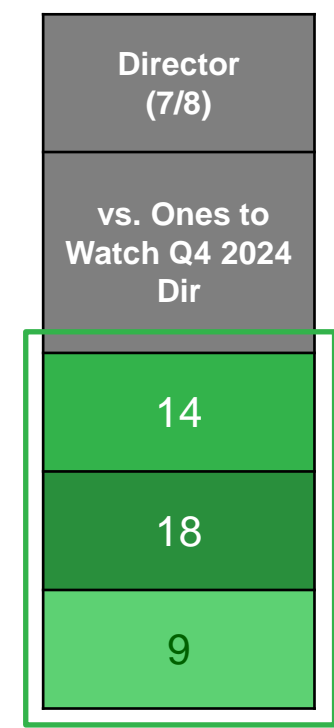
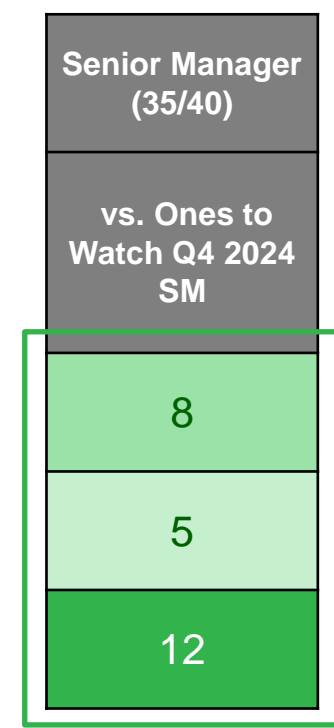
Manager (60/72)
vs. Ones to Watch Q4 2024 Mgr
7
9
8



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Strengths

Question
I feel I can tell my manager when work is going badly
My manager treats everyone fairly
Policies and procedures within this organisation are fair to everyone

Team Member (801/1211)
vs. Ones to Watch Q4 2024 TM
4
3
5

Team Leader/ Supervisor (64/78)
vs. Ones to Watch Q4 2024 TL/S
11
7
14

Manager (60/72)
vs. Ones to Watch Q4 2024 Mgr
0
6
13



Strengths

Question
I feel I can tell my manager when work is going badly
My manager treats everyone fairly
Policies and procedures within this organisation are fair to everyone


Senior Manager (35/40)
vs. Ones to Watch Q4 2024 SM
6
7
7

Director (7/8)
vs. Ones to Watch Q4 2024 Dir
3
15
2


SWOT analysis



Strengths



Weaknesses



Opportunities



Threats

Weaknesses



All job levels, except for Senior Managers and Directors, believe the organisation could have a stronger social conscience. Team Members, Managers and Senior managers believe the organisation could do more to help people from disadvantaged backgrounds and excluding Managers, feel the organisation could do more to protect the environment



Team Members, Team Leader/Supervisors and Senior Managers feel their team could be more fun to work with. Senior Managers and Directors believe some departments and teams could work better together, with Senior Managers feeling their team members could be more helpful



Team Leader/Supervisors and Managers feel they could be paid more fairly for the responsibilities they have in their job



All job levels feel the training they receive in their job could be of a greater benefit to them personally, with Team Members feeling that there are limited opportunities for them to learn and grow within the organisation

Weaknesses



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Weaknesses

Question	Team Member (801/1211)	Team Leader/ Supervisor (64/78)	Manager (60/72)
	vs. Ones to Watch Q4 2024 TM	vs. Ones to Watch Q4 2024 TL/S	vs. Ones to Watch Q4 2024 Mgr
I believe this organisation does not do enough to protect the environment	-9	-3	-3
This organisation has a strong social conscience	-13	-8	-8
This organisation is keen to help people from disadvantaged backgrounds	-6	-4	-5



Weaknesses

Question	Senior Manager (35/40) vs. Ones to Watch Q4 2024 SM	Director (7/8) vs. Ones to Watch Q4 2024 Dir
I believe this organisation does not do enough to protect the environment	-10	5
This organisation has a strong social conscience	-3	11
This organisation is keen to help people from disadvantaged backgrounds	-12	6

Weaknesses



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Weaknesses

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	vs. Ones to Watch Q4 2024 TM	vs. Ones to Watch Q4 2024 TL/S	vs. Ones to Watch Q4 2024 Mgr
People in my team go out of their way to help me	1	2	2
My team is fun to work with	-7	-8	0
Some departments / teams in this organisation don't work well with each other	-2	-3	1



Weaknesses

Question
People in my team go out of their way to help me
My team is fun to work with
Some departments / teams in this organisation don't work well with each other

Senior Manager (35/40)
vs. Ones to Watch Q4 2024 SM
-7
-10
-12

Director (7/8)
vs. Ones to Watch Q4 2024 Dir
8
2
-7

Weaknesses



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Weaknesses

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	vs. Ones to Watch Q4 2024 TM	vs. Ones to Watch Q4 2024 TL/S	vs. Ones to Watch Q4 2024 Mgr
I feel I receive fair pay for the responsibilities I have in my job	-3	-6	-5

Weaknesses



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Weaknesses

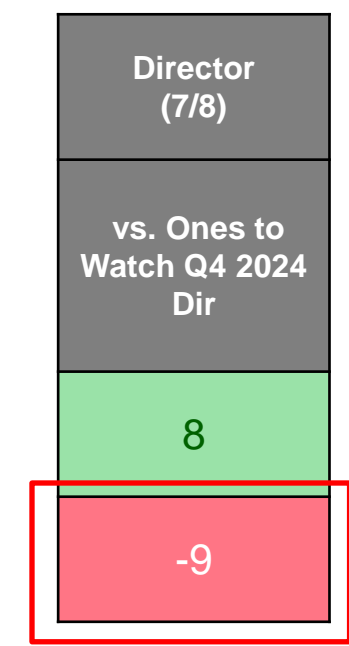
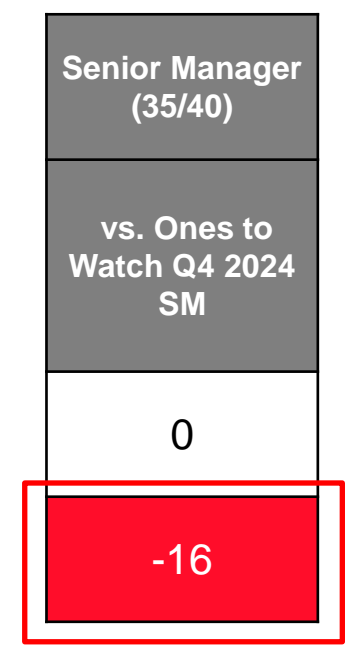
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	vs. Ones to Watch Q4 2024 TM	vs. Ones to Watch Q4 2024 TL/S	vs. Ones to Watch Q4 2024 Mgr
There are limited opportunities for me to learn and grow within this organisation	-5	-1	5
The training in this job is a great benefit to me personally	-8	-10	-5



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Weaknesses

Question
There are limited opportunities for me to learn and grow within this organisation
The training in this job is a great benefit to me personally




SWOT analysis




Strengths



Weaknesses



Opportunities



Threats

Opportunities



Encourage greater Managerial Engagement, by showing managers that their behaviour matters, and encouraging managers to care about the job satisfaction of their team



Reinforce Organisational Clarity, by running the organisation on strong values and principles, and instilling confidence in the leadership skills of the senior management team

Opportunities



Encourage greater Managerial Engagement, by showing managers that their behaviour matters, and encouraging managers to care about the job satisfaction of their team



Reinforce Organisational Clarity, by running the organisation on strong values and principles, and instilling confidence in the leadership skills of the senior management team

Top 15 most highly correlated questions Mar-25

Most highly correlated questions	Pearson Correlation
I would leave tomorrow if I had another job	0.793
I love working for this organisation	0.787
My manager cares about how satisfied I am in my job	0.736
I have confidence in the leadership skills of the senior management team	0.731
This job is good for my own personal growth	0.726
Senior managers of this organisation do a lot of telling but not much listening	0.716
This organisation does not care about my mental wellbeing	0.707
My manager motivates me to give my best every day	0.697
My manager helps me to fulfil my potential	0.693
I feel proud to work for this organisation	0.691
I am under too much pressure at work to perform well	0.683
My organisation puts profits ahead of its people	0.683
This organisation is run on strong values / principles	0.681
This organisation has a strong social conscience	0.670
I have confidence in the leadership skills of my manager	0.669

Key
Managerial Engagement
Organisational Clarity
Other Questions

Managerial Engagement Questions vs Benchmarks (1 of 2)

Question	Team Member (801/1211)	Team Leader/ Supervisor (64/78)	Manager (60/72)
	vs. Ones to Watch Q4 2024 TM	vs. Ones to Watch Q4 2024 TL/S	vs. Ones to Watch Q4 2024 Mgr
My manager cares about how satisfied I am in my job	-2	2	6
My manager motivates me to give my best every day	5	11	9
My manager helps me to fulfil my potential	3	8	11
I have confidence in the leadership skills of my manager	0	11	9

Managerial Engagement Questions vs Benchmarks (2 of 2)

Question	Senior Manager (35/40)	Director (7/8)
	vs. Ones to Watch Q4 2024 SM	vs. Ones to Watch Q4 2024 Dir
My manager cares about how satisfied I am in my job	8	13
My manager motivates me to give my best every day	5	18
My manager helps me to fulfil my potential	0	10
I have confidence in the leadership skills of my manager	5	12

Opportunities



Encourage greater Managerial Engagement, by showing managers that their behaviour matters, and encouraging managers to care about the job satisfaction of their team



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Key
Managerial Engagement
Organisational Clarity
Other Questions



Organisational Clarity Questions vs Benchmarks (1 of 2)

Question	Team Member (801/1211) vs. Ones to Watch Q4 2024 TM	Team Leader/ Supervisor (64/78) vs. Ones to Watch Q4 2024 TL/S	Manager (60/72) vs. Ones to Watch Q4 2024 Mgr
I have confidence in the leadership skills of the senior management team	-5	3	14
Senior managers of this organisation do a lot of telling but not much listening	-1	6	10
This organisation is run on strong values / principles	-2	8	7



Organisational Clarity Questions vs Benchmarks (2 of 2)

Question
I have confidence in the leadership skills of the senior management team
Senior managers of this organisation do a lot of telling but not much listening
This organisation is run on strong values / principles

Senior Manager (35/40)
vs. Ones to Watch Q4 2024 SM
7
8
4

Director (7/8)
vs. Ones to Watch Q4 2024 Dir
-5
4
11


SWOT analysis




Strengths



Weaknesses



Opportunities



Threats

Threats



All job levels feel exhausted most days when they finish work and believe they are spending too much time working. Except for Directors, all job levels believe their work deadlines are unrealistic and their work interferes with their responsibilities at home



All job levels, except for Team Members and Directors believe the organisation could be more proactive

Threats



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All job levels, except for Team Members and Directors believe the organisation could be more proactive



Threats

Question	Team Member (801/1211) vs. Ones to Watch Q4 2024 TM	Team Leader/ Supervisor (64/78) vs. Ones to Watch Q4 2024 TL/S	Manager (60/72) vs. Ones to Watch Q4 2024 Mgr
Most days I feel exhausted when I finish work	-8	-9	-6
My work interferes with my responsibilities at home	-7	-18	-12
My work deadlines are unrealistic	-10	-11	-6
I'm spending too much time working	-9	-14	-19



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Threats

Question
Most days I feel exhausted when I finish work
My work interferes with my responsibilities at home
My work deadlines are unrealistic
I'm spending too much time working

Senior Manager (35/40)
vs. Ones to Watch Q4 2024 SM
-17
-19
-14
-23

Director (7/8)
vs. Ones to Watch Q4 2024 Dir
-7
2
5
-22

Threats



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Threats

Question	Team Member (801/1211)	Team Leader/ Supervisor (64/78)	Manager (60/72)
This organisation feels more reactive than proactive	vs. Ones to Watch Q4 2024 TM -3	vs. Ones to Watch Q4 2024 TL/S -10	vs. Ones to Watch Q4 2024 Mgr -5



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Threats

Question
This organisation feels more reactive than proactive

Senior Manager (35/40)
vs. Ones to Watch Q4 2024 SM
-10

Director (7/8)
vs. Ones to Watch Q4 2024 Dir
15