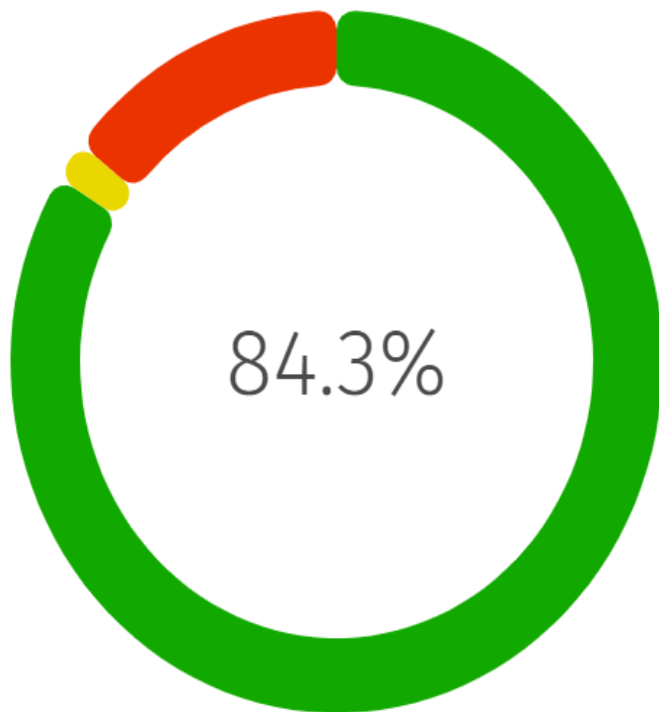


AskYourTeam Survey Results



Participation



183
Completed

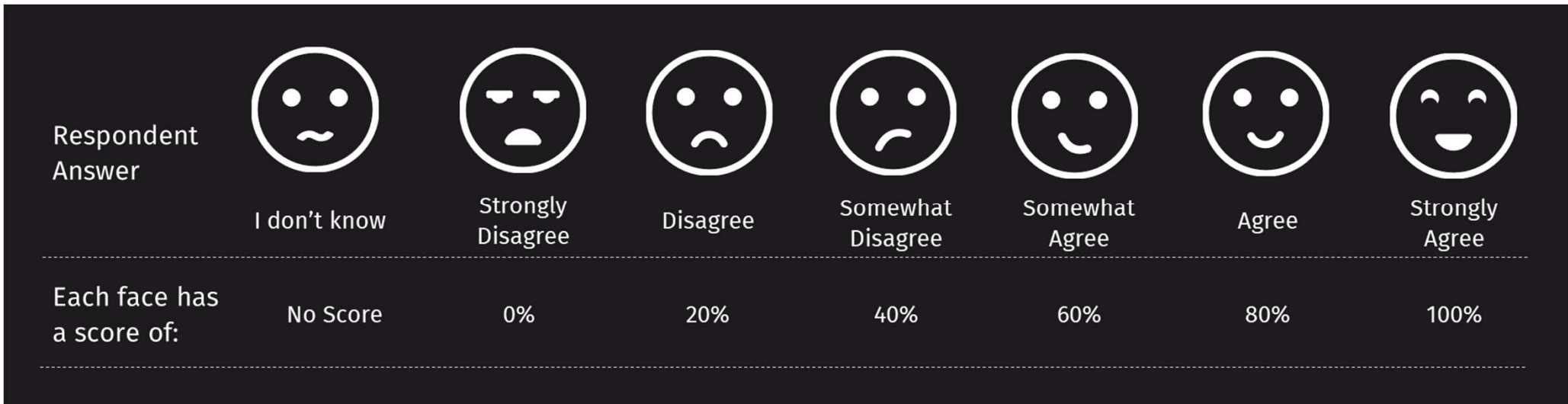
4
Incomplete

30
Not started

217
Invited

Up 1% from last year
13% higher than LG benchmark

How the scores work

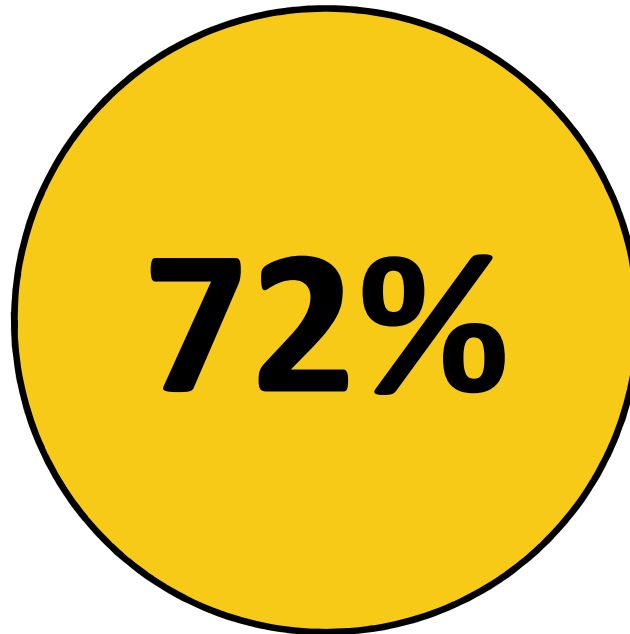


What the colours mean



<p>For the reporting, the overall average score sits in each of the following colour-coded bands, which means:</p>	<p>0% - 49%</p>	<p>50% - 67%</p>	<p>68% - 83%</p>	<p>84% - 100%</p>
	<p>Red is an area that needs focus. What can you and your team do to improve this? Do you need help from others to solve it?</p>	<p>Orange shows potential concerns and can identify where you should be focusing actions. What could you build on?</p>	<p>Yellow is good. Are there any key areas important to your organisation that should actually be addressed here also?</p>	<p>Green is excellent! This is worth celebrating. How could you make this even better? What can you share with other teams and leaders?</p>

Our overall result



Up 1% from last year
9% higher than LG benchmark

Top 10 rated questions

#	Category	Assertion	Score	Trend	Benchmark comparison
1	Culture	I understand clearly how the things I do affect the ability of others in my team to do their job	86%	+3%	+5%
2	Culture	I enjoy working for this council	83%	-	+5%
3	Culture	Our council is a great place to work	82%	-	+7%
4	Ratepayer/ Community Focus	I am proud of the impact our council has on the community	81%	-	+7%
5	Leadership	I am confident that our Executive Team is leading us in the right direction	81%	+2%	+14%
6	Organisational Learning	The performance of our council is better than that of similar councils	81%	+4%	+13%
7	Leadership	The actions of our Executive Team are consistent with our council's values	80%	+4%	+11%
8	Ratepayer/ Community Focus	The importance of our ratepayers/community has a significant impact on how we work	80%	-1%	+5%
9	Performance Development	I have regular performance reviews and receive effective feedback	80%	+1%	+14%
10	Business Processes	The health, safety and wellbeing of people in the council is appropriately reflected in our systems, processes and work environment	80%	+1%	+7%

What we like most about working at our council



- The people (friendly, supportive, professional, talented, committed)
- Positive, supportive, family-friendly culture
- Fun, good banter, team environment
- Professional development and training opportunities
- Serving the community
- Progressive and forward-thinking organisation
- The leadership
- Free swims

Bottom 10 rated questions

#	Category	Assertion	Score	Trend	Benchmark comparison
1	Performance Development	Our pay/salary structure is appropriate relative to the market	53%	-3%	+3%
2	Implementation	People are held accountable for hitting deadlines	61%	-1%	+1%
3	Business Processes	Meetings are generally an effective use of time	64%	+4%	+7%
4	Culture	Effective cross-functional teams are common in our council	64%	-1%	+8%
5	Project Planning	Effective consultation occurs before changes are made that affect others	64%	-	+10%
6	Implementation	Changes to plans or deadlines are effectively communicated to all those affected	64%	-	+6%
7	Ratepayer/ Community Focus	Our council has a positive reputation with our ratepayers/community	65%	-1%	+9%
8	Business Processes	When I receive work from other departments it is fit for purpose	65%	+1%	+3%
9	Organisational Learning	People are regularly asked for feedback on how to improve the council	66%	-1%	+9%
10	Implementation	Everyone involved in implementing a project understands what needs to be done and by whom	66%	-	+5%

What we would like to change about council



- Better pay
- Higher accountability for quality of work and meeting deadlines
- Better project and change planning
- Better meetings (though they've improved)
- Better communication (though it's improved)
- Better working across council – reduce silos, consider others in different parts of the council, more effective cross-functional teams
- More resourcing (in some areas)

Trends from our 2019 results

Category	Assertion	2019 Score	2020 Score	Change
Implementation	We use effective project management techniques for implementing projects	63	69	+6
Organisational Learning	We learn effectively from our mistakes	68	74	+6
Strategy	All departments have goals or objectives that are aligned with those of other departments	61	66	+5
Business Processes	We effectively identify and realise opportunities to reduce costs	63	68	+5
Culture	Our council supports people who come forward with new ideas	69	73	+4
Strategy	The impact on the environment is appropriately reflected in our council's vision, values and strategy	72	76	+4
Business Processes	Meetings are generally an effective use of time	60	64	+4
Ratepayer/Community Focus	We actively gather feedback from ratepayers/community and use this to improve our services to them	74	70	-4
Culture	We have clear and effective systems for dealing with intimidating behaviour and workplace bullying, which are applied equally to everyone	75	68	-7

Where to from here



- The organisational report is available
- Your team report is available via your team leader/manager
- Your team leader/manager will arrange a time to go through the results together and decide any actions you want to take as a team
- We'll be working on the organisational level results and will come back to you with our initial thinking