

2005-Employee Survey Detail Report

Mind & Media Incorporated

Response Count	Avg	Favorable (Agree + Strongly Agree)	Neutral (Somewhat Disagree + Somewhat Agree)	Unfavorable (Disagree + Strongly Disagree)
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Team Effectiveness

1. My immediate coworkers consistently go the extra mile to achieve great results.

Mind & Media Incorporated	25	5.7	100%		
All Small companies	1237	5.4	92%	7%	1

10. Goals and accountabilities are clear to everyone on my team.

Mind & Media Incorporated	25	5.8	96%	4%	
All Small companies	1225	5.2	83%	14%	3%

18. My team effectively collaborates leveraging individual strengths.

Mind & Media Incorporated	25	5.8	100%		
All Small companies	1211	5.2	85%	13%	2

27. The people I work with most closely are committed to producing top quality work.

Mind & Media Incorporated	25	5.8	100%		
All Small companies	1200	5.5	93%	6%	1

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Retention Risk

Response Count	Avg	Favorable (Agree + Strongly Agree)	Neutral (Somewhat Disagree + Somewhat Agree)	Unfavorable (Disagree + Strongly Disagree)
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2. I would like to be working at this organization one year from today.

Mind & Media Incorporated	25	5.8	100%		
All Small companies	1236	5.4	88%	8%	4%

11. I see professional growth and career development opportunities for myself in this organization.

Mind & Media Incorporated	25	5.9	100%		
All Small companies	1228	5.2	80%	14%	6%

19. I recommend this organization as a great place to work.

Mind & Media Incorporated	25	6.0	100%		
All Small companies	1211	5.5	89%	8%	3%

28. It would take a lot to get me to leave this organization.

Mind & Media Incorporated	25	5.9	100%		
All Small companies	1204	5.1	79%	16%	5%

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Alignment with Goals

Response Count	Avg	Favorable (Agree + Strongly Agree)	Neutral (Somewhat Disagree + Somewhat Agree)	Unfavorable (Disagree + Strongly Disagree)
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3. I understand the company's plans for future success.

Mind & Media Incorporated	25	5.9	100%		
All Small companies	1235	5.3	87%	10%	3%

12. I believe this organization will be successful in the future.

Mind & Media Incorporated	25	5.9	100%		
All Small companies	1229	5.6	93%	5%	2%

20. I understand how my job helps the organization achieve success.

Mind & Media Incorporated	25	5.9	100%		
All Small companies	1212	5.6	96%	3%	1%

29. I know how I fit into the organization's future plans.

Mind & Media Incorporated	25	5.5	92%	8%	
All Small companies	1199	5.1	80%	17%	3%

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Trust with Coworkers

Response Count	Avg	Favorable (Agree + Strongly Agree)	Neutral (Somewhat Disagree + Somewhat Agree)	Unfavorable (Disagree + Strongly Disagree)
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4. I have a close and trusting relationship with one or more coworkers.

Mind & Media Incorporated	25	5.6	92%	8%
All Small companies	1234	5.5	91%	7% 2

13. I feel loyal to my immediate team or work group.

Mind & Media Incorporated	25	5.9	100%	
All Small companies	1213	5.6	94%	5% 1

21. I know I can depend on the other members of my team.

Mind & Media Incorporated	25	5.7	100%	
All Small companies	1210	5.5	93%	6% 1

30. I feel close to the other members of my work group.

Mind & Media Incorporated	24	5.5	92%	8%
All Small companies	1195	5.3	84%	15% 1

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Individual Contribution

Response Count	Avg	Favorable (Agree + Strongly Agree)	Neutral (Somewhat Disagree + Somewhat Agree)	Unfavorable (Disagree + Strongly Disagree)
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5. I am always thinking about ways to do my job better.

Mind & Media Incorporated	25	5.8	100%		
All Small companies	1232	5.6	95%	4%	1

22. If I contribute to the organization's success, I know I will be recognized.

Mind & Media Incorporated	25	5.9	100%		
All Small companies	1213	5.3	85%	11%	4%

35. Those who are deserving of promotions are promoted within the company.

Mind & Media Incorporated	24	5.5	92%	8%	
All Small companies	1016	5.0	76%	20%	4%

36. Those who are deserving of recognition are recognized by the company.

Mind & Media Incorporated	19	5.7	100%		
All Small companies	1065	5.3	85%	13%	2

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Manager Effectiveness

Response Count	Avg	Favorable (Agree + Strongly Agree)	Neutral (Somewhat Disagree + Somewhat Agree)	Unfavorable (Disagree + Strongly Disagree)
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6. My immediate supervisor cares about my development.

Mind & Media Incorporated	25	5.9	100%		
All Small companies	1230	5.4	87%	10%	3%

14. My immediate supervisor regularly gives me constructive feedback on my job performance.

Mind & Media Incorporated	25	5.7	96%	4%	
All Small companies	1215	5.1	80%	15%	5%

23. I trust and respect my immediate supervisor.

Mind & Media Incorporated	25	5.9	100%		
All Small companies	1211	5.4	90%	7%	3%

31. I like working for my immediate supervisor.

Mind & Media Incorporated	25	5.8	100%		
All Small companies	1199	5.3	87%	9%	4%

37. There is open and honest communication between employees and managers.

Mind & Media Incorporated	25	5.8	96%	4%	
All Small companies	1202	5.2	82%	14%	4%

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Trust in Senior Leaders

Response Count	Avg	Favorable (Agree + Strongly Agree)	Neutral (Somewhat Disagree + Somewhat Agree)	Unfavorable (Disagree + Strongly Disagree)
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7. I trust the leaders of this organization to set the right course.

Mind & Media Incorporated	25	5.9	100%		
All Small companies	1231	5.3	87%	10%	3%

15. I believe the leaders of this organization are honest and trustworthy.

Mind & Media Incorporated	25	5.9	100%		
All Small companies	1214	5.5	89%	9%	2%

24. I trust the senior leadership team to lead the company to future success.

Mind & Media Incorporated	17	6.0	100%		
All Small companies	909	5.4	87%	10%	3%

32. The leaders of this organization demonstrate integrity.

Mind & Media Incorporated	25	6.0	100%		
All Small companies	1198	5.4	89%	9%	2%

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Feeling Valued

Response Count	Avg	Favorable (Agree + Strongly Agree)	Neutral (Somewhat Disagree + Somewhat Agree)	Unfavorable (Disagree + Strongly Disagree)
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8. The organization makes investments to make me more successful.

Mind & Media Incorporated	25	5.8	100%		
All Small companies	1230	5.2	81%	15%	4%

16. The leaders of the organization value people as their most important resource.

Mind & Media Incorporated	25	5.8	96%	4%	
All Small companies	1214	5.4	87%	9%	4%

25. Considering the value I bring to the organization, I feel I am paid fairly.

Mind & Media Incorporated	25	5.2	88%	12%	
All Small companies	1203	4.9	75%	20%	5%

33. The leaders of this organization are committed to making it a great place to work.

Mind & Media Incorporated	25	5.9	100%		
All Small companies	1199	5.4	88%	9%	3%

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Work Engagement

Response Count	Avg	Favorable (Agree + Strongly Agree)	Neutral (Somewhat Disagree + Somewhat Agree)	Unfavorable (Disagree + Strongly Disagree)
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9. I enjoy doing my work.

Mind & Media Incorporated	25	5.7	96%	4%
All Small companies	1228	5.4	90%	9% 1

17. This job is in alignment with my career goals.

Mind & Media Incorporated	25	5.6	92%	8%
All Small companies	1213	5.2	82%	14% 4%

26. My job allows me to utilize my strengths.

Mind & Media Incorporated	25	5.6	100%	
All Small companies	1202	5.3	87%	11% 2

34. I find my job interesting and challenging.

Mind & Media Incorporated	25	5.6	96%	4%
All Small companies	1196	5.3	88%	10% 2

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People Practices

Response Count	Avg	Favorable (Agree + Strongly Agree)	Neutral (Somewhat Disagree + Somewhat Agree)	Unfavorable (Disagree + Strongly Disagree)
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38. My benefits meet my (and my family's) needs well.

Mind & Media Incorporated	25	5.2	80%	20%
All Small companies	1199	5.1	80%	15% 5%

39. We have benefits not typically available at other organizations.

Mind & Media Incorporated	25	5.2	76%	24%
All Small companies	1193	4.6	61%	29% 10%