

VERVE

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# EMPLOYEE SATISFACTION SURVEY

July 2018



# CONTENTS

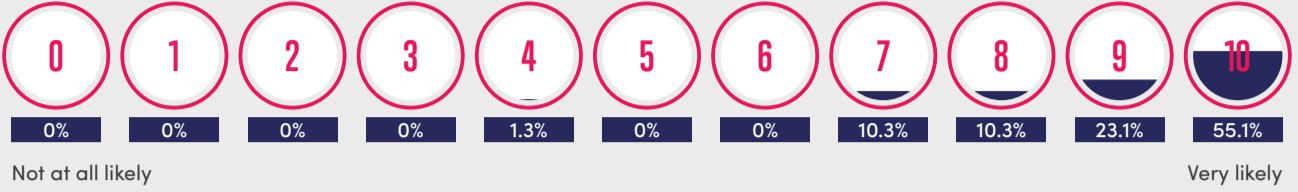
<b>Overall</b>	<b>03</b>
How likely are you to recommend working at Verve to a friend?	
<b>The Company</b>	<b>03</b>
The company vision and goals have been clearly communicated to me	
I can confidently explain the company-wide OKRs	
Verve is transparent with information	
I find the TownHalls valuable and a good use of my time	
Our offices are connected - we feel like one company	
I find the social events fun and a good chance to get to know my team better	
<b>Team and Colleagues</b>	<b>04</b>
My manager and my team give me useful feedback on how well I am performing	
I feel comfortable giving my colleagues and manager feedback	
I find my colleagues inspiring	
My team reflects on and learns from our failures	
We celebrate team and individual successes	
I feel we communicate well around team changes (new joiners, leavers, etc)	
To what extent do you believe your team operates in line with freedom and ownership?	
Do you feel you are able to develop your own solutions to team goals? (i.e. your solutions are not prescribed to you)	
To what extent do you feel like you and your team have access to the information and resources you need in order to decide how and when to achieve your goals?	
To what extent do you and your team understand how your work contributes to the overall goals of the company?	
<b>Work</b>	<b>05</b>
I have freedom over where, when and how I deliver work	
My goals are clear, and I know what is expected of me	
I am engaged in the work I do	
I know how my work contributes to the goals of Verve	
I find myself challenged and learning more in my role	
To what extent does the way the company and your team operates enable you to work in the way that delivers the best results?	
To what extent do you understand what aspect of the business you and your team own, and are therefore being held accountable for?	
To what extent do you feel you and your team are able to decide how and when you work to achieve your goals?	
<b>Culture</b>	<b>06</b>
I don't feel obliged to attend meetings which I don't think require me	
I don't feel judged over the holiday time I take	
I understand the concept of Mastery.	
I am confident in the Mastery process and am on my way toward finding my X	
I feel like I am empowered to take risks and be innovative (even if my innovation isn't successful)	
To what extent are you clear on what freedom and ownership means?	
<b>Trends</b>	<b>07</b>

# OVERALL

78 out of 78 people answered these questions

How likely are you to recommend working at Verve to a friend?

Average: 9.20

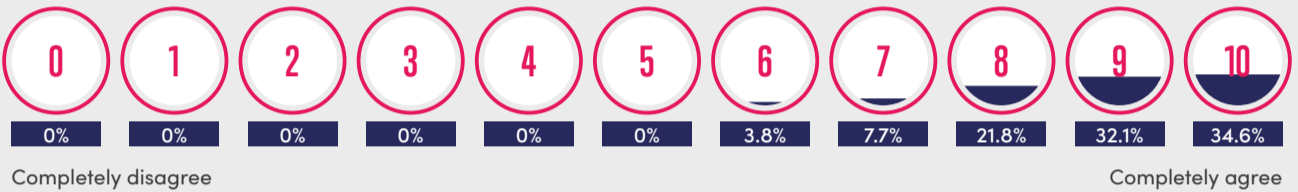


# THE COMPANY

78 out of 78 people answered these questions

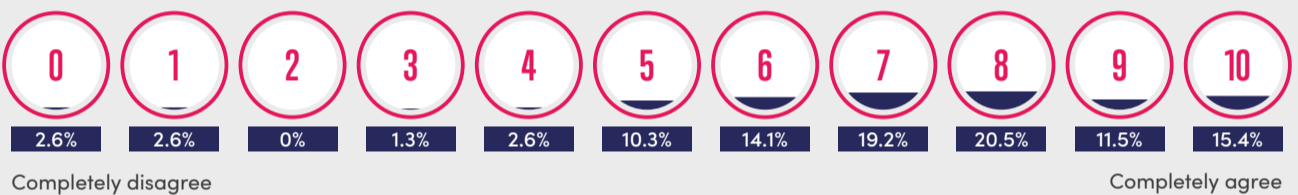
The company vision and goals have been clearly communicated to me

Average: 8.90



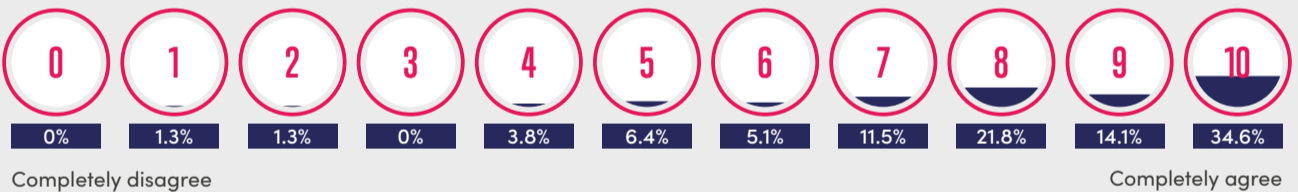
I can confidently explain the company-wide OKRs

Average: 7.10



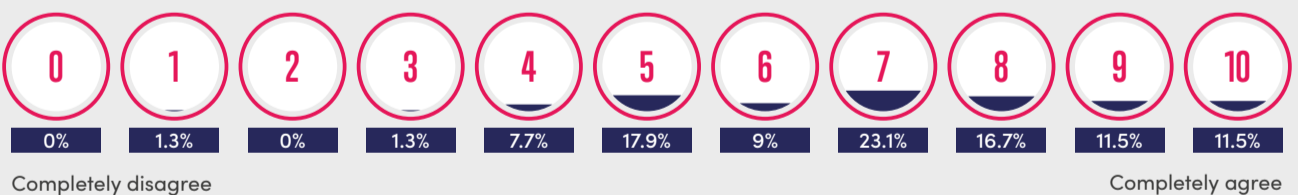
Verve is transparent with information

Average: 8.10



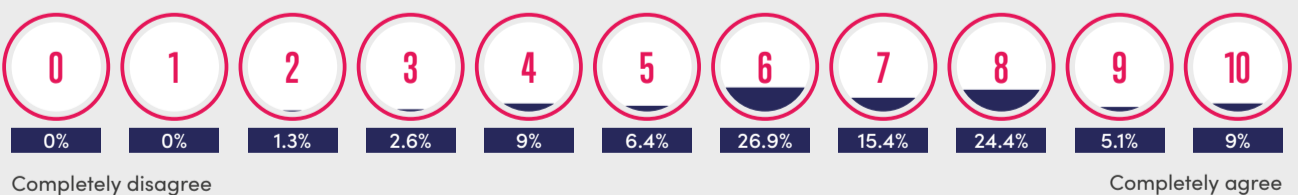
I find the TownHalls valuable and a good use of my time

Average: 6.90



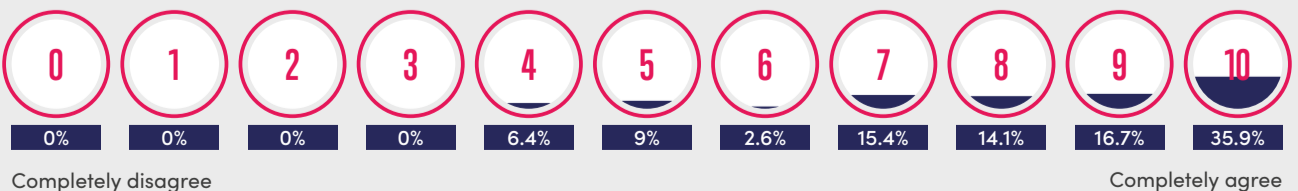
Our offices are connected - we feel like one company

Average: 6.80



I find the social events fun and a good chance to get to know my team better

Average: 8.20

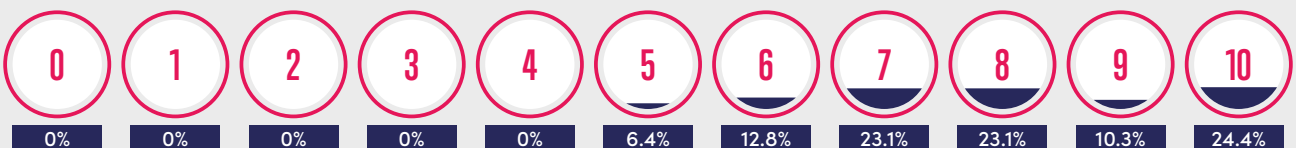


# TEAM AND COLLEAGUES

78 out of 78 people answered these questions

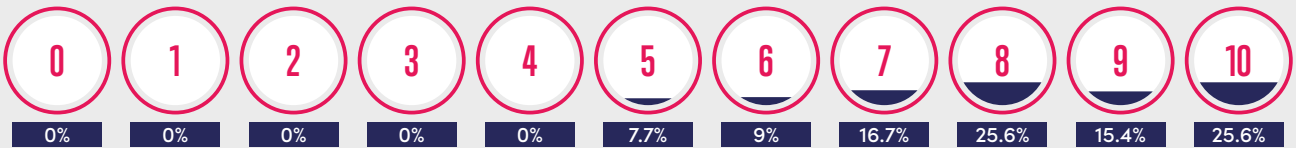
My manager and my team give me useful feedback on how well I am performing

Average: 7.90



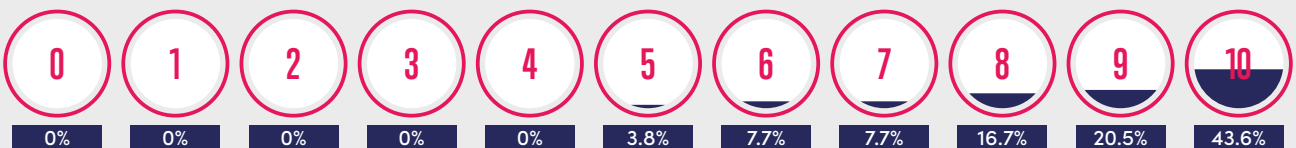
I feel comfortable giving my colleagues and manager feedback

Average: 8.10



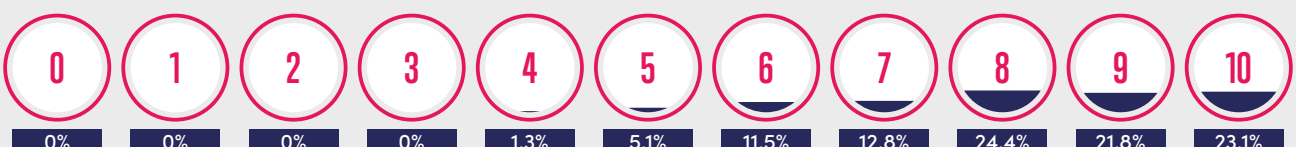
I find my colleagues inspiring

Average: 8.70



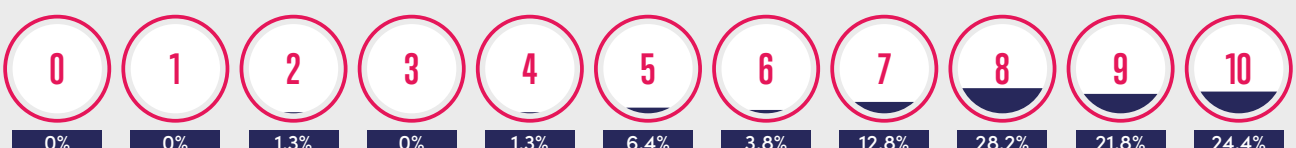
My team reflects on and learns from our failures

Average: 8.10



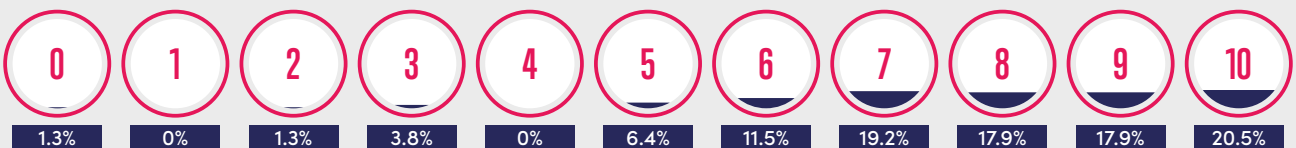
We celebrate team and individual successes

Average: 8.20



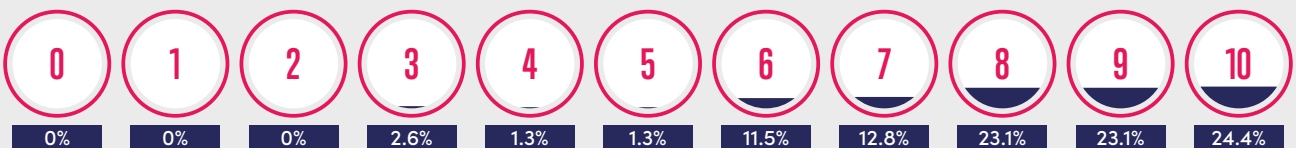
I feel we communicate well around team changes (new joiners, leavers, etc)

Average: 7.60



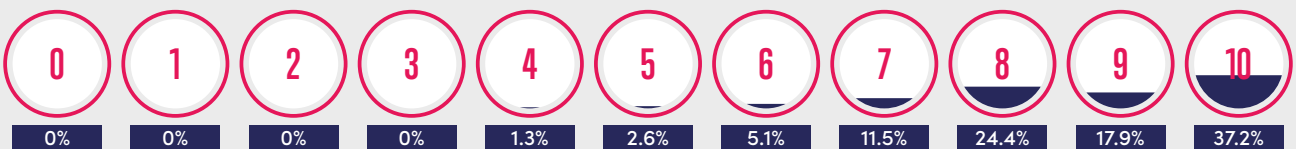
To what extent do you believe your team operates in line with freedom and ownership?

Average: 8.10



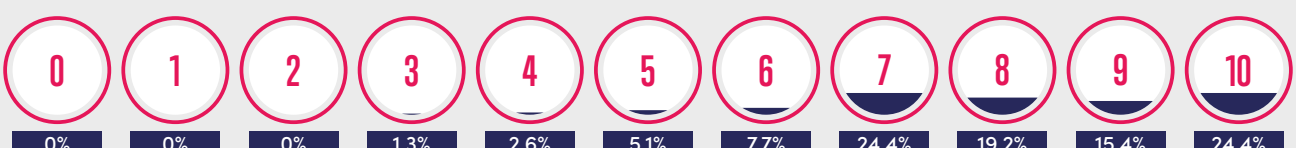
Do you feel you are able to develop your own solutions to team goals? (i.e. your solutions are not prescribed to you)

Average: 8.60



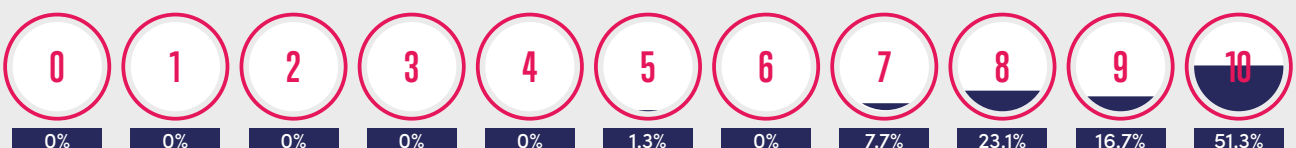
To what extent do you feel like you and your team have access to the information and resources you need in order to decide how and when to achieve your goals?

Average: 7.90



To what extent do you and your team understand how your work contributes to the overall goals of the company?

Average: 9.10

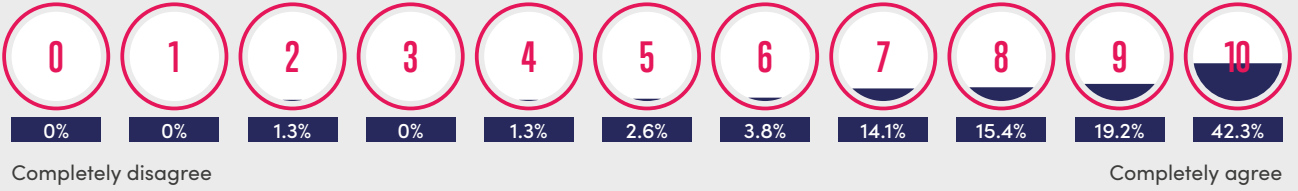


# WORK

78 out of 78 people answered these questions

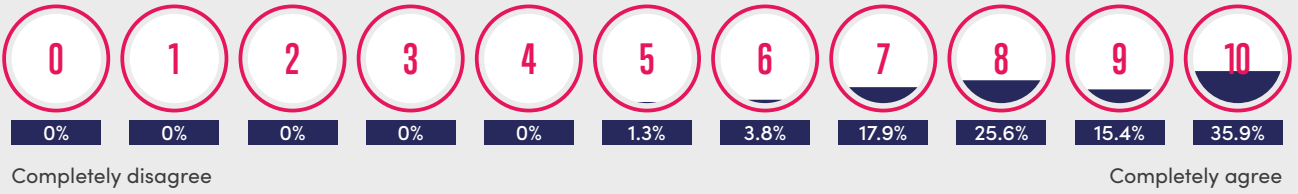
I have freedom over where, when and how I deliver work

Average: **8.60**



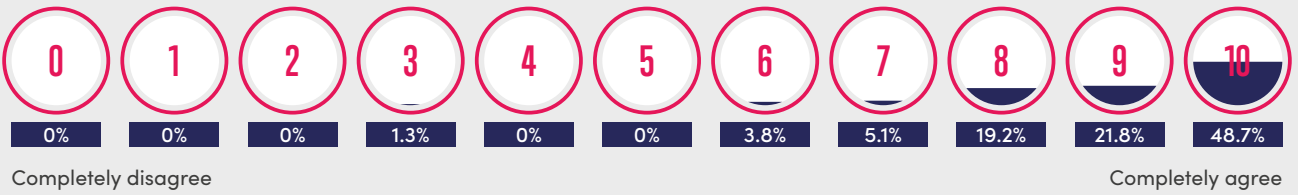
My goals are clear, and I know what is expected of me

Average: **8.60**



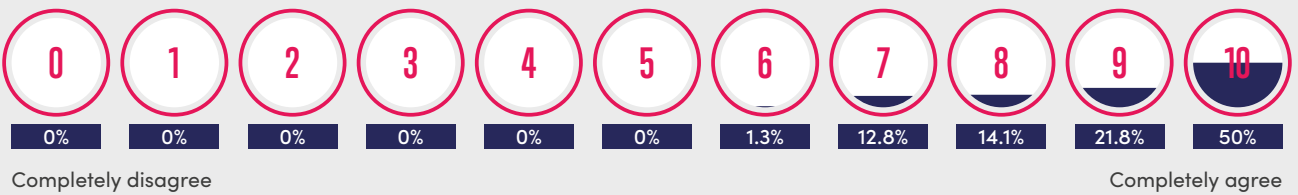
I am engaged in the work I do

Average: **9.00**



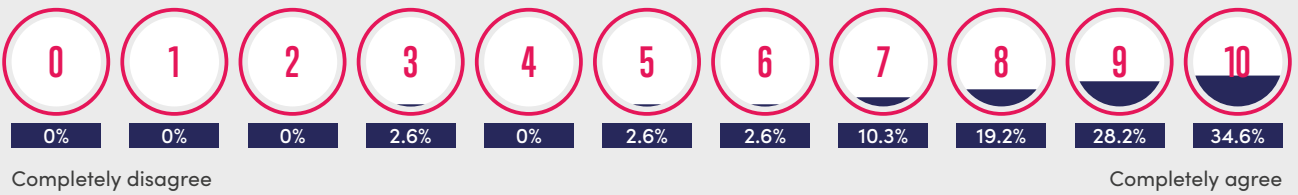
I know how my work contributes to the goals of Verve

Average: **9.10**



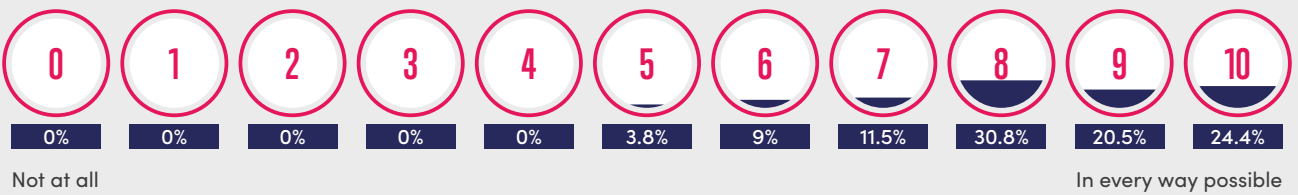
I find myself challenged and learning more in my role

Average: **8.60**



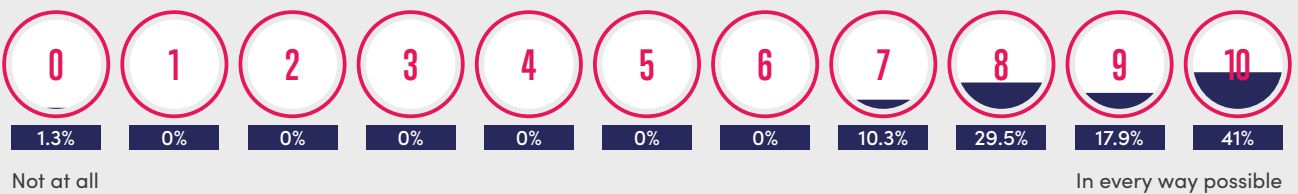
To what extent does the way the company and your team operates enable you to work in the way that delivers the best results?

Average: **8.30**



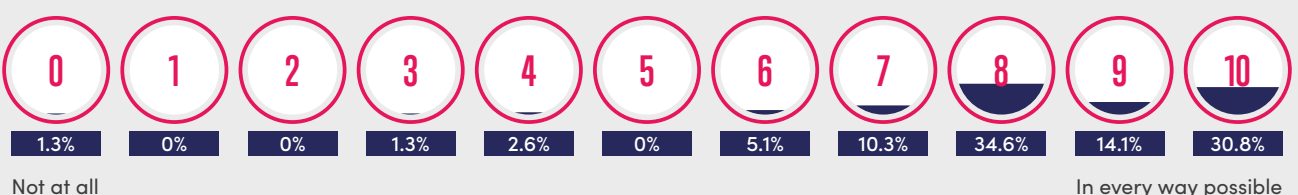
To what extent do you understand what aspect of the business you and your team own, and are therefore being held accountable for?

Average: **8.80**



To what extent do you feel you and your team are able to decide how and when you work to achieve your goals?

Average: **8.30**

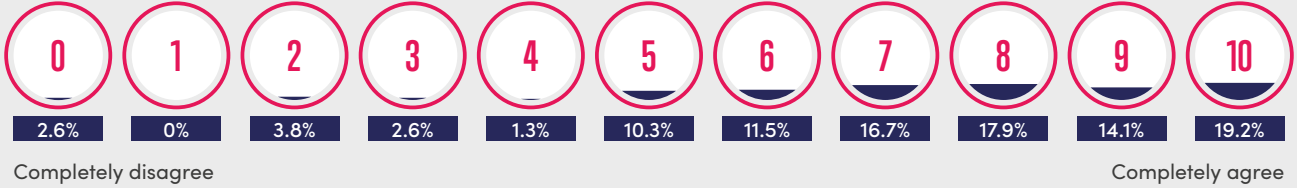


# CULTURE

78 out of 78 people answered these questions

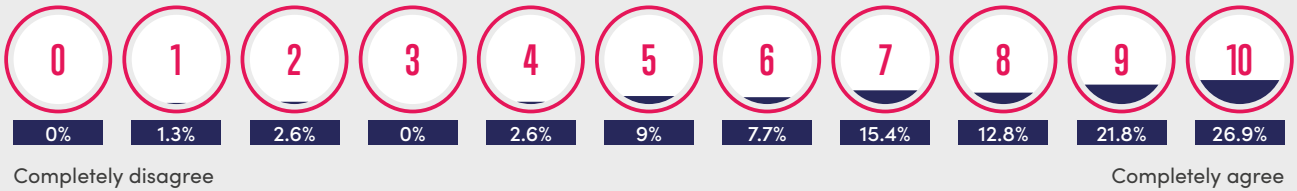
I don't feel obliged to attend meetings which I don't think require me

Average: **7.20**



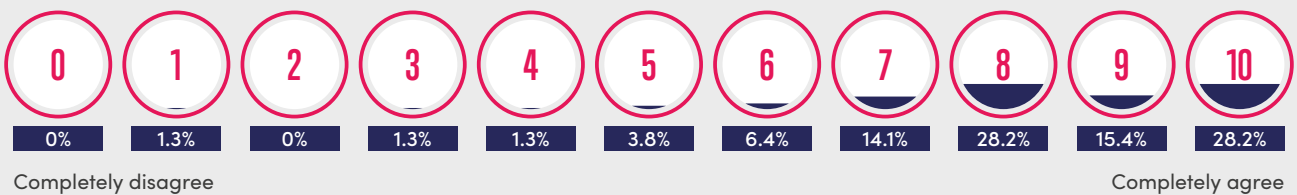
I don't feel judged over the holiday time I take

Average: **7.80**



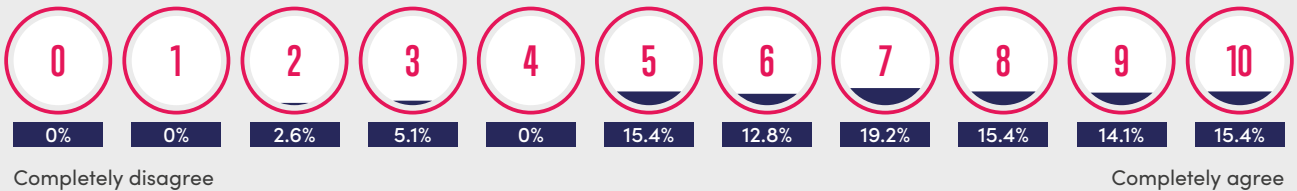
I understand the concept of Mastery

Average: **8.10**



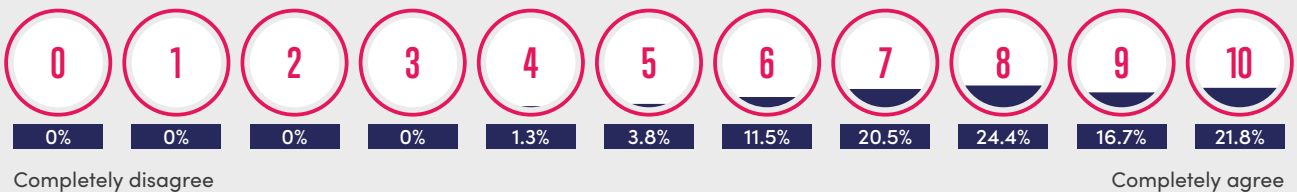
I am confident in the Mastery process and am on my way toward finding my X

Average: **7.10**



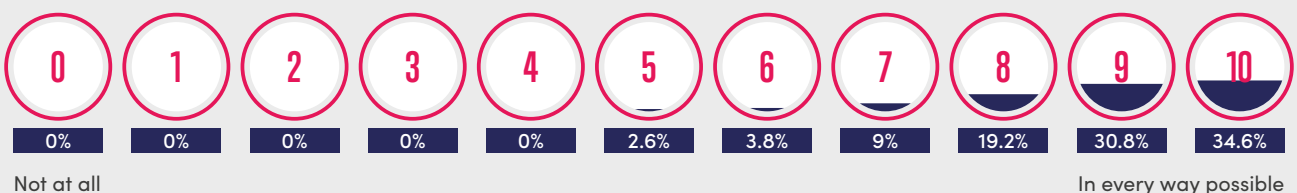
I feel like I am empowered to take risks and be innovative (even if my innovation isn't successful)

Average: **8.00**



To what extent are you clear on what freedom and ownership means?

Average: **8.80**



# TRENDS

78 out of 78 people answered these questions

	<b>July 17'</b> <ul style="list-style-type: none"> <li>• 62 participants</li> <li>• 100% completion rate</li> <li>• 26 questions</li> </ul>	<b>November 17'</b> <ul style="list-style-type: none"> <li>• 54 participants</li> <li>• 80.6% completion rate</li> <li>• 29 questions</li> </ul>	<b>January 18'</b> <ul style="list-style-type: none"> <li>• 61 participants</li> <li>• 93.8% completion rate</li> <li>• 28 questions</li> </ul>	<b>April 18'</b> <ul style="list-style-type: none"> <li>• 78 participants</li> <li>• 96.3% completion rate</li> <li>• 47 questions</li> </ul>
<b>Work</b>	Average <b>7.6</b>	Average <b>8.0</b>	Average <b>8.0</b>	Average <b>8.7</b>
<b>Culture</b>	Average <b>7.4</b>	Average <b>7.4</b>	Average <b>7.4</b>	Average <b>7.8</b>
<b>Team</b>	Average <b>7.3</b>	Average <b>7.4</b>	Average <b>7.6</b>	Average <b>8.2</b>
<b>Company</b>	Average <b>7.3</b>	Average <b>7.3</b>	Average <b>7.3</b>	Average <b>7.8</b>
<b>Refer*</b>	Average <b>8.2</b>	Average <b>8.0</b>	Average <b>8.5</b>	Average <b>9.2</b>

\*How likely are you to recommend working at Verve to a friend?