

VERVE

EMPLOYEE SATISFACTION SURVEY

August 2018



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OVERALL

100 out of 100 people answered these questions

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

Average: 9.2



THE COMPANY

100 out of 100 people answered these questions

The company vision and goals have been clearly communicated to me

Average: 8.8



I can confidently explain the company-wide OKRs

Average: 6.9



Verve is transparent with information

Average: 8.7



At Verve, there is open and honest two-way communication

Average: 8.2



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

Average: 7.3



How valuable do you find the newsletter?

Average: 7.8



Our offices are connected - we feel like one company

Average: 6.9



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

Average: 8.5



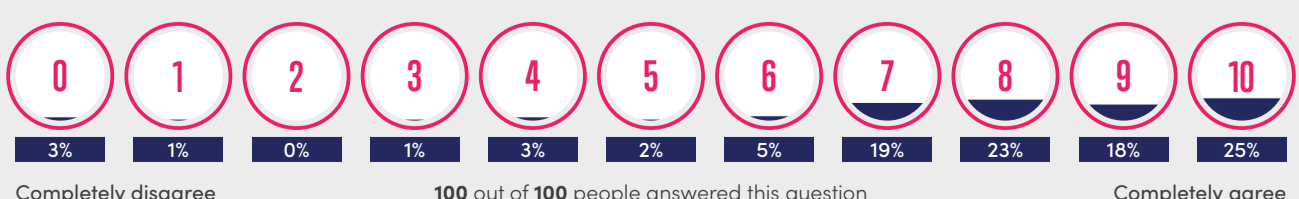
I feel Verve is a diverse company that provides equal opportunities to people from different backgrounds and ethnicities

Average: 8.9



I feel I am paid fairly

Average: 7.9



TEAM AND COLLEAGUES

100 out of 100 people answered these questions

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

Average: 7.7



I feel comfortable giving my manager and colleagues feedback

Average: 8.2



I find my colleagues inspiring

Average: 8.4



My team reflects on and learns from our failures

Average: 8.1



We celebrate team and individual successes

Average: 8.0



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

Average: 8.6



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

Average: 8.7



Are you allowed to develop your own solutions to problems (i.e. solutions to problems are not prescribed by management)?

Average: 8.4



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: 8.1



WORK

100 out of 100 people answered these questions

My team and I have freedom over where, when, and how to deliver work and achieve our goals

Average: 8.8



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

Average: 8.2



I am engaged in the work I do

Average: 8.9



I know how my work contributes to the goals of Verve

Average: 9.2



I find myself challenged and learning more in my role

Average: 8.1



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: 8.1



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

Average: 8.7



I see myself still working at Verve in two years' time.

Average: 8.9



CULTURE

I only attend meetings I can contribute to or gain value from.

Average: 7.5



I feel I can take as much holiday as I need

Average: 7.3



Do we help you figure out what you're good at?

Average: 7.0



Do we help you figure out what you love?

Average: 6.8



Do we help you figure out if your work is meaningful?

Average: 7.1



How well has the company created conditions where you can be vulnerable with your team, & you can give & receive feedback openly?

Average: 7.5



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

Average: 7.7



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

Average: 9.1



TRENDS

	Work	Culture	Team	Company	Refer*
July 17' 62 participants 100% completion rate 26 questions	Average 7.6	Average 7.1	Average 7.1	Average 7.1	Average 8.2
November 17' 54 participants 80.6% completion rate 29 questions	Average 8.0	Average 7.1	Average 7.4	Average 7.2	Average 8.0
January 18' 61 participants 93.8% completion rate 28 questions	Average 8.0	Average 7.1	Average 7.5	Average 7.3	Average 8.5
April 18' 78 participants 96.3% completion rate 47 questions	Average 8.7	Average 7.8	Average 8.2	Average 7.7	Average 9.2
August 18' 99 participants 94.2% completion rate 49 questions	Average 8.7	Average 7.9	Average 8.3	Average 8.0	Average 9.2

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

