



Energage Workplace Survey COVID-19 Impact Research

Percentage change comparing engagement surveys issued before and after March 15, 2020

Job Grade (% Change)

Driver	Statement	Team Member	Manager	Senior Manager
Clued-In Employees	I feel well-informed about important decisions at this company	+22%	+15%	+14%
Retention	I have not considered searching for a better job in the past month	+21%	+20%	+14%
Clued-In Leaders	Senior managers understand what is really happening at this company	+17%	+14%	+12%
Inter-departmental Cooperation	There is good inter-departmental cooperation at this company	+16%	+13%	+15%
Execution	At this company, we do things efficiently and well	+15%	+14%	+15%
Confidence in Leader	I have confidence in the leader of this company	+15%	+10%	+9%
Appreciation	I feel genuinely appreciated at this company	+15%	+10%	+8%
Meaningfulness	This job makes me feel like I am part of something meaningful	+14%	+10%	+7%
Values	This company operates by strong values	+14%	+10%	+8%
Referral	I would highly recommend working at this company to others	+13%	+9%	+9%
Direction	I believe this company is going in the right direction	+13%	+9%	+8%
Innovation	New ideas are encouraged at this company	+13%	+8%	+8%



Driver	Statement	Team Member	Manager	Senior Manager
Fair Pay	My pay is fair for the work I do	+13%	+11%	+9%
Potential	This company enables me to work at my full potential	+12%	+10%	+10%
Expectations	This job has failed to meet the expectations I had when I started	+12%	+10%	+6%
Motivation	This company motivates me to give my very best at work	+12%	+9%	+9%
Meetings	Meetings at this company make good use of my time	+11%	+8%	+12%
Flexibility	I have the flexibility I need to balance my work and personal life	+10%	+9%	+4%
Formal Training	I get the formal training I want from my career	+9%	+7%	+8%
Open Mind- edness	This company encourages different points of view	+9%	+6%	+5%
Manager Supports	My manager makes it easier to do my job well	+8%	+6%	+5%
Manager Cares	My manager cares about my concerns	+8%	+5%	+4%
Manager Coaches	My manager helps me learn and grow	+7%	+5%	+4%
Benefits	My benefits package is good compared to others in this industry	+6%	+7%	+6%