

ModernThink Insight Survey[®] Themes

The cornerstone of ModernThink's Best Place to Work programs is the Insight Survey[®]. This employee survey has been designed to measure the quality of the work environment. The survey consists of sixty-five statements and two-open ended questions. Employees respond to these statements using a five-point rating scale (*Strongly Agree, Agree, Sometimes Agree/Sometimes Disagree, Disagree, Strongly Disagree, Not Applicable*).

The survey groups the statements according to three foundational perspectives through which employees view their employment experience: their individual employee experience; their experience in their particular work group or team; and their experience of the organization as a whole. The number in front of the statement is the order number in which it appears in the actual survey.

The ModernThink survey statements are designed to assess not only different perspectives within an organization, but also to assess individual and team competencies, critical workplace relationships and a variety of other workplace dynamics.

The ModernThink Insight Survey[®] statements are broken into three frameworks: **PERSPECTIVES** (*Individual, Organization, Workgroup*), **COMPETENCIES** (*Leadership, Communication, Respect, Alignment*), and **RELATIONSHIPS** (*Supervisor, Colleagues, Senior Leadership, and Clients/Customers*).

PERSPECTIVES

Individual Perspective

1. I understand our organization's mission and strategic goals.
2. My job makes good use of my skills and abilities.
3. I am provided the training I need to be effective in my job.
4. I understand how my job contributes to this organization's success.
5. I am given the responsibility and freedom to do my job.

Workgroup Perspective

26. In my workgroup, we communicate openly about issues that impact each other's work.
27. Issues of low performance are addressed in my workgroup.
28. Promotions in my workgroup are based on a person's ability.
29. In my workgroup, we have opportunities to contribute to important decisions.
30. My workgroup constantly looks for ways to achieve better results.

Organization Perspective

36. There's a sense that we're all on the same team in this organization.
37. Our orientation program prepares new employees to be effective.
38. Our review process accurately measures my job performance.
39. I can count on people to cooperate across departments.
40. Our organization's policies and practices ensure fair treatment for all employees.