

Best Companies to Work for in Colorado

ModernThink
ModernThink Insight Survey
Sample Company
Competencies Spreadsheet

ModernThink ModernThink Insight Survey Sample Company Competencies Spreadsheet		Overall		Gender		Age										Ethnicity		Race					Duration of Employment					Job Status		Job Role						Department																																			
		Positive Response	Negative Response	Male	Female	< 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Hispanic or Latino	Not Hispanic or Latino	American Indian or Alaska Native	Asian	Black or African American	Native Hawaiian or Other Pacific Islander	White	Less than 2 years	2-3 years	4-5 years	6-10 years	More than 10 years	Full-time	Part-time	Administrative (Clerical)	Administrative (Technical)	Executive Team	Senior Management	Manager/Supervisor	Production/Service	Professional	Customer Service/Support	Facilities Support	Finance/Accounting	Human Resources	Information Technology	Legal	Marketing	Operations	Quality Assurance	Sales/Account Management	Other																								
		Total number of survey respondents (329)																										88	84	6	31	30	23	30	16	17	8	32	15	23	145	5	7	12	7	138	64	45	33	22	14	173	6	31	17	10	7	29	22	64	7	29	26	5	51	8	10	43	16	8	13
	Leadership																																																																						
14	I trust my supervisor enough to follow him/her, even when I disagree with his/her decisions.	77	6	78	79	83	67	73	86	83	81	88	87	68	86	69	80	80	57	75	100	84	85	75	78	63	92	79	66	70	70	100	71	93	63	82	57	75	73	100	82	100	80	79	73	75	76																								
43	Our senior leadership has the capabilities necessary for us to be successful.	90	1	87	92	100	93	86	95	93	87	88	87	83	66	78	93	80	85	83	100	94	96	88	93	71	100	90	66	87	82	100	100	96	77	95	71	79	96	100	94	87	90	92	87	75	92																								
50	I trust senior leadership enough to follow them, even when I disagree with their decisions.	85	3	85	85	83	87	82	91	86	81	94	87	70	73	69	89	80	85	75	100	90	93	84	84	66	92	85	66	74	70	100	85	93	86	89	57	72	84	100	88	87	90	92	100	87	76																								
56	We learn from our mistakes in this organization.	76	5	72	83	100	90	73	78	73	68	82	87	78	60	86	75	100	85	75	57	77	84	71	78	72	78	77	83	83	87	90	85	75	77	75	57	75	88	80	68	75	70	86	75	75	76																								
19	I believe what I am told by my supervisor.	78	7	85	73	66	77	70	78	83	87	100	87	75	86	69	82	80	71	75	100	84	87	82	75	63	85	79	66	61	76	100	85	93	68	84	42	75	80	100	84	87	80	79	80	75	76																								
22	My supervisor regularly models our organization's values.	80	6	84	80	100	77	76	86	83	81	94	87	81	80	73	83	100	71	91	100	86	90	80	78	72	92	82	66	74	76	100	85	89	72	82	57	82	88	100	80	87	80	88	66	75	76																								
49	Senior leadership keeps their promises.	78	5	81	78	83	74	78	78	89	81	88	87	67	66	73	83	80	85	75	100	85	89	81	78	60	100	80	66	74	64	100	100	93	59	83	71	65	88	80	81	75	90	82	87	75	76																								
51	Senior leadership regularly models our organization's values.	85	3	86	85	83	93	83	95	80	75	88	100	78	71	82	87	80	85	75	100	89	96	88	78	77	92	85	66	83	76	100	71	96	81	88	85	75	92	75	83	87	90	90	93	87	76																								
52	I believe what I am told by senior leadership.	82	6	84	80	83	87	75	86	83	81	94	87	71	66	73	86	80	85	75	100	86	92	90	78	57	85	83	50	77	70	100	100	89	68	89	57	65	84	80	86	75	90	85	81	87	76																								
	Leadership - Average	81	4	82	81	88	80	77	85	84	81	91	89	75	74	74	84	84	76	78	95	86	89	82	80	66	90	82	66	74	74	99	86	91	71	85	62	73	85	91	83	83	85	85	82	77	77																								
	Communication																																																																						
15	My supervisor actively solicits my suggestions and ideas.	76	9	82	73	100	67	70	91	90	73	76	87	75	86	73	80	100	71	83	100	81	87	77	68	68	92	78	66	56	64	100	85	89	63	85	57	68	80	100	84	87	70	79	80	75	69																								
17	I receive feedback from my supervisor that helps me.	78	7	82	77	100	67	66	86	90	93	94	87	68	73	73	81	100	71	66	85	83	85	82	78	72	92	80	83	74	76	100	85	86	72	82	57	62	80	100	84	87	50	86	80	62	76																								
53	In this organization, we discuss and debate issues respectfully to get better results.	75	6	81	71	83	76	70	73	82	86	64	87	68	53	63	79	60	71	58	71	80	82	79	71	72	78	76	66	68	70	100	85	86	72	74	50	75	92	40	74	75	70	80	87	87	69																								
11	I understand our organization's mission and strategic goals.	94	0	94	95	100	96	96	100	86	87	100	100	90	80	82	96	80	85	100	100	97	98	97	90	86	100	94	83	90	88	100	100	96	90	96	85	100	92	100	94	100	90	97	100	100	92																								
7	I have a clear understanding of this organization's current financial performance.	82	4	87	83	100	87	80	95	83	87	76	100	84	73	78	86	80	85	100	100	88	93	82	75	77	92	85	100	83	82	100	85	93	86	84	85	93	84	100	88	87	90	95	81	75	76																								
13	My supervisor makes his/her expectations clear.	80	6	81	83	83	83	80	86	86	81	82	87	62	60	69	84	100	85	75	85	86	89	77	84	72	100	82	83	70	70	100	85	93	77	84	57	79	88	100	86	87	60	83	73	75	76																								
24	I am comfortable expressing my opinions on issues important to me.	77	8	83	73	100	70	73	86	86	81	82	75	71	80	69	81	80	71	66	85	82	87	73	75	66	85	79	66	61	52	100	85	86	66	85	57	86	80	75	80	87	80	81	93	75	76																								
42	Senior leadership provides a clear direction for this organization's future.	86	2	86	86	100	87	79	95	86	81	94	100	81	66	78	90	80	85	83	100	91	93	84	90	66	100	86	83	74	82	100	100	96	81	90	71	79	92	100	86	87	80	90	81	87	84																								
44	Senior leadership communicates openly about important matters.	76	5	81	72	83	70	71	82	80	75	94	87	68	53	73	80	60	85	75	100	81	89	80	72	50	92	77	83	70	64	100	100	85	63	84	85	68	84	60	86	62	70	71	81	87	76																								
	Communication - Average	77	6	80	76	93	73	73	86	83	77	82	87	71	65	71	80	83	78	77	88	82	86	77	75	68	91	78	73	69	70	98	89	87	69	81	61	77	85	80	81	80	71	80	82	77	75																								
	Respect																																																																						
38	Our review process accurately measures my job performance.	68	11	70	69	100	65	62	72	79	56	82	75	48	53	63	73	60	57	54	42	76	84	64	66	54	85	70	83	61	64	90	71	77	61	72	57	68	72	40	71	50	40	82	60	75	61																								
40	Our organization's policies and practices ensure fair treatment for all employees.	73	9	77	70	83	61	73	86	80	62	100	75	62	73	65	76	60	71	91	85	78	85	75	72	50	100	73	66	67	70	100	85	93	54	75	57	75	80	100	70	62	80	86	87	62	76																								
57	In this organization, how well you do your job is more important than																																																																						