



# **ModernThink**

## **Employee Comments Report**

**Sample Company**  
**Best Companies to Work for in Colorado**  
**Survey Period: Spring**

*Prepared by:*

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## About the Employee Comments...

The Employee Comments Report provides additional insight into the experience of your employees. When your employees completed the ModernThink Insight Survey© they were asked two open-ended questions:

1. What do you appreciate most about working at this organization?
2. What would make your organization a better place to work?

Responses to these questions are detailed in this report. To encourage honest, candid feedback and protect the anonymity of individual respondents, we advised employees not to include any self-identifying information.

Should you have any questions or need additional information, please contact Liz Flood at 888.684.4658 or [lflood@modernthink.com](mailto:lflood@modernthink.com).

**Question 1: What do you appreciate most about working at this organization?**

- 1) The support by management to learn new things! Caring for an employees career!
- 2) The way this company cares for its employees. I've never seen anything like it.
- 3) The way senior management communicates information to the company. It's always open and honest, whether the information is good or bad.
- 4) The community service support is fantastic!
- 4) The employees are a lot of fun. It's just a GREAT place to work!

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allowed to make my own decisions

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Being a small part in the sucess with my everyday contribution

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Being part of a company that offers a valuable product to both companies and consumers - first and foremost its always about the product. Its also brilliant when the team and culture supports a healthy work/life balance but inspires me to do more and go beyond.

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Collaboration, team values and senior management's genuine interest in employee's happiness

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has provided me with the training and development to expand my knowledge base. I have enjoyed learning new areas of the business . They have been flexible with my needs through a variety of situations. Management provides positive feedback.

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is a fantastic place to work. Great people, great direction as well as flexibility and appreciation for work well done.

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is a growing company which provides opportunity for personal growth.

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wants its employees to work hard, but they do not watch the clock. My hours can be flexible, I can make personal appointments during the day, I can work from home if necessary.

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Diverse culture with emphasis on life balance

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Enjoy working with really smart people and doing something that is innovative.

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Everybody respects each other.

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Everyone works well together.

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Feedback and input is solicited from the president down and is really heard.

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Flexibility and the positive attitudes of the majority of the employees.

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Flexibility in schedule

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Flexibility of time. Can work around my schedule if I have a dr appointment or child's program. There are a few people who take advantage of the flexibility in our work schedule. Some seem to abuse it on a daily basis. A few always ruin it for everyone, people who believe it is their right not a privilege.

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Flexibility to work remotely as needed.

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Flexibility with hours and work times.

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Flexibility! I love the fact that we can work from home as necessary, leave early to attend extra-curricular sports, doctor appointments etc.

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Flexible Hours - working at the cutting edge of our industry

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Friendly, helpful and supportive employees at all levels of organization structure.

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Getting a paycheck every 2 weeks. I feel completely undervalued and disrespected here and it gets worse every day. It has been hard to see the immense drop in morale over the years.

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## **Question 2: What would make this organization a better place to work?**

Matching 401K would be nice and a really good vision plan. Since we work on computers all day long we really need a good vision plan. I would also like to see a better mapped career plan for employees. For example - you are in this position now and a next step for you might be this or this. This is a difficult idea but I think a lot of employees feel locked in the job they are in now because they don't know how or what would be the next step for them.

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- "Career Pathing" - It's hard to help the employees in my team understand growth opportunities and how to strive for them within the group.

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1) I would like to see more promotions of the in the Production departments (OA's, DA's, Modelers, Product Coders). 2) It would be nice if the people in the Production departments could be groomed for other opportunities in the company--there appears to be no upward direction for them to move toward and it is depressing. 3) However, a person should be in their role for one year before moving into another one so that the training efforts can be utilized. 4) We recently had a workshop on recognizing our strengths in the work place. I would like to see managers applying that information going forward instead of focusing entirely on their employee's weaknesses. 5) Yearly raises should be more than the cost of living. 6) The monthly awards seem to go to the same people--it would be nice if they shared the wealth a little more. 7) Awards should not be granted to the people who break stuff. It is their job to fix it--not a above and beyond type scenario!

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401k Matching, Better Benefits, More competitive pay.

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401k matching. Currently there is none.

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a bit stronger health plan but other than that, can't think of anything!

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A different floor plan, fewer cubicles and better lighting.

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A little less of a need to "play the game"

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