

# STAFF OPINION SURVEY 2017

## Faculty of the Built Environment

RESPONSE RATE:

60%

RESPONSES:

311  
of 520



### YOUR EMPLOYEE ENGAGEMENT SCORE:



78%

VARIANCE from PREVIOUS SURVEY:

-3

VARIANCE from ORGANISATION OVERALL:

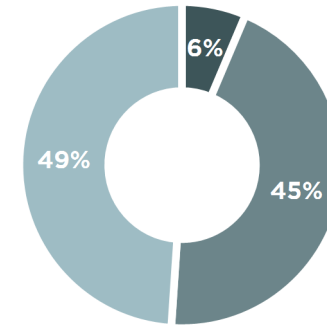


+8

**Employee engagement** is about more than just satisfaction. It's a mutually beneficial relationship between the employee and organisation. Engagement is a good indicator of how connected they are to the organisation and in helping it to achieve its goals.

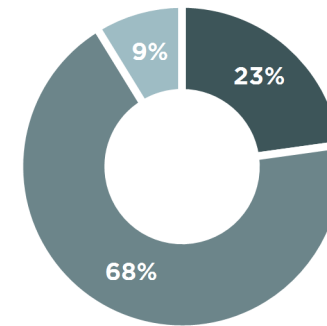
### VARIANCE FROM PREVIOUS SURVEY

- 3 questions above
- 21 questions in line
- 23 questions below



### VARIANCE FROM ORGANISATION OVERALL

- 13 questions above
- 39 questions in line
- 5 questions below



## WHAT NOW?

### 1. TAKE THE TIME TO EXPLORE

AND UNDERSTAND THE RESULTS IN THIS REPORT.

### 2. DISCUSS THE RESULTS WITH YOUR TEAM

IDENTIFY THE THINGS TO CELEBRATE (STRENGTHS) OR IMPROVE (ACTION AREAS).

### 3. DEVELOP A PLAN OF ACTION

SEE THE SUGGESTED TEMPLATE AT THE BACK OF THIS REPORT.



### TOP 3 MOST IMPROVED QUESTIONS:

VARIANCE FROM PREVIOUS SURVEY

<b>Q25.</b> I am aware of UCL's range of benefits for its staff (eg Pension, childcare vouchers, employee assistance scheme)	+25
<b>Q13.</b> My last appraisal helped identify opportunities for personal development	+13
<b>Q35.</b> I am aware of how to access support from UCL if I experience stress	+9



### TOP 3 HIGHEST SCORING QUESTIONS:

% POSITIVE

<b>Q2.</b> I understand how my work contributes to the objectives of my department/division	89%
<b>Q1.</b> My work gives me a sense of personal accomplishment	87%
<b>Q61.</b> I am proud to work for UCL	86%

# KEY QUESTIONS TO FOCUS ON



## WHAT TO FOCUS ON?

THESE KEY QUESTIONS HAVE BEEN IDENTIFIED AS BEING IMPORTANT TO EMPLOYEES IN YOUR BUSINESS UNIT.

THEY ARE NOT NECESSARILY THE QUESTIONS WITH THE LOWEST SCORES.

SOME WILL BE AREAS TO IMPROVE UPON AND SOME WILL BE AREAS TO MAINTAIN.

DEVELOP ACTIONS AND ACTIVITIES TO IMPROVE UPON THESE, WHERE POSSIBLE, TO DRIVE HIGHER LEVELS OF PERFORMANCE.

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

%  
POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM ORGANISATION OVERALL

		% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
<b>.1</b>	<b>Q58.</b> I feel that my work/professional goals and objectives are aligned to those of UCL	<b>67%</b>	<b>-6</b>	<b>+5</b>
<b>.2</b>	<b>Q1.</b> My work gives me a sense of personal accomplishment	<b>87%</b>	<b>+1</b>	<b>+4</b>
<b>.3</b>	<b>Q52.</b> I understand the values of UCL	<b>76%</b>	<b>-4</b>	<b>+5</b>
<b>.4</b>	<b>Q28.</b> I am encouraged to show initiative and be proactive at UCL	<b>71%</b>	<b>-7</b>	<b>+4</b>
<b>.5</b>	<b>Q40.</b> I am treated with fairness and respect at UCL	<b>75%</b>	<b>-5</b>	<b>0</b>
<b>.6</b>	<b>Q20.</b> I am optimistic about the future of UCL	<b>58%</b>	<b>-13</b>	<b>+1</b>

# EMPLOYEE ENGAGEMENT

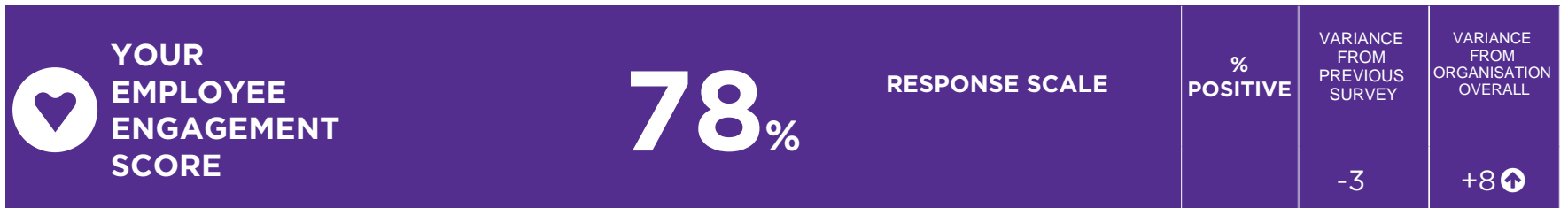


## HOW ENGAGED IS YOUR TEAM?

THESE RESULTS PROVIDE A MEASURE OF ENGAGEMENT FOR YOUR TEAM.

YOUR ENGAGEMENT SCORE ISN'T JUST ABOUT HOW MUCH PEOPLE LIKE WORKING FOR YOU. IT ALSO MEASURES THE EMOTIONAL CONNECTION AND COMMITMENT COLLEAGUES HAVE TO WORKING FOR THE ORGANISATION.

THERE'S A LOT OF EVIDENCE TO SHOW A STRONG LINK BETWEEN ENGAGED COLLEAGUES AND IMPROVED BUSINESS PERFORMANCE.



	SAY	STAY	STRIVE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL	
<b>Q60.</b> I would recommend UCL as a good place to work	21	54	19	75%	-8	+4	
<b>Q61.</b> I am proud to work for UCL	37	49	12	86%	-2	+7	
<b>Q62.</b> I feel a strong sense of belonging to my department/ division/ research group	37	40	15	8	77%	+1	+7
<b>Q63.</b> I feel a strong sense of belonging to UCL	25	45	22		70%	-5	+11
<b>Q64.</b> I suggest ideas to improve our ways of doing things	25	57	14		82%	-1	+8
<b>Q65.</b> Working here makes me want to do the best I can	30	50	15		80%	-1	+9

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR



# HEADLINE SCORES

HIGHEST POSITIVE SCORING QUESTIONS	% POSITIVE	HIGHEST NEUTRAL SCORING QUESTIONS	% NEUTRAL	HIGHEST NEGATIVE SCORING QUESTIONS	% NEGATIVE
<b>Q2.</b> I understand how my work contributes to the objectives of my department/division	89%	<b>Q15b.</b> My specific needs were met prior to, during and on return from leave	63%	<b>Q37.</b> I can meet the requirements of my job without regularly working excessive hours	50%
<b>Q1.</b> My work gives me a sense of personal accomplishment	87%	<b>Q19.</b> When changes are made they are usually for the better	50%	<b>Q34.</b> I feel the level of stress in my job has a negative impact on my wellbeing	44%
<b>Q61.</b> I am proud to work for UCL	86%	<b>Q22.</b> I feel UCL has provided adequate support to staff in response to Brexit	50%	<b>Q57.</b> I believe that UCL gives sufficient priority to Infrastructure and systems (i.e. enabling activity through Estates, ISD, student services, etc.)	41%
<b>Q33.</b> As long as I get the job done, I have the freedom to work in a way that suits me	86%	<b>Q56.</b> I believe that UCL gives sufficient priority to Knowledge Exchange and Enterprise	44%	<b>Q18.</b> I have a clear understanding of the 2034 strategy and its impact on my Department/Division	37%
<b>Q3.</b> I understand how my work contributes to the success of UCL	85%	<b>Q59.</b> UCL acts in an environmentally sustainable way	43%	<b>Q23.</b> Considering my duties and responsibilities, I feel my pay is fair	35%



## FIND YOUR HIGHEST SCORES

### THESE QUESTIONS ARE YOUR HIGHEST SCORING.

- WHAT ARE EMPLOYEES MOST POSITIVE ABOUT? **(STRENGTHS)**

- WHAT ARE EMPLOYEES MOST NEUTRAL ABOUT? WHERE A LOT OF EMPLOYEES ARE RESPONDING 'NEITHER AGREE NOR DISAGREE' (% NEUTRAL), THIS MAY INDICATE MIXED VIEWS OR INCONSISTENT EXPERIENCES. **(AREAS OF POTENTIAL)**

- WHAT ARE EMPLOYEES MOST NEGATIVE ABOUT? **(AREAS OF CONCERN)**

# ALL QUESTIONS



## EXPLORE THE FULL RESULTS

- THESE PAGES SHOW EVERY QUESTION ASKED IN THE SURVEY AND THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE).

- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

## IS THERE ROOM FOR IMPROVEMENT?

MY JOB		70%			RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
K	Q1. My work gives me a sense of personal accomplishment	41	46	9		87%	+1	+4
	Q2. I understand how my work contributes to the objectives of my department/division	42	47	7		89%	+1	+2
	Q3. I understand how my work contributes to the success of UCL	34	51	10		85%	0	+3
	Q4. The people I work with co-operate to get the work done	25	53	15		78%	-4	-2
	Q5. There is good co-operation between the teams I work with	19	48	21	11	67%	-	-4
	Q6. I have the opportunity to contribute my views before changes are made which affect my job	13	37	24	21	50%	-7 ↓	0
	Q7. Where I work I have the resources and equipment I need to work effectively	15	38	18	22	53%	-3	-3
	Q8. I am satisfied with my physical working environment	13	40	20	17	53%	0	0
	Q9. I am satisfied with my job security	18	46	18	12	64%	-3	+6 ↑

<b>KEY</b>	<b>K</b> KEY DRIVER QUESTIONS	↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	Strongly agree	Agree	Neither	Disagree	Strongly disagree
	<b>T</b> TEXT CHANGE SINCE PREVIOUS SURVEY	↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR					

# ALL QUESTIONS



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## IS THERE ROOM FOR IMPROVEMENT?

HOW YOU ARE MANAGED	RESPONSE SCALE	RESPONSE COUNT	%	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
<b>Q10.</b> Which of the following best describes your line manager/academic leader?		<b>310</b>			
Very Supportive		<b>171</b>	<b>55%</b>	+1	+3
Fairly Supportive		<b>85</b>	<b>27%</b>	<b>-5</b>	-3
Neither Supportive nor Unsupportive		<b>29</b>	<b>9%</b>	+2	-1
Fairly Unsupportive		<b>18</b>	<b>6%</b>	+3	0
Very Unsupportive		<b>7</b>	<b>2%</b>	-1	0

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# ALL QUESTIONS



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## IS THERE ROOM FOR IMPROVEMENT?

HOW YOU ARE MANAGED		60%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
T	Q11. Where there is poor performance, I believe it is appropriately dealt with where I work	32	37	19		39%	-9 ↓	0	
	Q13. My last appraisal helped identify opportunities for personal development	14	46	25	11	61%	+13 ↑	+4	
	Q14. I receive constructive feedback on my performance between appraisals	14	37	28	14	52%	+3	-2	
T	Q15. My manager/academic leader demonstrates the necessary management skills to undertake their role effectively	31	37	18	9	68%	-6 ↓	0	

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## IS THERE ROOM FOR IMPROVEMENT?

HOW YOU ARE MANAGED	RESPONSE SCALE	RESPONSE COUNT	%	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
<b>Q12. I have had an appraisal..</b>		<b>309</b>			
In the last 12 months		<b>193</b>	<b>62%</b>	<b>-6</b>	<b>-3</b>
In the last 24 months		<b>51</b>	<b>17%</b>	<b>+2</b>	<b>+2</b>
Longer than 24 months ago		<b>23</b>	<b>7%</b>	<b>+5</b>	<b>+2</b>
I have worked at UCL longer than a year but have not had an appraisal		<b>20</b>	<b>6%</b>	<b>0</b>	<b>+1</b>
I started less than 12 months ago		<b>22</b>	<b>7%</b>	<b>-1</b>	<b>-2</b>

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## IS THERE ROOM FOR IMPROVEMENT?

LEADERSHIP AND CHANGE		47%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
T	Q16. Heads of Department/Division or above are sufficiently visible in UCL	21	48	23	7	69%	-7 ↓	+12 ↑	
T	Q17. Heads of Department/Division or above provide effective leadership	17	42	30	7	58%	-8 ↓	+11 ↑	
	Q18. I have a clear understanding of the 2034 strategy and its impact on my Department/Division	7	20	36	24	13	27%	-6 ↓	+2
	Q19. When changes are made they are usually for the better	24	50	17		28%	-	+3	
K	Q20. I am optimistic about the future of UCL	13	45	30	10	58%	-13 ↓	+1	
	Q21. I am concerned about the impact Brexit will have on my future employment at UCL	26	27	24	16	53%	-	+6 ↑	
	Q22. I feel UCL has provided adequate support to staff in response to Brexit	30	50	9		36%	-	0	

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## IS THERE ROOM FOR IMPROVEMENT?

REWARD AND RECOGNITION		50%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
	<b>Q23.</b> Considering my duties and responsibilities, I feel my pay is fair	37	24	23	13		41%	+2	-5 ↓
	<b>Q24.</b> I feel my pay is fair in comparison to people working in similar roles in other organisations	32	30	23	12		35%	-2	-6 ↓
	<b>Q25.</b> I am aware of UCL's range of benefits for its staff (eg Pension, childcare vouchers, employee assistance scheme)	11	60	19	8		71%	+25 ↑	-6 ↓
<b>T</b>	<b>Q26.</b> I am satisfied with the recognition I receive for doing a good job	12	40	26	16		52%	-9 ↓	+1

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## IS THERE ROOM FOR IMPROVEMENT?

CAREER DEVELOPMENT		54%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
T	Q27. There are sufficient opportunities for training and development to improve my skills and grow at UCL	13	49	26	10	62%	-1	0	
K	Q28. I am encouraged to show initiative and be proactive at UCL	22	49	18	8	71%	-7 ↓	+4	
	Q29. The grading review process at UCL is applied fairly	25	45	22		28%	+7 ↑	+6 ↑	
	Q30. I think 's promotions criteria are clear	9	36	32	18	45%	-5 ↓	-3	
	Q31. I think UCL's promotions process is fair	10	28	44	13	38%	-1	+2	

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## IS THERE ROOM FOR IMPROVEMENT?

### MANAGING YOUR WORKLOAD

44%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM ORGANISATION OVERALL

T	Q32. I am given realistic deadlines to work to	8	46	31	12	54%	-2	-7↓
T	Q33. As long as I get the job done, I have the freedom to work in a way that suits me	33	53			86%	-1	+2
	Q34. I feel the level of stress in my job has a negative impact on my wellbeing (negatively phrased question)	15	29	28	26	29%	-	-2
T	Q35. I am aware of how to access support from UCL if I experience stress	8	41	30	18	49%	+9↑	+1
	Q36. UCL does a good job of promoting the importance of health and wellbeing	35		42	18	36%	-	-2
	Q37. I can meet the requirements of my job without regularly working excessive hours	23	25	30	20	26%	-9↓	-14↓
	Q38. I am comfortable talking openly with my manager about my mental wellbeing	10	36	30	16	46%	-	0
	Q39. I am provided with workplace adjustments that I need to support my health condition	20	25		39	24%	-	-2

KEY

K KEY DRIVER QUESTIONS  
T TEXT CHANGE SINCE PREVIOUS SURVEY

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Strongly agree Agree Neither Disagree Strongly disagree



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## IS THERE ROOM FOR IMPROVEMENT?

EQUAL OPPORTUNITIES		73%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
K	Q40. I am treated with fairness and respect at UCL	18	57	16	7	75%	-5 ↓	0	
	Q41. I think UCL respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	24	55	16	5	79%	-6 ↓	-1	
	Q42. I would feel able to report bullying and harassment without worrying that it would have a negative impact on me	17	41	21	17	58%	-6 ↓	-2	

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EQUAL OPPORTUNITIES	RESPONSE SCALE	RESPONSE COUNT	%	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
<b>Q43.</b> I have been subject to behaviour that I consider to be bullying/harassment in the last two years at UCL		<b>309</b>			
Yes		<b>62</b>	<b>20%</b>	+5	+4
No		<b>247</b>	<b>80%</b>	-5	-4
<b>Q44.</b> I have witnessed behaviour towards others that I consider to be bullying/harassment in the last two years at UCL		<b>309</b>			
Yes		<b>87</b>	<b>28%</b>	+3	+3
No		<b>222</b>	<b>72%</b>	-3	-3

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## IS THERE ROOM FOR IMPROVEMENT?

EQUAL OPPORTUNITIES	RESPONSE SCALE	RESPONSE COUNT	%	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
<b>Q45. I believe this is due to:</b>		<b>157</b>			
Age		<b>12</b>	<b>8%</b>	<b>-14</b> ↓	-1
Caring responsibilities		<b>7</b>	<b>4%</b>	-1	0
Disability		<b>1</b>	<b>1%</b>	-	-1
Race		<b>11</b>	<b>7%</b>	-2	0
Religion/beliefs		<b>2</b>	<b>1%</b>	-1	-1
Sex or gender identity		<b>17</b>	<b>11%</b>	<b>-9</b> ↓	-2
Trade union membership		<b>1</b>	<b>1%</b>	-	-1
Working pattern		<b>20</b>	<b>13%</b>	-2	+2
Personality differences not related to the above		<b>56</b>	<b>36%</b>	<b>-22</b> ↓	+3
Other		<b>30</b>	<b>19%</b>	<b>-18</b> ↓	+1

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## IS THERE ROOM FOR IMPROVEMENT?

EQUAL OPPORTUNITIES	RESPONSE SCALE	RESPONSE COUNT	%	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
<b>Q47. Did you report this bullying/harassment?</b>		<b>100</b>			
Yes		<b>34</b>	<b>34%</b>	-1	+5
No		<b>66</b>	<b>66%</b>	+1	-5
<b>Q48. Why was this?</b>		<b>141</b>			
Concerns about confidentiality		<b>20</b>	<b>14%</b>	+6	-2
Concerns about being labelled a troublemaker		<b>25</b>	<b>18%</b>	+3	+1
Fear of repercussions on career		<b>29</b>	<b>21%</b>	-5	+3
Nothing would happen		<b>30</b>	<b>21%</b>	+11	-1
Resolved the situation informally		<b>13</b>	<b>9%</b>	-	+2
Time required to report		<b>3</b>	<b>2%</b>	-	0
Unaware of procedures		<b>8</b>	<b>6%</b>	-1	0
Other		<b>13</b>	<b>9%</b>	-25	-3

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR



# ALL QUESTIONS



## EXPLORE THE FULL RESULTS

- THESE PAGES SHOW EVERY QUESTION ASKED IN THE SURVEY AND THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE).

- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

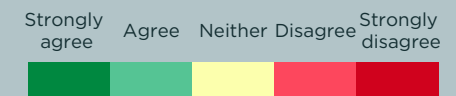
## IS THERE ROOM FOR IMPROVEMENT?

COMMUNICATION		50%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
T	Q49. Reasons behind change are clearly communicated to staff	33	32	26		36%	-20 ↓	+4	
	Q50. I would be comfortable to speak up and question the way things are done at UCL	9	46	25	17	55%	-7 ↓	+7 ↑	
T	Q51. Relations between professional services and academic/research staff are generally good	11	48	23	13	59%	-14 ↓	+4	

### KEY

- K KEY DRIVER QUESTIONS
- T TEXT CHANGE SINCE PREVIOUS SURVEY

- ↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR
- ↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR



# ALL QUESTIONS



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## IS THERE ROOM FOR IMPROVEMENT?

VISION AND VALUES		56%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
K	Q52. I understand the values of UCL	20	56	19		76%	-4	+5 ↑	
	Q53. I am clear about the goals and objectives for my department/division	24	46	17	11	70%	-4	+2	
	Q54. I believe that UCL gives sufficient priority to research	17	50	22	9	66%	-12 ↓	-3	
	Q55. I believe that UCL gives sufficient priority to teaching	11	47	23	15	58%	-3	+4	
	Q56. I believe that UCL gives sufficient priority to Knowledge Exchange and Enterprise		39	44	8	45%	-5 ↓	+5 ↑	
	Q57. I believe that UCL gives sufficient priority to Infrastructure and systems (i.e. enabling activity through Estates, ISD, student services, etc.)	25	31	26	14	28%	-6 ↓	-1	
K	Q58. I feel that my work/professional goals and objectives are aligned to those of UCL	14	52	26		67%	-6 ↓	+5 ↑	
	Q59. UCL acts in an environmentally sustainable way	36	43	13		40%	+2	-2	

<b>KEY</b>	<b>K</b> KEY DRIVER QUESTIONS	↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	Strongly agree	Agree	Neither	Disagree	Strongly disagree
	<b>T</b> TEXT CHANGE SINCE PREVIOUS SURVEY	↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR					

# ALL QUESTIONS



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## IS THERE ROOM FOR IMPROVEMENT?

OVERALL PERCEPTIONS		78%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
	Q60. I would recommend UCL as a good place to work	21	54	19		75%	-8 ↓	+4	
	Q61. I am proud to work for UCL	37	49	12		86%	-2	+7 ↑	
T	Q62. I feel a strong sense of belonging to my department/ division/ research group	37	40	15	8	77%	+1	+7 ↑	
	Q63. I feel a strong sense of belonging to UCL	25	45	22		70%	-5 ↓	+11 ↑	
	Q64. I suggest ideas to improve our ways of doing things	25	57	14		82%	-1	+8 ↑	
	Q65. Working here makes me want to do the best I can	30	50	15		80%	-1	+9 ↑	
NEXT STEPS		43%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
T	Q66. I believe that action will be taken on this survey		36	39	12		43%	-8 ↓	0

KEY	K	KEY DRIVER QUESTIONS	↑	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	Strongly agree	Agree	Neither	Disagree	Strongly disagree
	T	TEXT CHANGE SINCE PREVIOUS SURVEY	↓	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR					

# ALL QUESTIONS



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## IS THERE ROOM FOR IMPROVEMENT?

OTHER	54%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
<b>Q14c.</b> My specific needs are met by UCL (for example an ability to work flexibly) so I can balance my external responsibilities and still fully engage with all aspects of working life at the University	22	57	9	9		79%	-	+2
<b>Q15b.</b> My specific needs were met prior to, during and on return from leave	11	24	63			35%	-	+1

<b>KEY</b>	<b>K</b> KEY DRIVER QUESTIONS	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	Strongly agree	Agree	Neither	Disagree	Strongly disagree
	<b>T</b> TEXT CHANGE SINCE PREVIOUS SURVEY	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR					