



# Employee Engagement Survey FAQs

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## **What is employee engagement?**

Engagement measures the extent to which an employee feels a sense of attachment to the organization he or she works for, believes in its goals, and supports its values. Engaged employees are open to deeper connections to the mission and purpose of the organization, which ultimately results in higher retention rates and increased productivity.

## **Who can participate in the survey?**

All Confederation College employees are invited to participate in the survey.

## **When will the survey take place?**

The survey will be conducted from November 17-21, 2014.

## **Who is administering the survey?**

The survey is being administered by TemboStatus, all in one employee engagement software.

## **Are my responses anonymous/confidential?**

Yes. All survey responses are anonymous and confidential. You will not be asked to provide any identifying information. Due to the demographic choices within the survey, identifying unique individuals through their responses is impossible. All data is sent directly to TemboStatus and is never processed by Confederation College. Reports will be generated for Confederation College in real time. Demographic information is only shown on these high level organizational reports. You will notice that after answering each question, the survey will show you how others are responding to that same question. This is so you can see how your answer compares to those of your colleagues. This information is still completely anonymous and confidential.



### **Who will receive the results?**

When the results are analyzed, they will be presented to Senior Leadership at Confederation College. Reports segregated by employee type will be shared with each employee group representative (Faculty, Administration and Support). The employee group representatives will then communicate the results to the employees in their area.

### **Will anyone really do anything with the results?**

Yes. There is strong commitment to act upon issues identified within the survey. This information will be used to understand employees' perceptions of workplace issues linked to high performance. The survey results will be used to strengthen communication, identify priorities for improvement and guide action-planning efforts throughout Confederation College.

### **I am having technical difficulties. Who can I contact?**

TemboStatus support is available via email to [support@tembostatus.com](mailto:support@tembostatus.com), or you can contact your TemboStatus account manager.