

## CLEAR staff survey product profile

The focus of this product is to provide strategic insights into the human character and performance potential of your business.

Our SmartSurvey © technology enables analyses from a single survey that would normally require multiple surveys.

### Reports

Our CLEAR survey provides benchmarked analyses of:

<b>C = character</b> (of your business)	<b>The basics</b> –teamwork, innovation, values & behaviours, learning & development, essential work requirements, communications
<b>L = leadership</b>	<b>The leaders</b> – transactional versus transformational leadership profile, staff versus manager’s perceptions of leadership capabilities, the leader-manager profile in your business
<b>E = engagement</b>	<b>The commitment</b> – employee engagement levels, key drivers of employee engagement, engagement and employee alignment with business goals, financial cost of disengaged employees
<b>A = accountability</b>	<b>The performance focus</b> – effectiveness of business planning, performance management & change management, innovation & improvement
<b>R = recognition</b>	<b>Acknowledgment</b> – feedback, incentives, selection and promotion practices

Reports can be broken down by division / business unit / team, with views according to any demographic variable collected in the survey (gender, location, age, etc).

### Strategic focus

The following reports focus on the strategic role of HR:

1. Employee engagement levels, drivers and disengagement costs
2. Transformational versus transactional leadership profile, viewed in conjunction with strategic priorities for the next three years
3. Employer of choice profile – will you be able to deliver on current potential employee preferences as an employer?
4. Sustainability profile – how well do you match up against global sustainability standards?.
5. Values and behaviours analysis that reports on the extent to which the business is “living its values”.
6. Generation Y profile to match the current character of your business against known drivers of Gen Y commitment.

### Process

This is an end-to-end online system, hosted by **iedex** and accessed by staff via a standard web browser. We will administer the survey, send reminders to non-respondents, close off the survey and produce reports from the database. Standards are applied to the survey to ensure privacy and confidentiality are maintained.

### Value adding services

We also provide survey design services and survey analysis, recommendations and presentations to the executive team and / or staff.

### Pricing

Contact us at [strategy@iedex.com.au](mailto:strategy@iedex.com.au) to discuss your requirements and receive a quote.