

# 2023 BeHeard Survey

## Non-Executives and Legislature

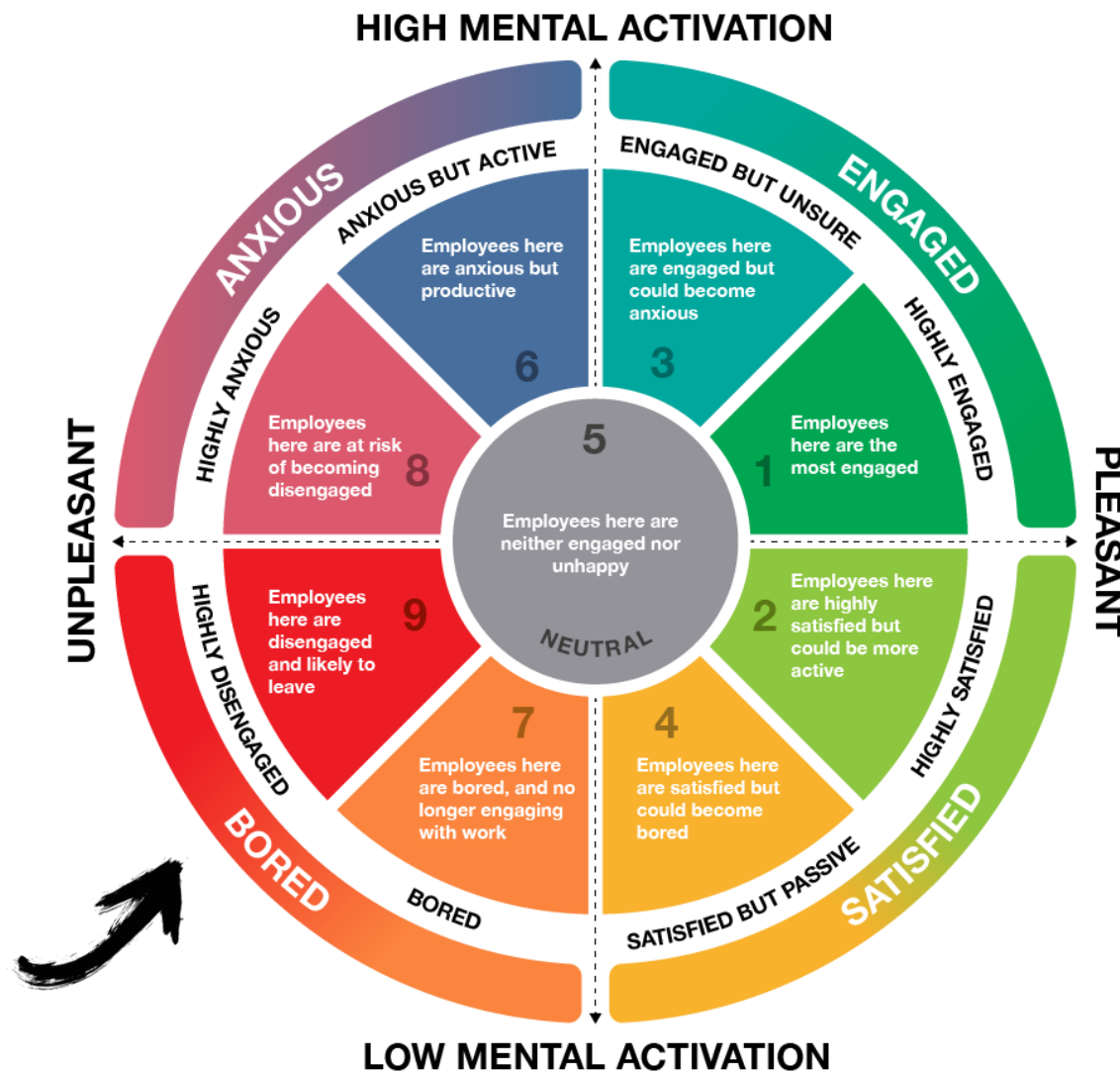
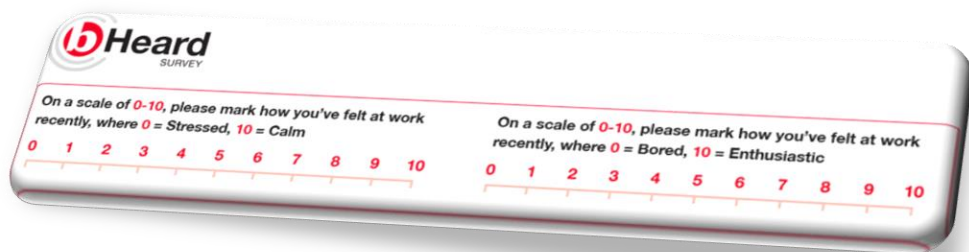
**Presented July 2023**

**Organisation Effectiveness Team (P&CS), Cabinet Office**

# Employee Engagement

## Overview

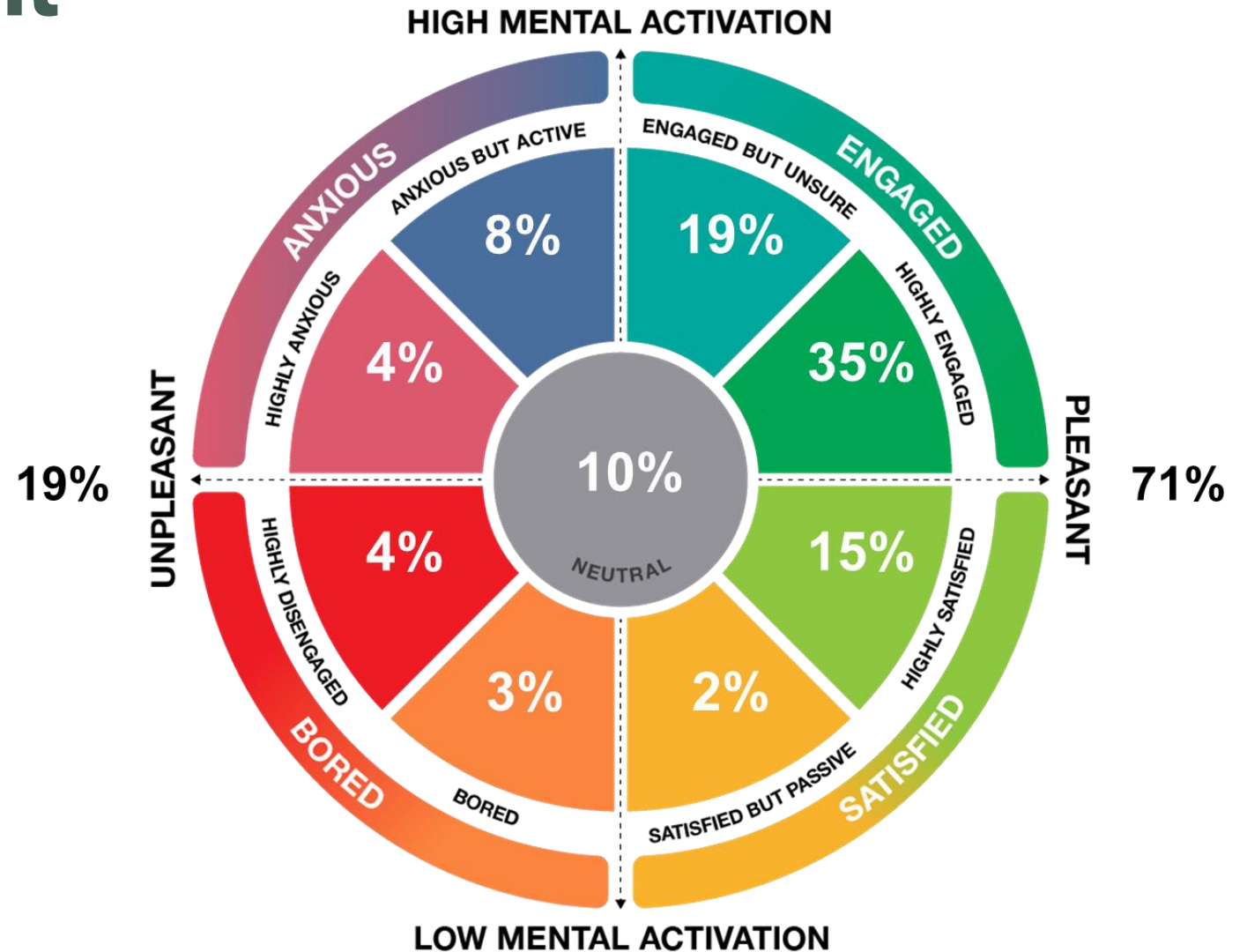
- The engagement chart is based on two additional questions from the survey
- The questions measured how stressed or calm and how bored or enthusiastic colleagues felt
- This chart is not based on the 8 factors of engagement scores



# Employee Engagement

## Non-Executives and Legislature

- The engagement chart is based on two additional questions from the survey
- The questions measured how stressed or calm and how bored or enthusiastic colleagues felt
- 71% of respondents within Non-Execs reported an overall pleasant experience in the workplace
- This chart is not based on the 8 factors of engagement scores



# BCI Score

## Non-Executives and Legislature



- The BCI score is a recognised standard for employee engagement calculated by combining the responses to the core statements in the survey, relating to the 8 Factors of Engagement
- The score is on a scale of 0-1000, although most companies fall between 475 and 900
- Non-Executives and Legislature reached a 1★ rating in 2023

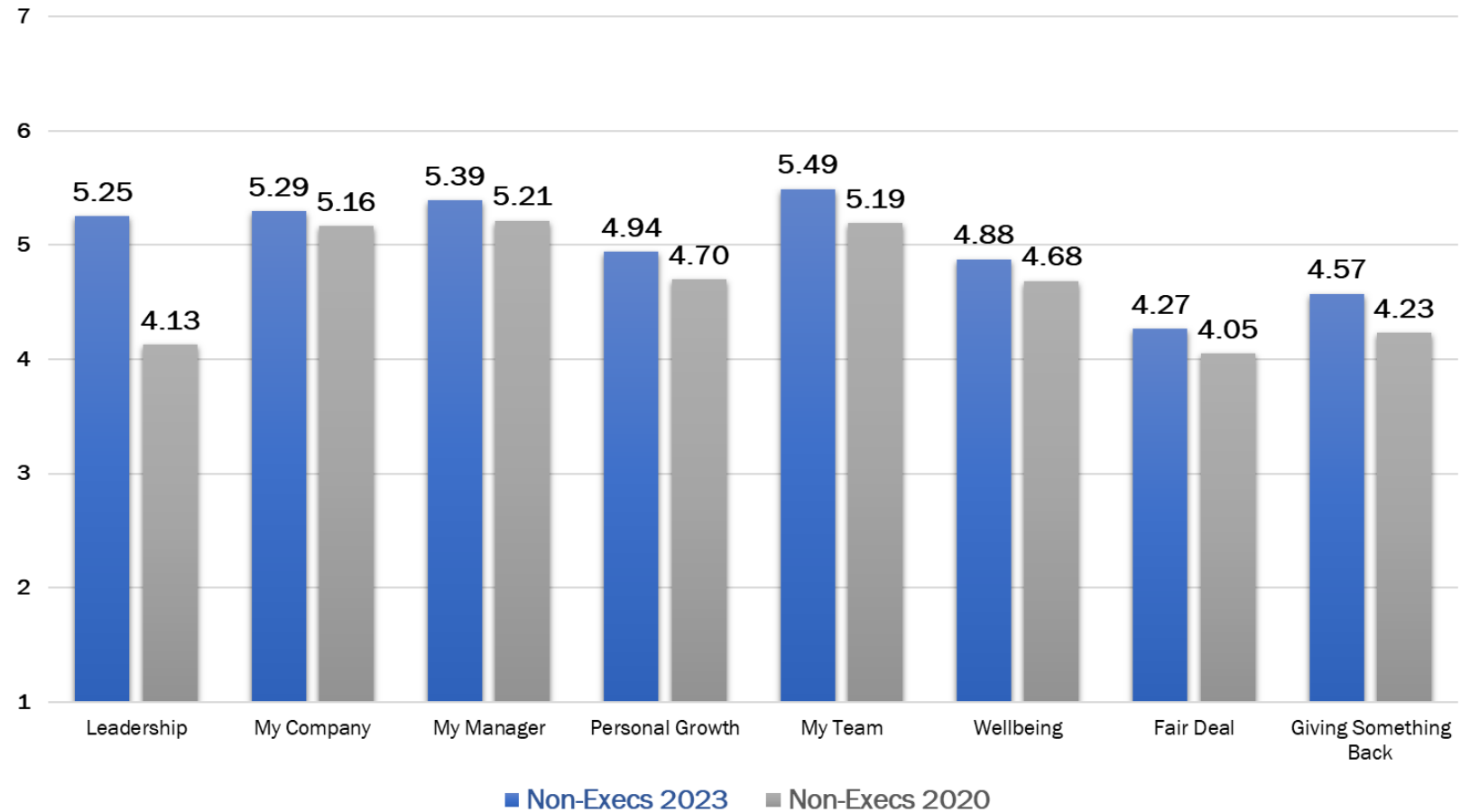
OTW is Good  
 ★ is Very Good  
 ★★ is Outstanding  
 ★★★ is World Class

# 8 Factors of Engagement



## Non-Executives and Legislature

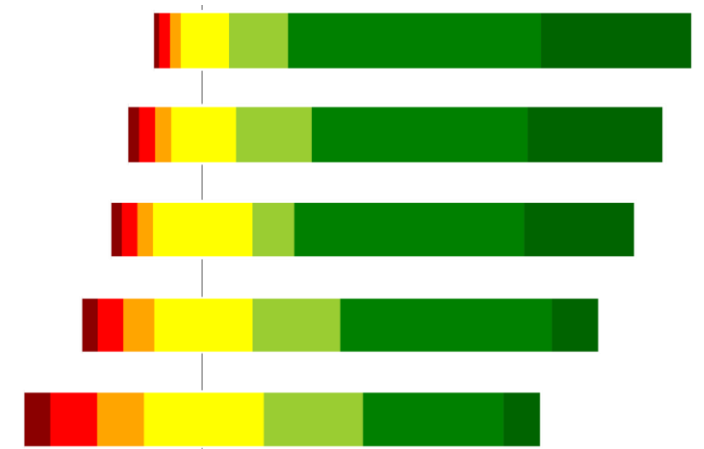
- The 8 factor scores are based on the core 24 statements in the survey
- Each factor is scored on a scale of 1 to 7
- The chart shows 2023 scores compared against readjusted 2020 scores in order to allow like for like comparison based on the departmental headcount



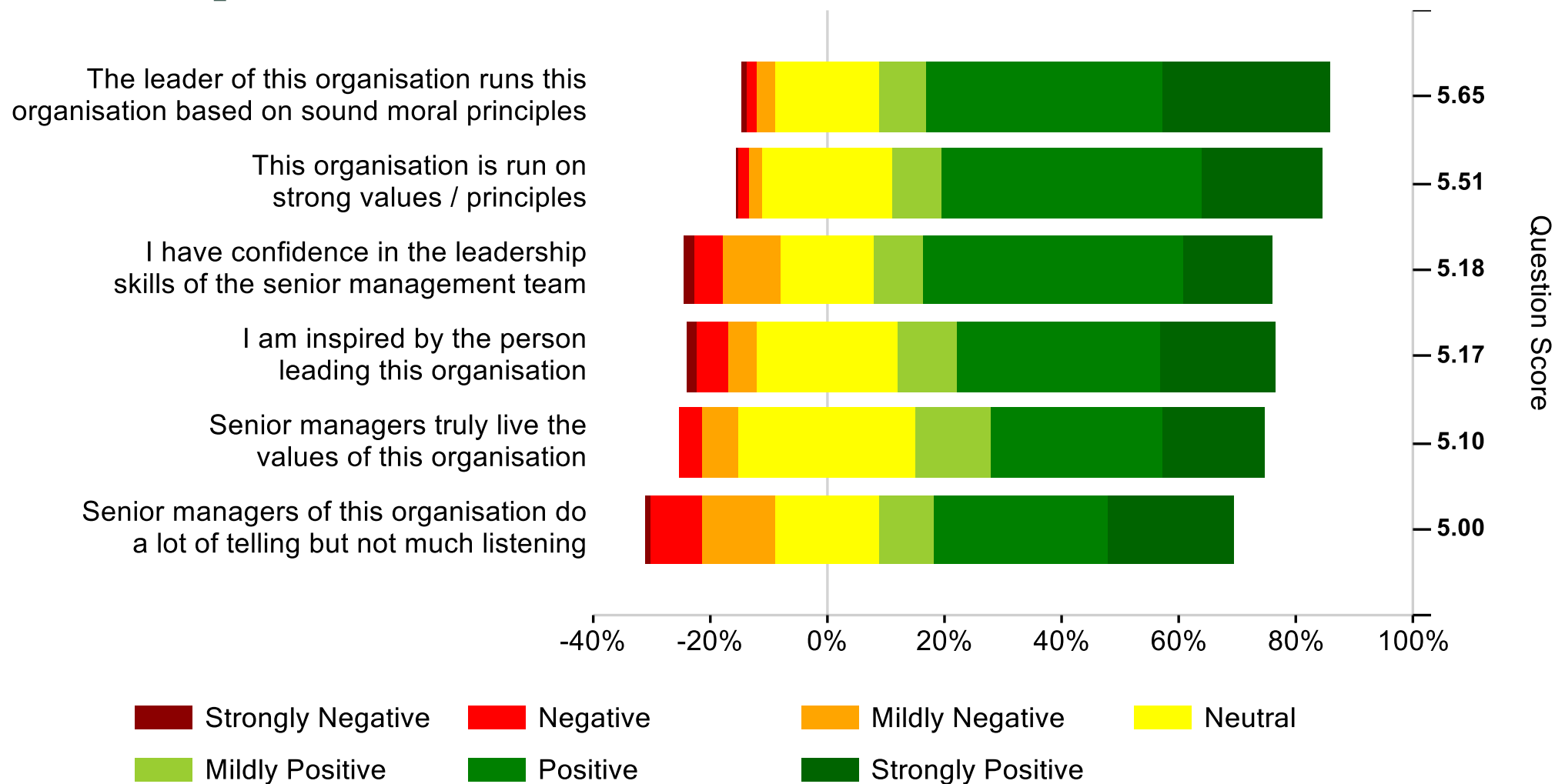
# 2023 BeHeard Survey

## Introduction to heatmaps

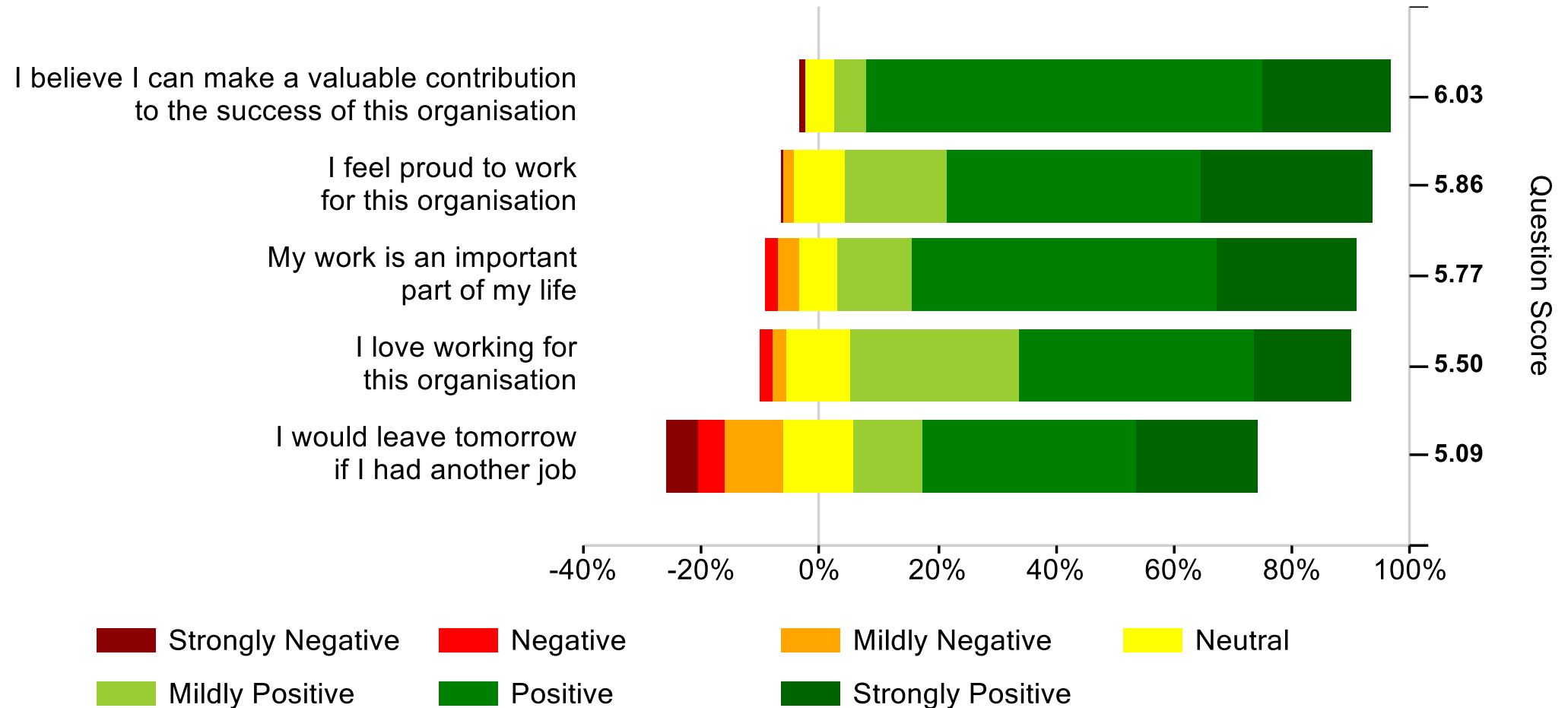
- The heatmaps show a breakdown of responses to statements in each factor
- Regardless of the wording of statements (positive or negative) 1 is always the lowest and 7 the highest
- Green portions of the heatmaps on the right-hand side are positive even if the statement is worded negatively
- The statements are shown in order of highest to lowest scores



# Leadership

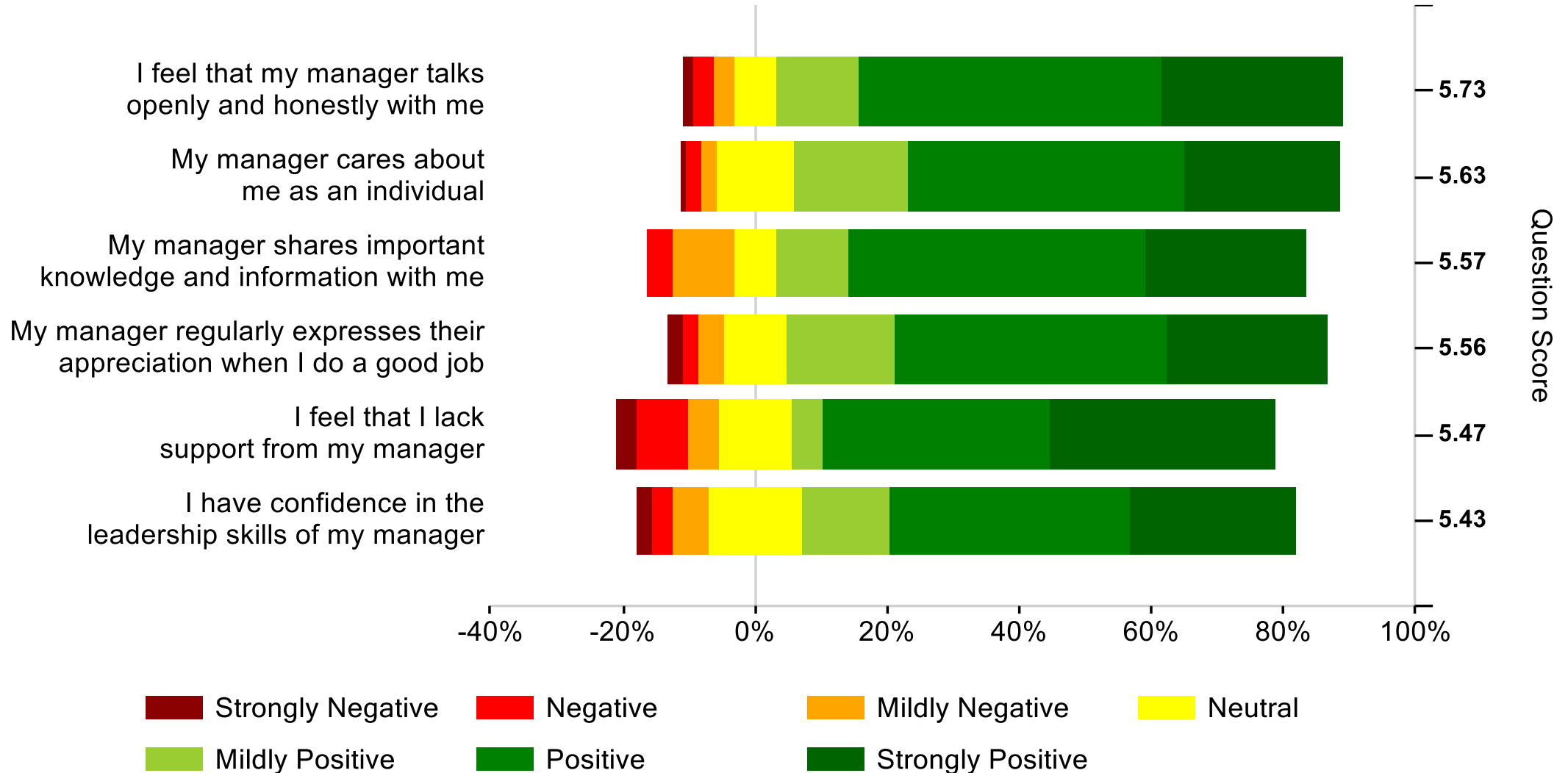


# My Company

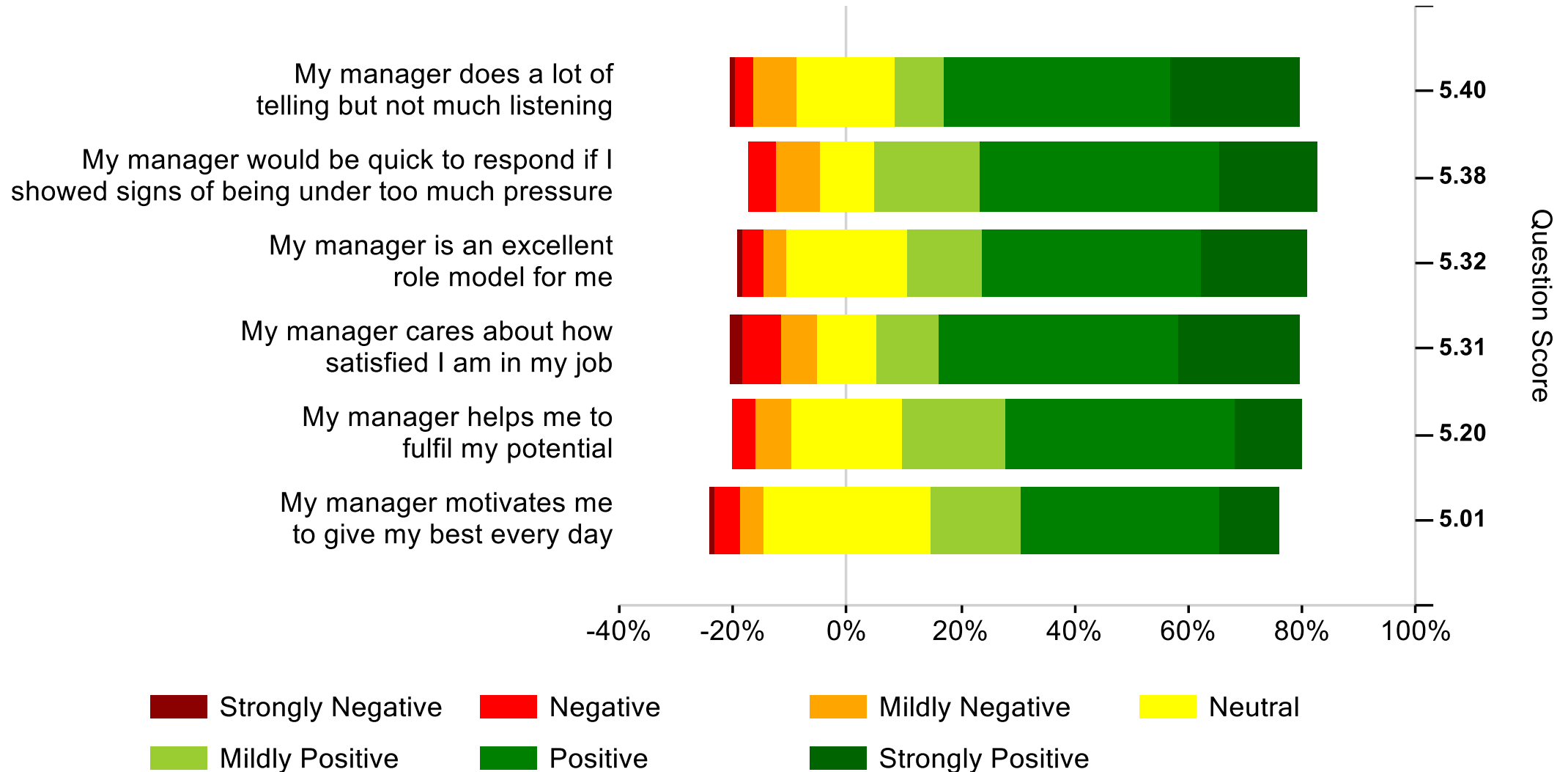




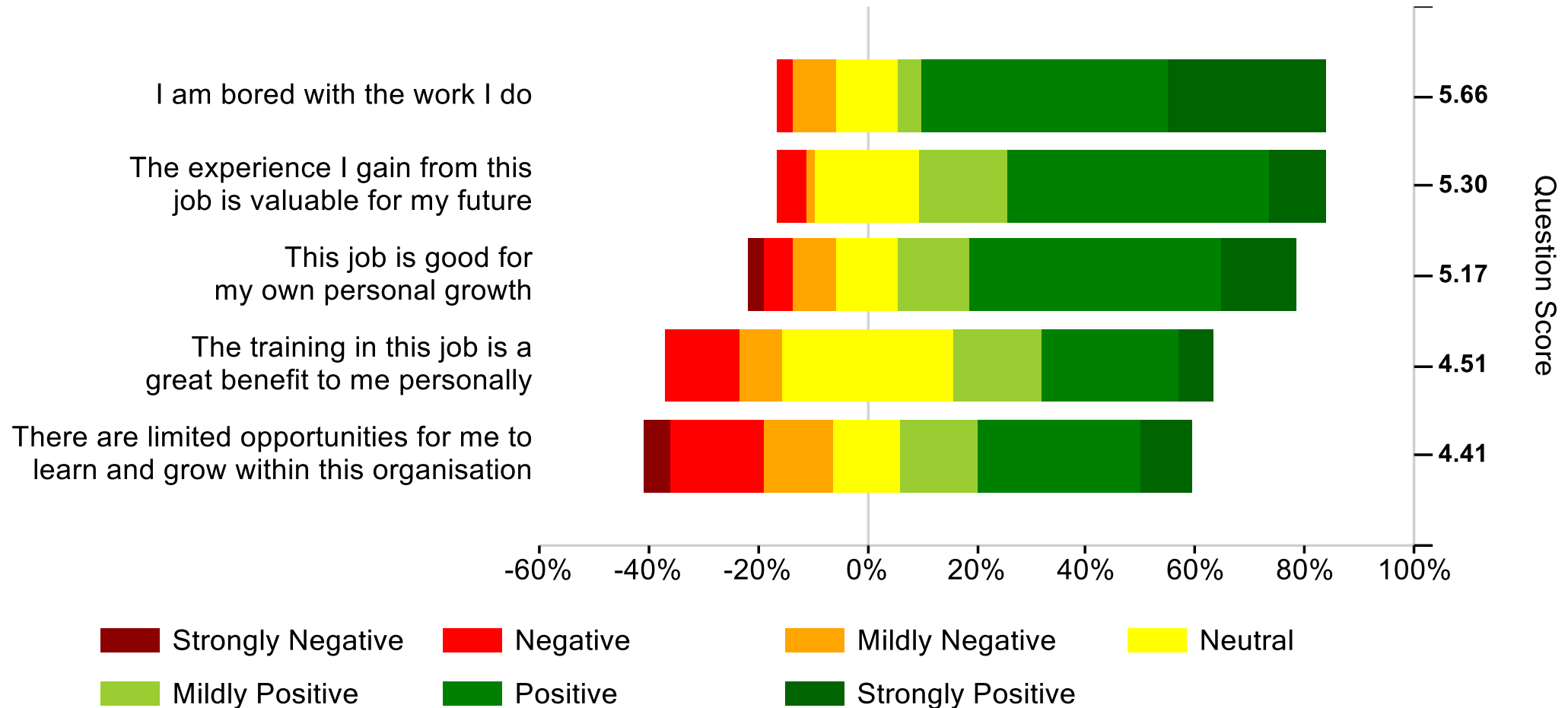
# My Manager (1 of 2)



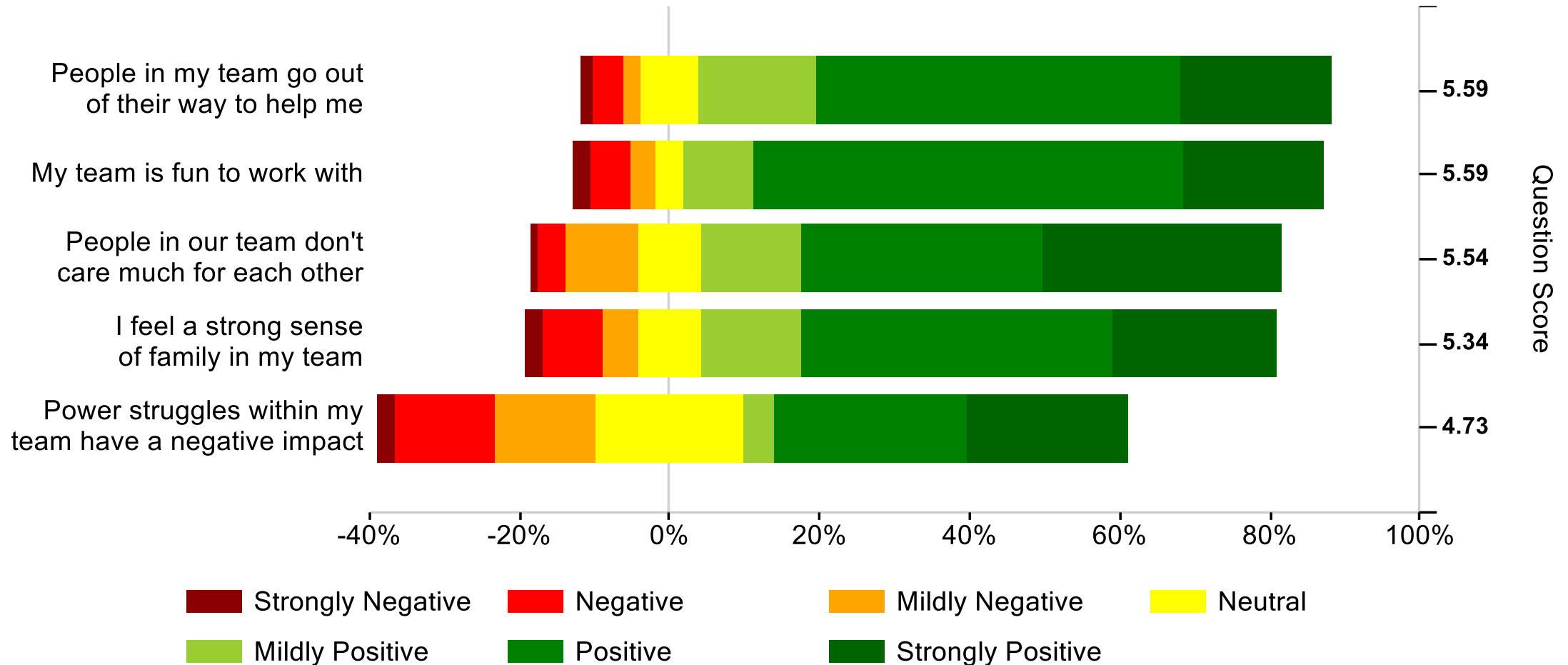
# My Manager (2 of 2)



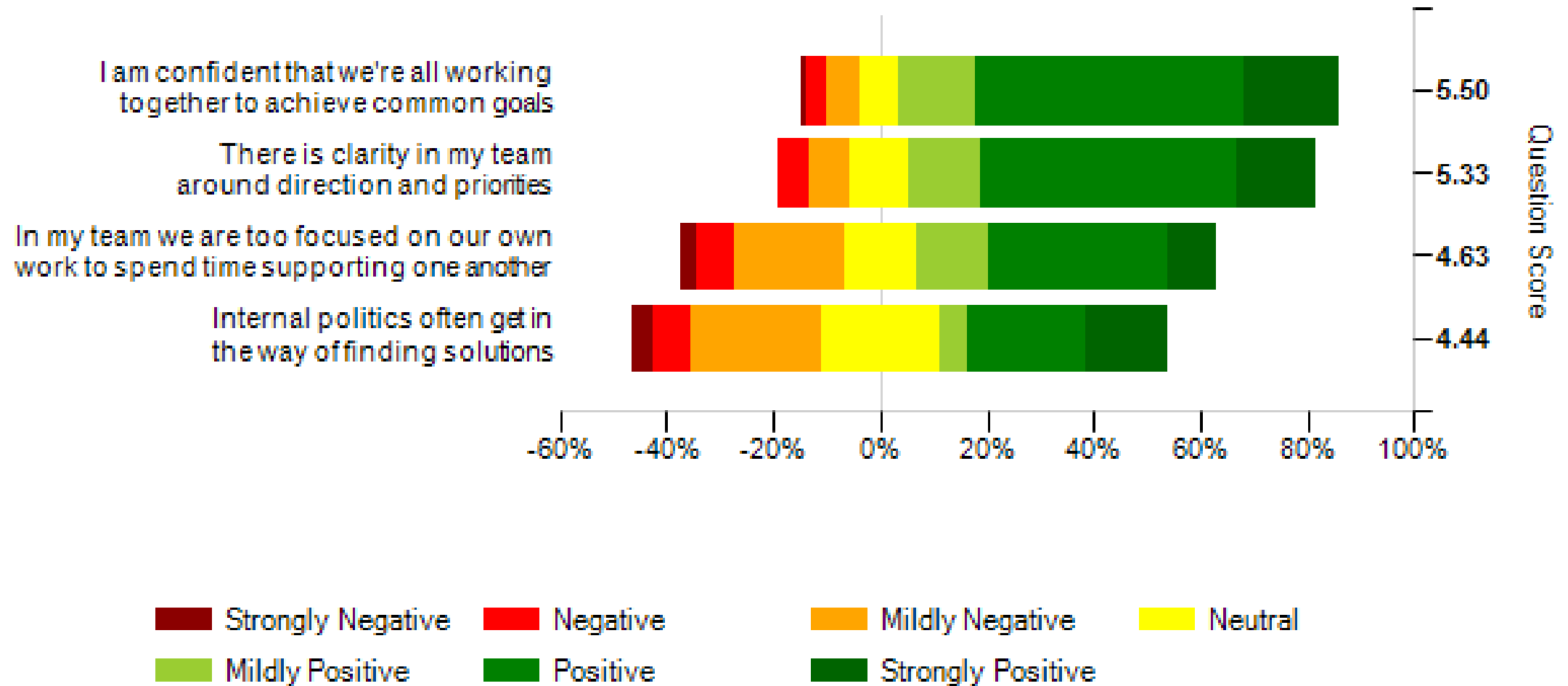
# Personal Growth



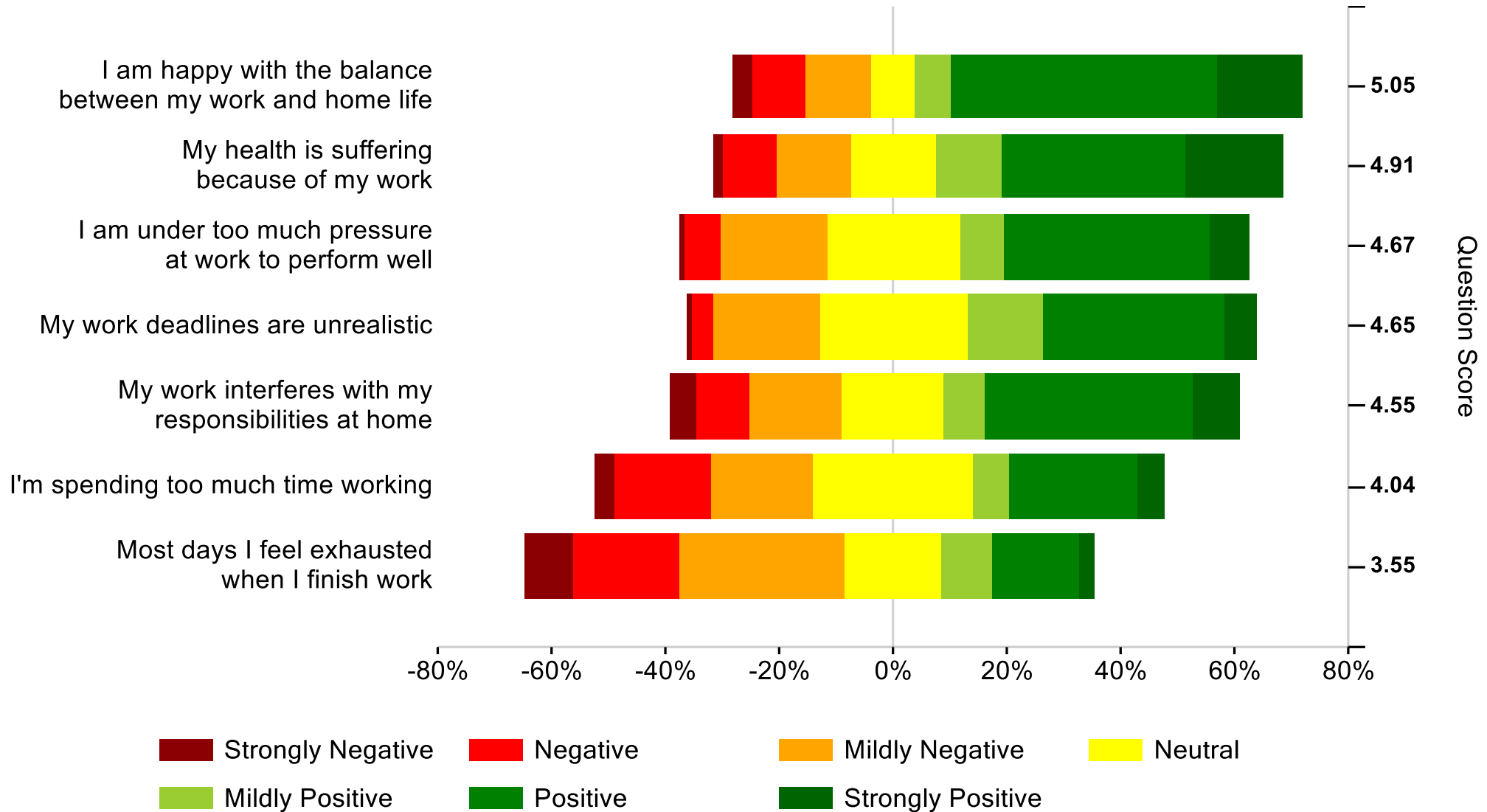
# My Team (1 of 2)



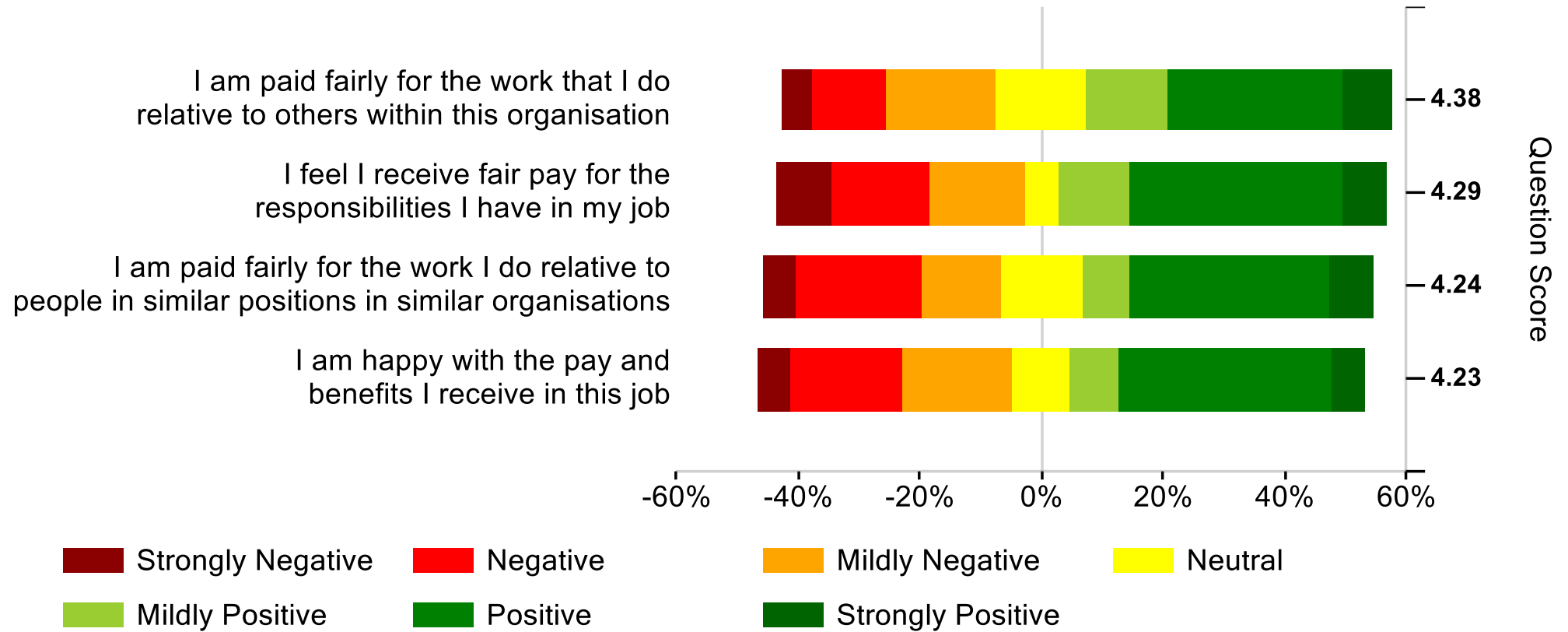
# My Team (2 of 2)



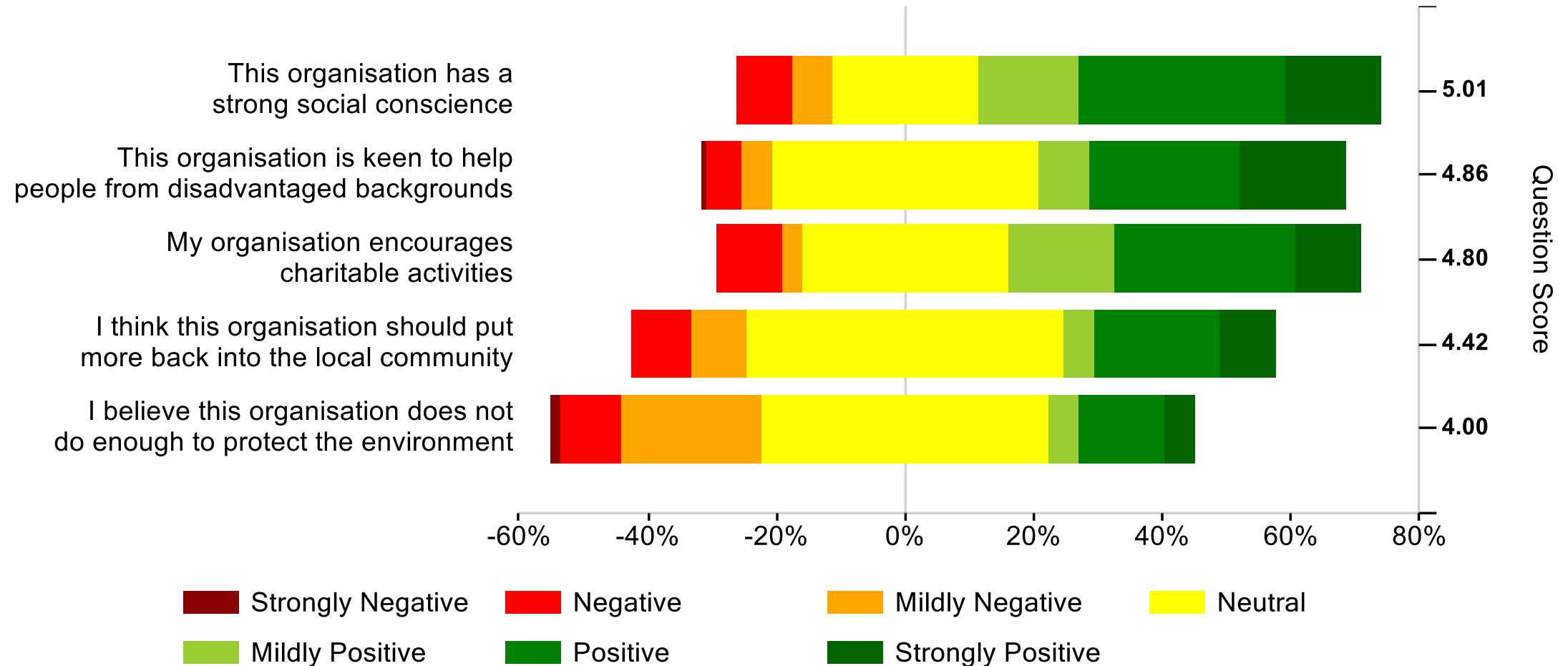
# Wellbeing



# Fair Deal

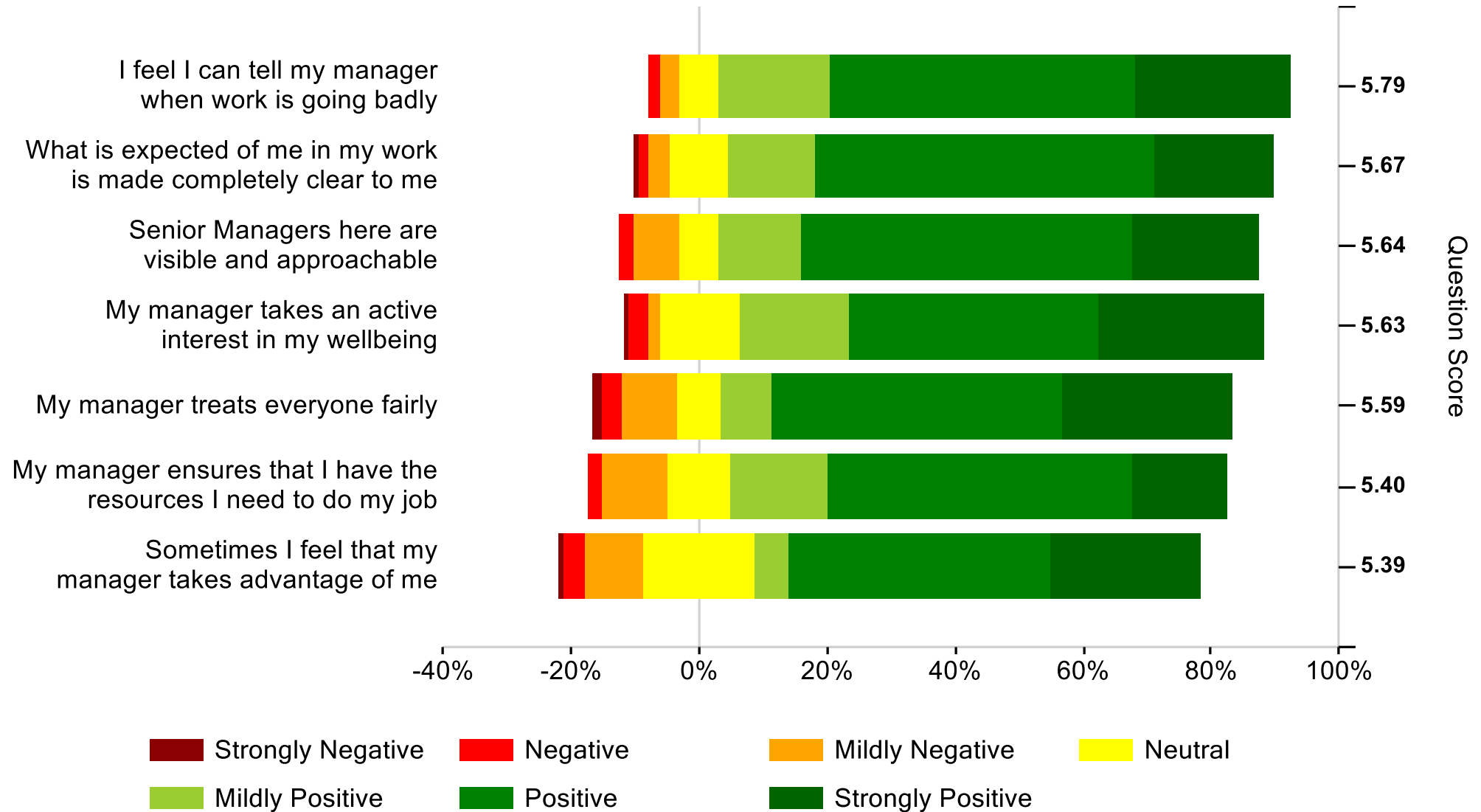


# Giving Something Back

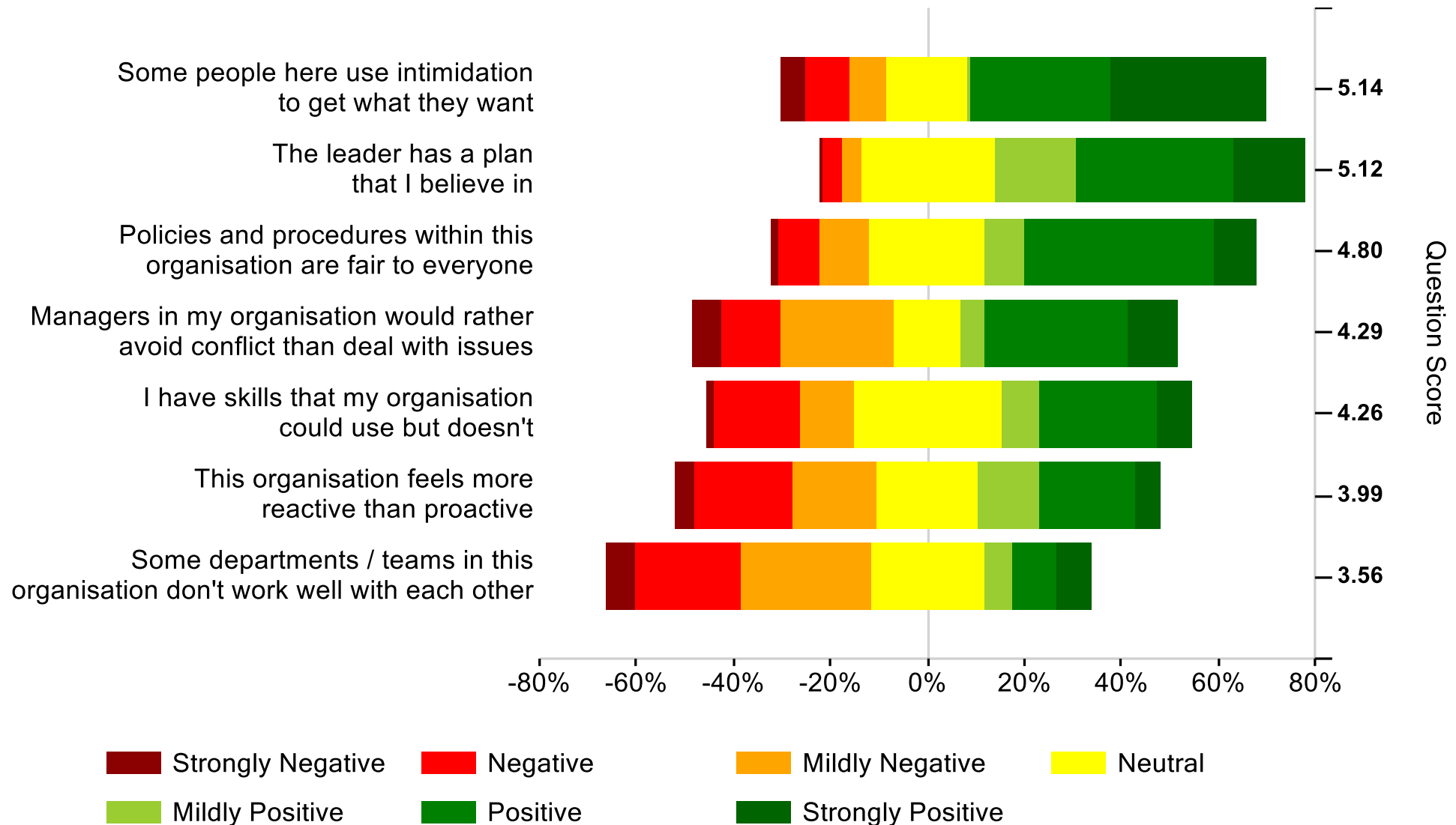




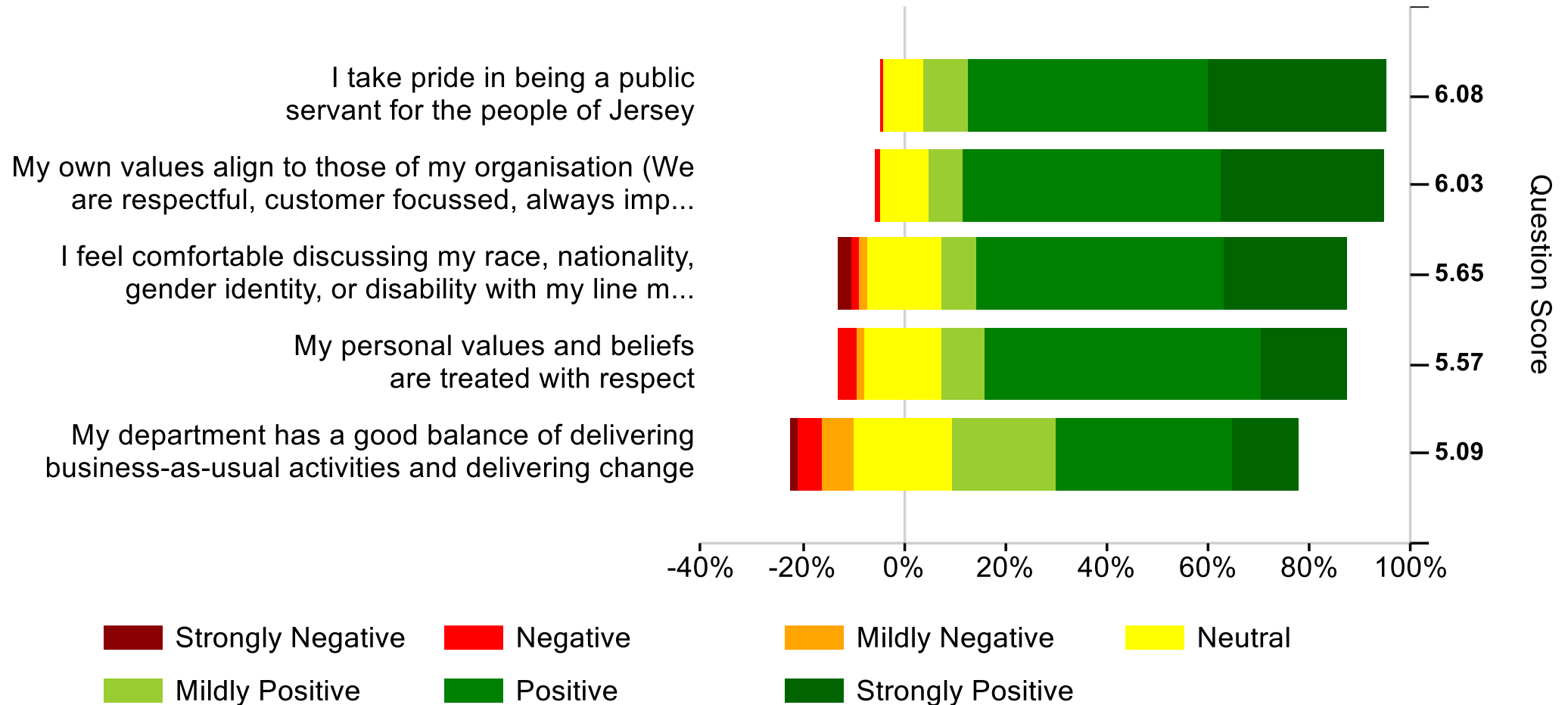
# Feedback (1 of 2)



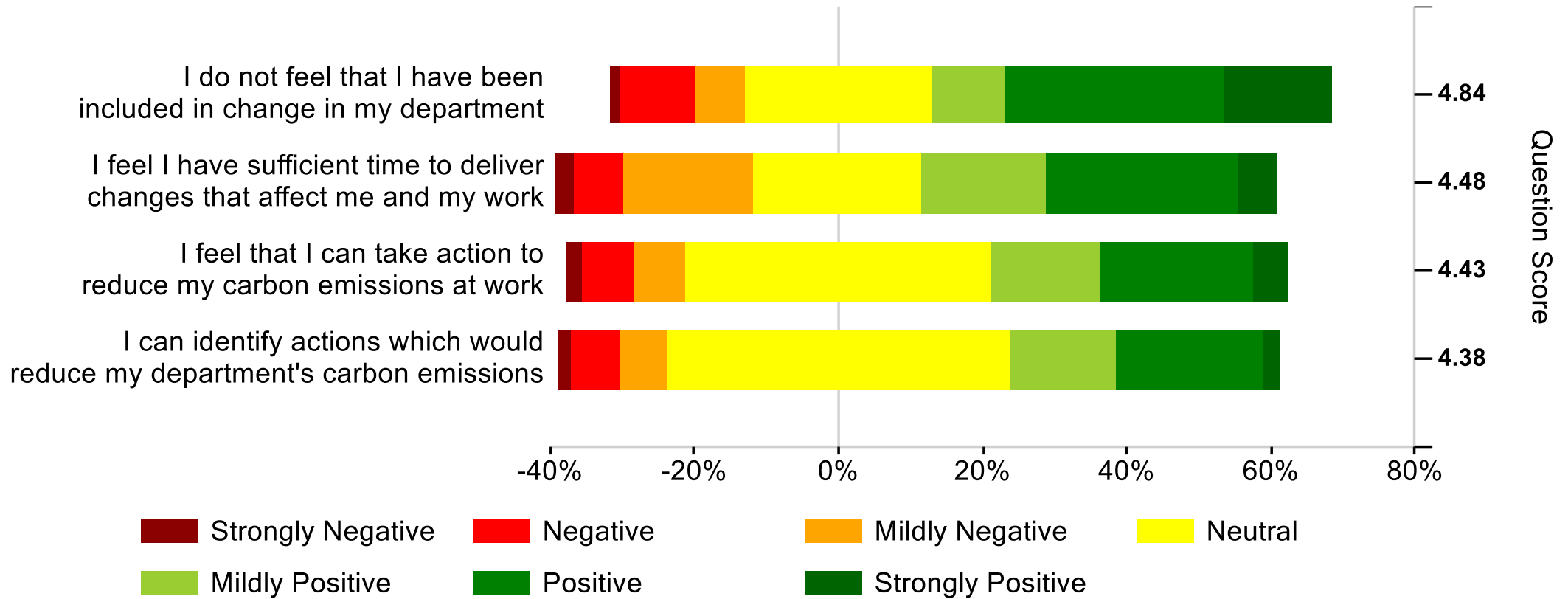
# Feedback (2 of 2)



# Bespoke (1 of 2)



# Bespoke (2 of 2)



# Service

