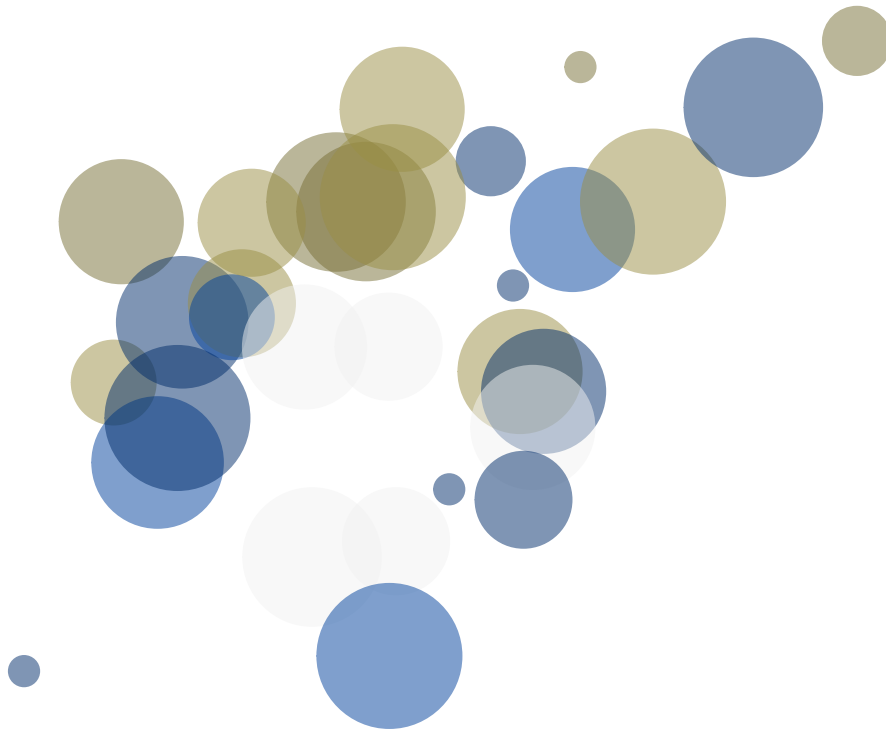


Organization-wide **VIBE** report compiled Saturday, September 20, 2025 for:



ABC CORP
EXAMPLE LTD



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1 Executive Overview

- The rate of participation of invited respondents was 80% - by industry standards, this is considered to be very strong
- The overall ABC Corp-wide engagement level is roughly average
- The strongest engagement component was “Energy”, and this component was also on the positive side of the scale metric
- The component most in need of corrective attention was “Dedication”

The remainder of this report presents more detailed information regarding survey results and recommendations.

2 Background

This report contains summarized responses from 161 ABC Corp respondents who answered an 18-item questionnaire between April 18, 2023 and April 19, 2023. The **VIBE** questionnaire is administered and managed by a vendor organization, eRg. It is used as a diagnostic tool to help companies better monitor and take action on organization-wide levels of *employee engagement*. Employee engagement refers to workforce enthusiasm – the extent to which people are happy and excited to be a part of ABC Corp.

The intention of surveys like this are to provide *aggregated*, summarized feedback reflective of the organization as a whole, as well as sizeable subgroups and functions within the larger organization. Individual experiences of engagement **are not** directly addressed via tools like this – this is because the results of these surveys are very carefully curated and presented such that confidentiality of any one individual’s response is maintained. It is therefore possible that **you**, personally, do not feel as though the broad summary results accurately reflect your personal opinion. The results of these surveys help organizations craft broad plans of action that are not specifically targeted toward any one individual.

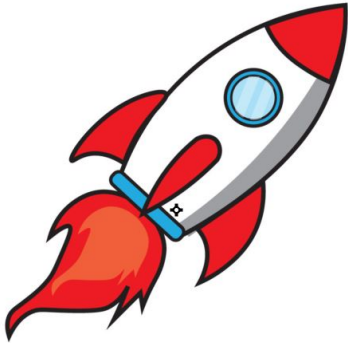
3 Survey Structure

An overall **VIBE** score is simply the average (on a 1 → 6 scale) computed across 18 items. Scores greater than 3.5 indicate generally positive engagement whereas scores lower than 3.5 reflect disengagement.

In addition to this “overall” score, the survey also probes for three finer aspects of engagement, which are referred to as “components” throughout this report: 1) Vigor, 2) Immersion, and 3) Belonging. These components help organizations decide what actions *might be most effective* to help maintain, boost, or further support current overall levels of engagement.

In addition to the three components, there are also three motivational factors assessed – these also help organizations decide where to best place their resources toward attention, support, and assistance. These motivational forces gauge how employees tend to: 1) feel, 2) think, and 3) act.

3.1 **VIBE** Components:



Vigor:

High levels of energy and mental resilience while working. Giving extra effort even when not explicitly asked for - a workforce on the low end of this component may be described as being chronically tired or exhausted.

Immersion:

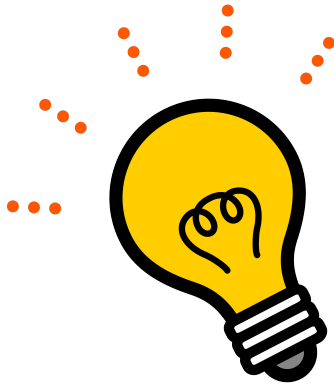
Being fully concentrated, focused, and happily engrossed in one's work. Time passes quickly and one has difficulties detaching oneself from work. Detachment occurs at the low end - mentally withdrawing from work.



Belonging:

Experiencing a sense of inspiration and pride from work. Being strongly committed to the company and having a desire to contribute. The low end of this includes cynicism - an “it doesn't really matter” sense of futility in contributions.

3.2 **VIBE** Motives:

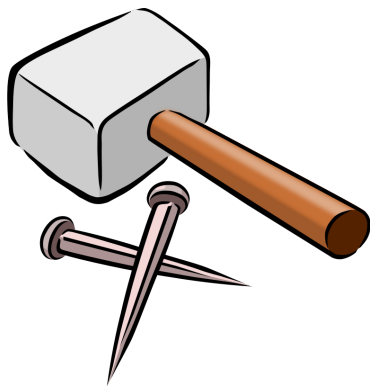


Thinking:

Collective thoughts about work. Positivity here includes beliefs that ABC Corp and ABC Corp agents care about employees' well-being. A workforce low on this motive is in danger of Psychological withdrawal (mentally "checking out").

Feeling:

The "valence" of attitudes regarding work. On the high end are warm, positive feelings of attachment. The lower end here reflects more emotional distance between the workers and the workplace.



Doing:

Exhibiting engagement-oriented behaviors. Workforces on the high end here are characterized by consideration and conscientiousness. When this motive is lacking, it may be reflected in tardiness or absenteeism.

The remainder of this report presents ABC Corp-wide results for both overall **VIBE** as well as levels of components and motives. These findings are derived from responses provided between April 18, 2023 and April 19, 2023.

4 Survey Findings

5 individuals' responses were excluded due to irregularities in response patterns. All graphical and statistical information presented below is therefore based on the responses of 156 ABC Corp employees.

4.1 ABC Corp-wide **VIBE** levels

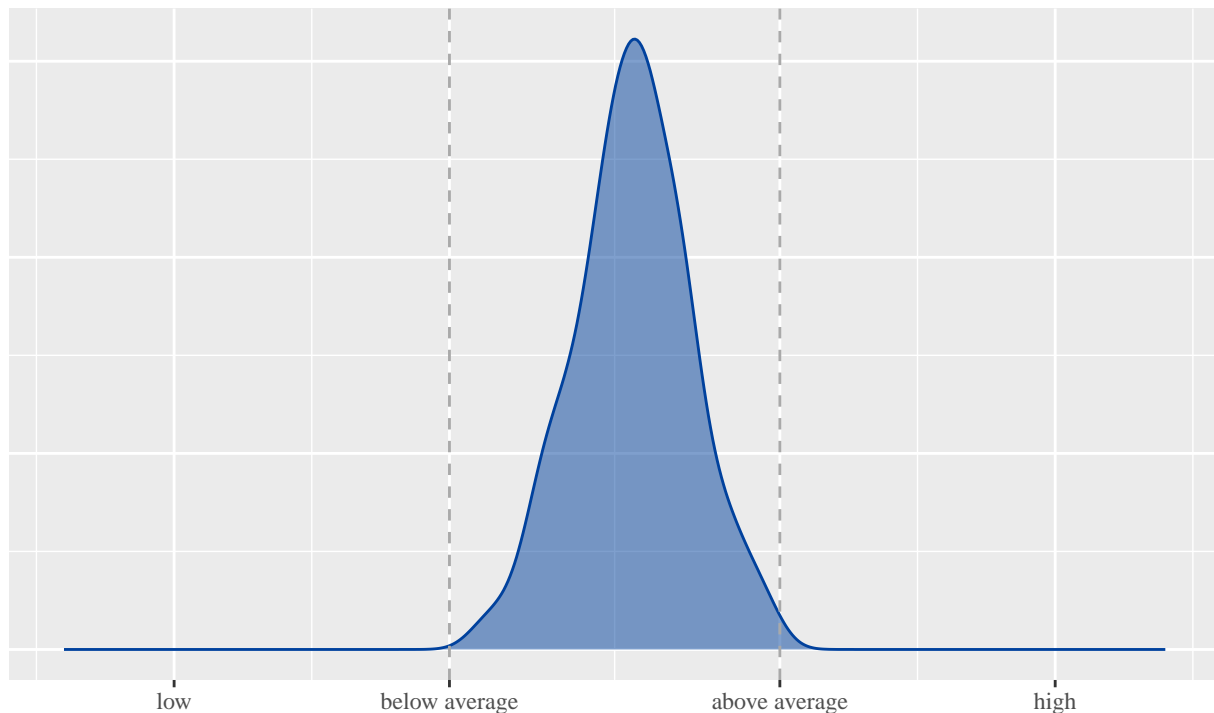


Figure 1: Overall VIBE

The location of Figure 1 (centered on a value of 3.5) reflects the overall engagement level at ABC Corp. The width of the figure demonstrates agreement (narrower reflects a similarity of feelings across employees, wider distributions implicate more disagreement across employees). Compared to the scale midpoint, the overall engagement level at ABC Corp is roughly average.* Regarding the spread of responses, ABC Corp respondents did exhibit a moderate degree of disagreement regarding their sentiment.

*In addition to absolute standing (relative to the 1 → 6 response scale), organizations are also commonly interested in how their employees feel *relative to other companies' employees*. For clarity of presentation, this company-wide report focuses only on *absolute* rather than *comparative* results. This exclusive presentation of absolute results in the **organization-wide** feedback report is a standard that is applied to every organization that uses the **VIBE** survey.

4.2 ABC Corp-wide **VIBE** components

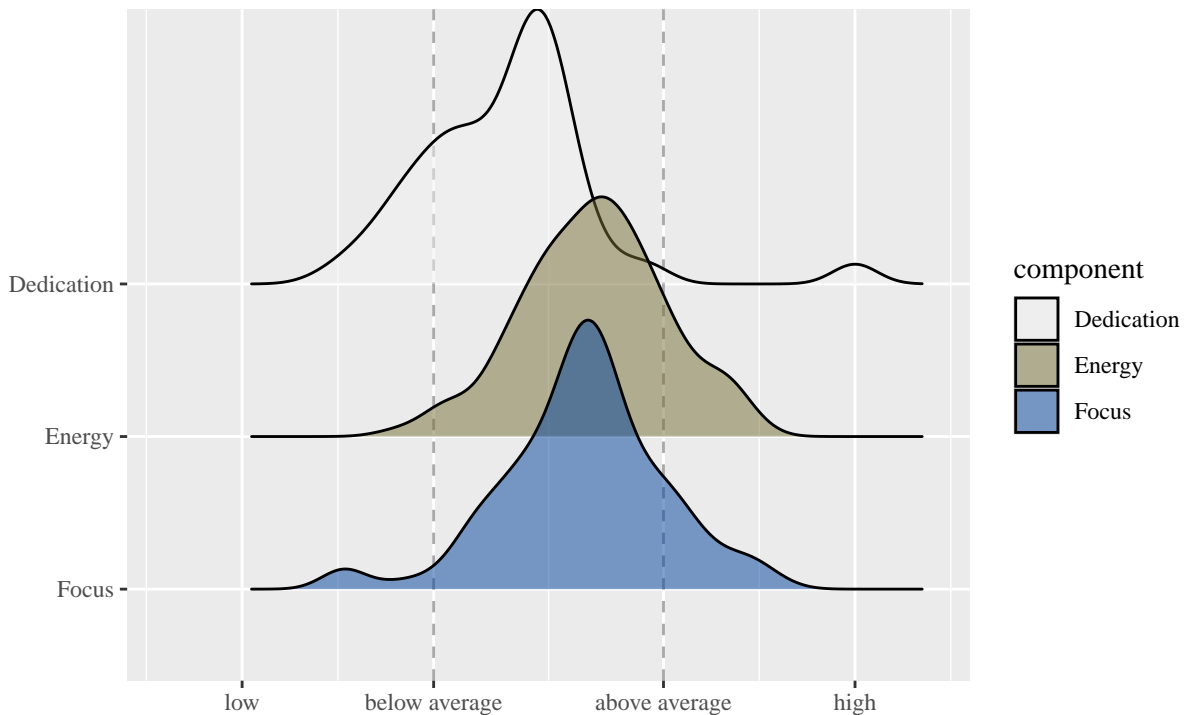


Figure 2: Component engagement rating

Figure 2 presents component ratings. The strongest engagement component was “Energy”, and this component was also on the positive side of the scale metric. The component most in need of corrective attention was “Dedication”. For description of the component elements, please see section 3.1. The implications and recommendations stemming from these results are presented in section 7.

4.3 ABC Corp-wide **VIBE** motives

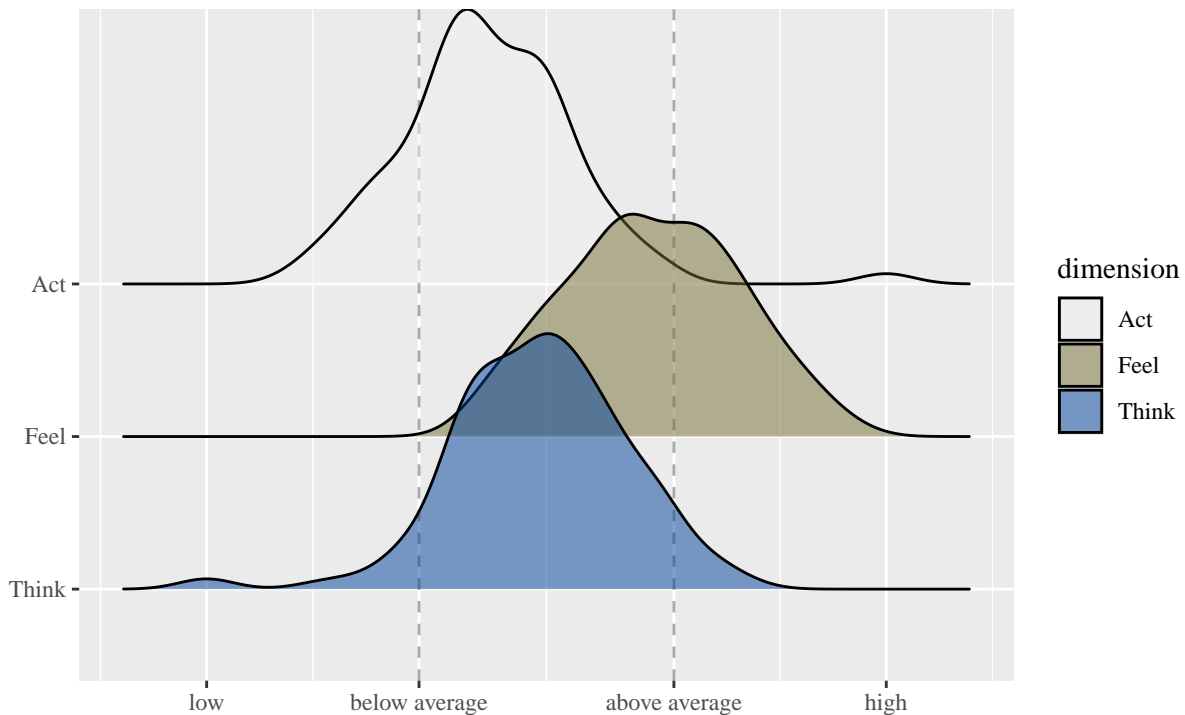


Figure 3: Engagement motive rating

Figure 3 presents motive ratings. The strongest engagement motive was “Feeling”, and this component was also on the positive side of the scale metric. The component most in need of corrective attention was “Acting”. For a description of the motive elements, please see section 3.2. The implications and recommendations stemming from these results are presented in section 7.

4.4 Individual indicators

Figure 4 presents individual item rating averages, from highest (top of Figure 4) to lowest rated item. The horizontal, grey-colored bars represent discrepancy in item response – the greater the width of these bars, the more discrepant are individual employee opinions. The narrower a bar is, the more the employees agree with the item’s rating.

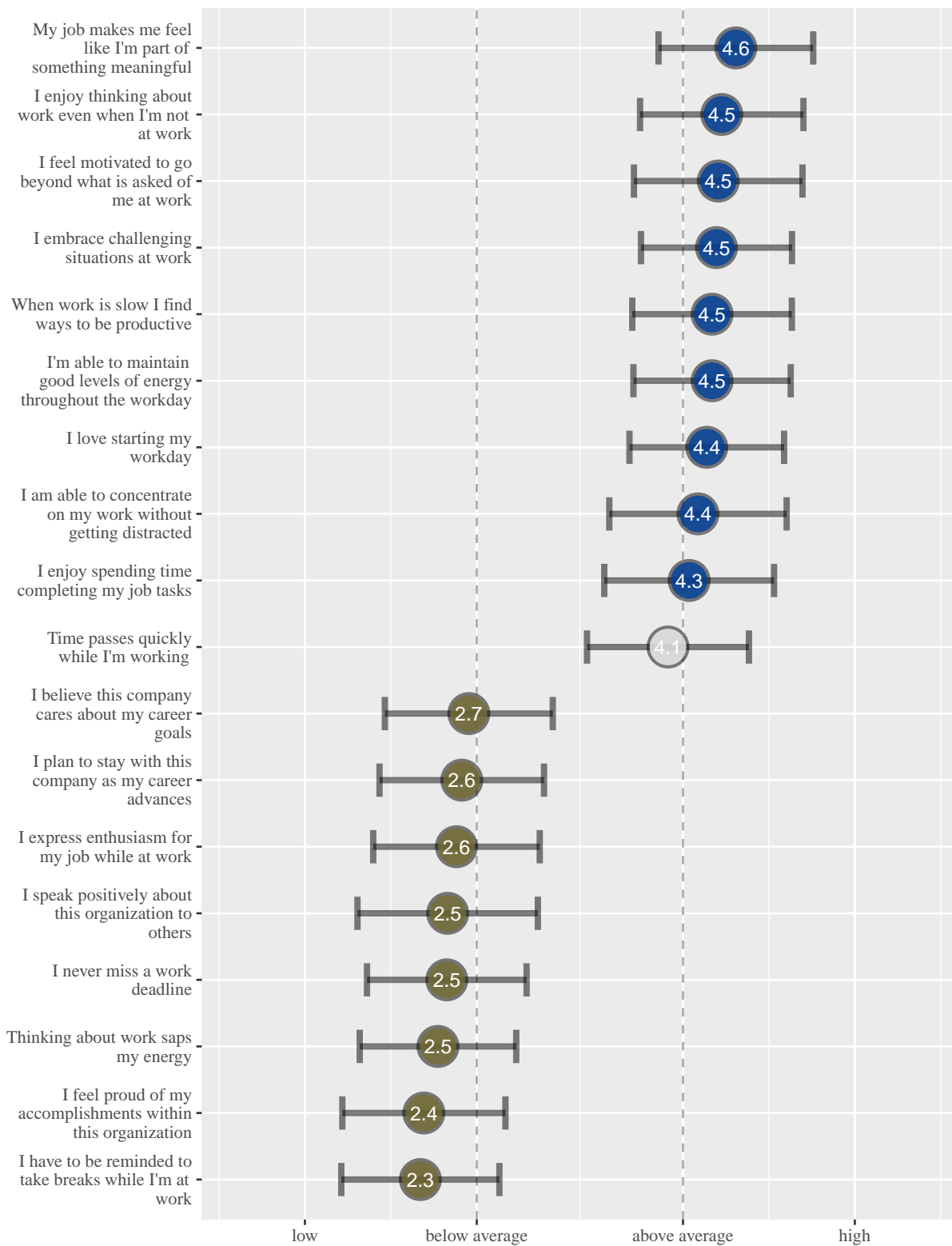


Figure 4: Individual item ratings (average and discrepancy)

5 Comparative Results

This report represents the second consecutive year ABC Corp has polled employees with the same questionnaire. It is therefore possible to consider the current results in relation to last years' results, as in Figure 5.

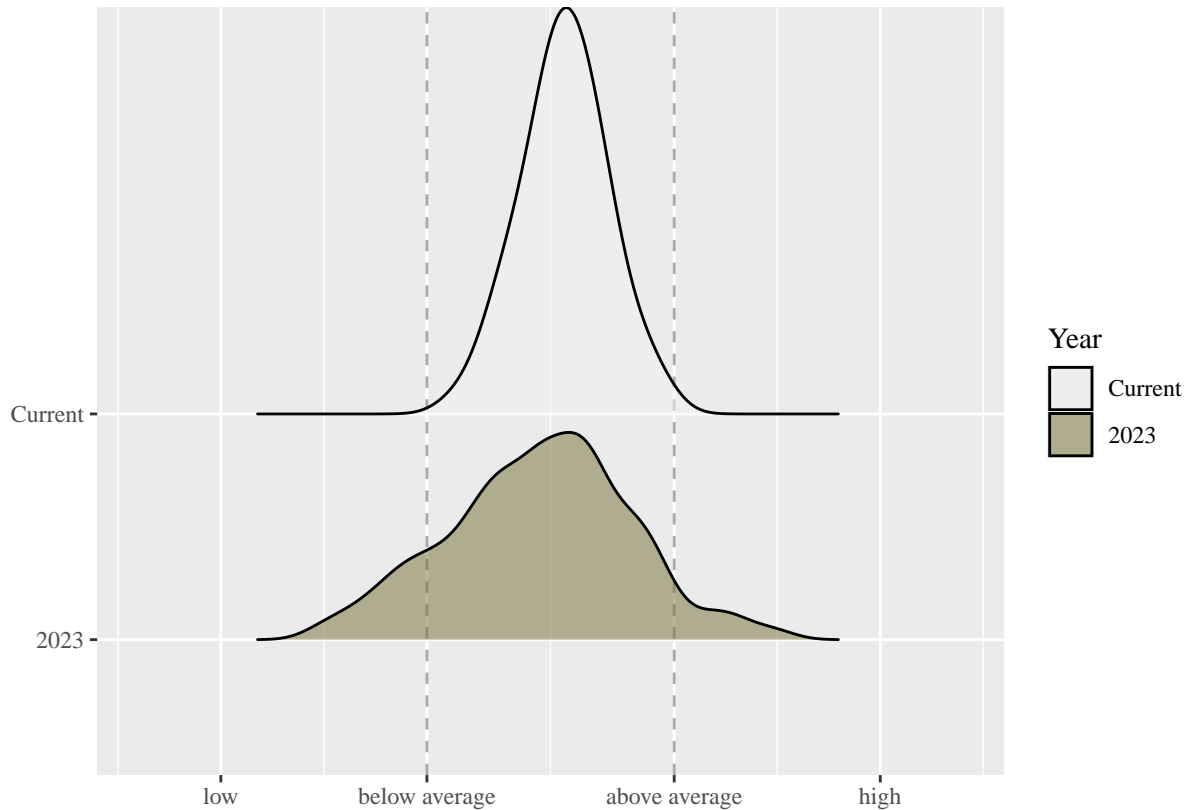


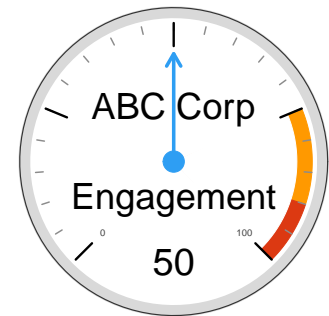
Figure 5: Overall rating (Current vs. Previous)

The current years' polling represents a gain in overall engagement, and the difference was also statistically meaningful ($\mu_{Current} = 3.5$; $\mu_{2023} = 3.43$)[†].

[†]Statistical significance is a function of not only mean difference, but also number of data points used to make comparisons (here 399) as well as the *widths* of the Figure 5 distributions.

6 Summary

The overall engagement level at ABC Corp was roughly average. Stated a bit differently, if the optimal “engagement speed” at ABC Corp was 100, we would currently be cruising along at a speed of 50. This means that we are on the correct side of the fulcrum, but there is still substantial room for improvement.



7 Actionable Recommendations:

Energy was the highest scale, and above average in absolute value. Dedication was the lowest scale, and suboptimal in absolute value. Different organizations and workgroups always benefit most from customized approaches toward maximizing employee engagement, and especially so given the relative strengths and areas of improvement. However, there are some *commonly effective* actions across individuals and organizations, four of which are listed below. Although commonly effective, they are not universally feasible, and should only be treated as possible topics of discussion (between you and your supervisor):

- **Recognition** – *constructive* feedback helps employees better understand their impact. This is not always feasible/possible from formal supervision structures, but could be supplemented with, for example, peer recognition programs.
- **Opportunity** – employees are more likely to be engaged when they believe the organization supports them in their development for growth. Formal training opportunities & support or mentorship programs can help here.
- **Autonomy** – increased freedom to manage one’s own work. In the extreme, this takes the form of job crafting (the employee defines his/her work responsibilities), although this should be reserved for very unique cases.
- **Communication** – clarity of messaging around company goals, performance, and expectations as well as an articulation of *how the employee*

helps achieve these goals can increase engagement levels.

It would be unwise to place the full responsibility of **acting on** these survey results on one person – engagement requires the effort and contribution of all ABC Corp employees. Continuous assessment through surveys, one-on-one discussions, or focus groups will further help in understanding which strategies are most effective. Engagement is not a one-size-fits-all solution; it's an ongoing process of adjustment and improvement.

Questions or concerns?



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