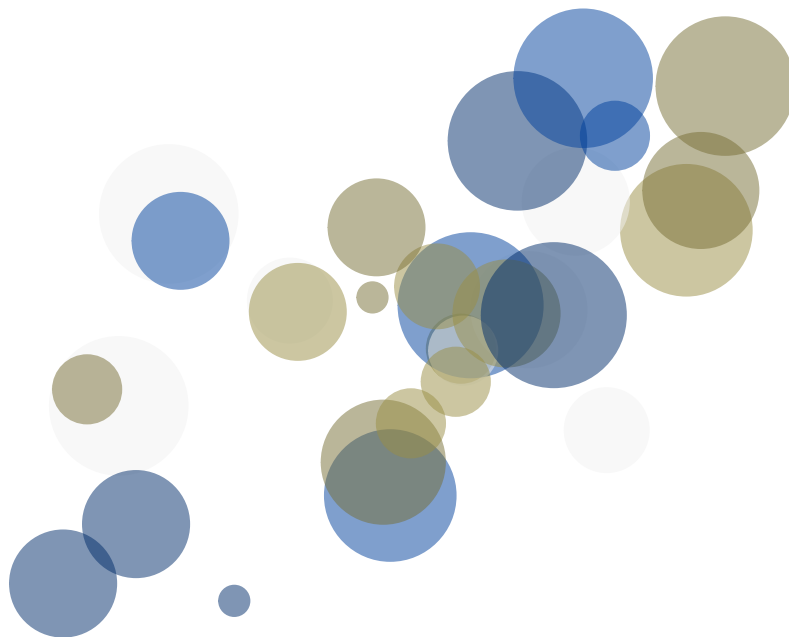


Organization-wide VIBE report compiled Saturday, September 20, 2025 for:



ABC CORP
EXAMPLE LTD





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1 Background

This report contains information from 161 ABC Corp respondents who answered an 18-item questionnaire between April 18, 2023 and April 19, 2023. The 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.

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

The location of Figure 1 (centered on a value of 3.55) 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.

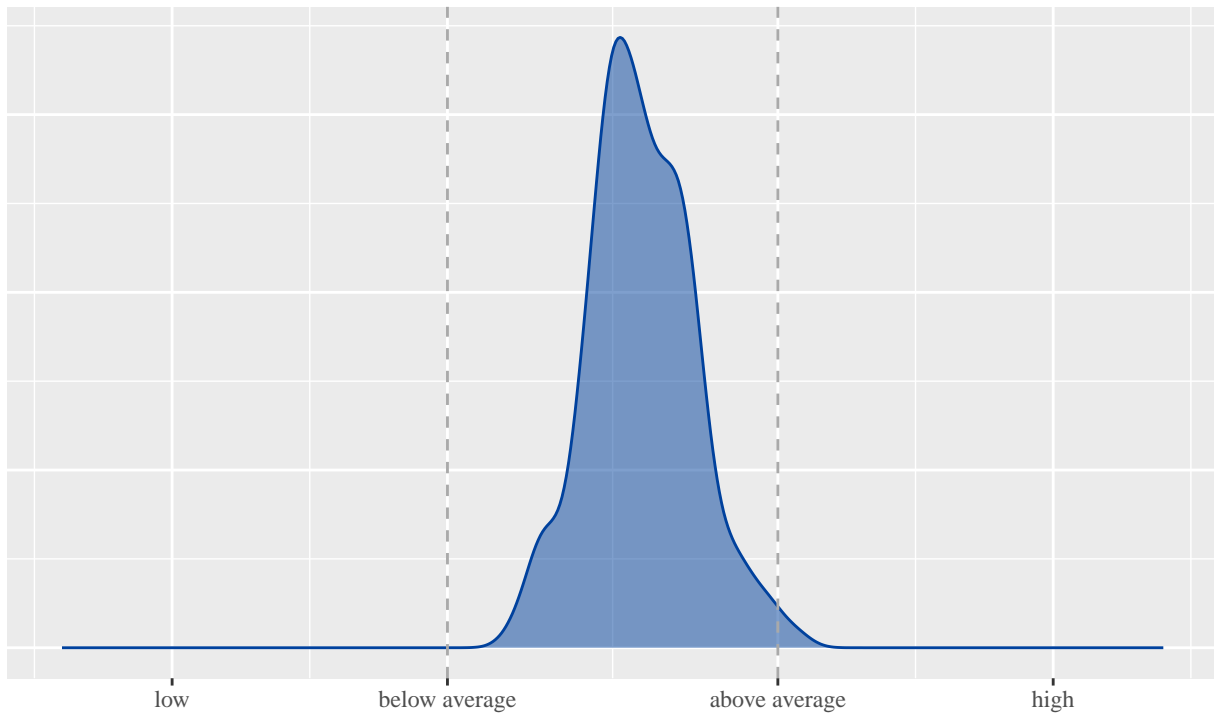


Figure 1: Overall engagement rating

2.1 Item Responses

Figure 2 presents individual item rating averages, from highest (top of Figure 2) 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.

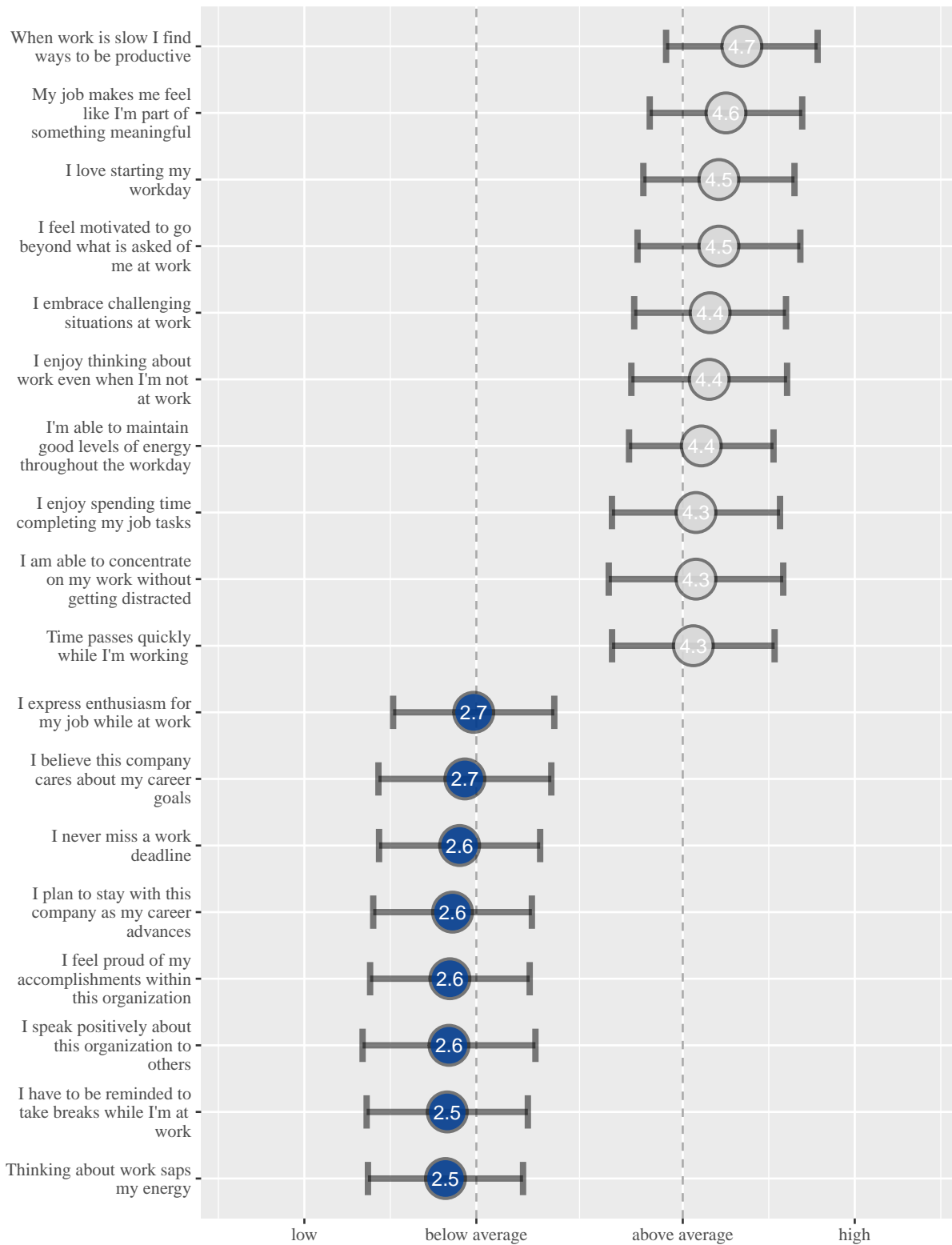


Figure 2: Individual item ratings (average and discrepancy)

3 Summary

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?



Please contact the survey administrator:

John Kulas
jtkulas@ergreports.com
651-216-3353