2018 STAFF SURVEY RESULTS

Key
- At least 80% of respondents selected a positive answer (e.g. always agree, strongly agree, mostly agree)
- 65% to 79.9% of respondents selected a positive answer
- 0.0% to 64.9% of respondents selected a positive answer

Planning, objectives & progress

78%
I understand my faculty, school or service plan as it relates to my role.

66%
I have the opportunity to contribute to developing the plan (e.g. through away days, staff meetings etc.).

86%
My individual work objectives are agreed annually with either my leader/manager or a member of my management team.

77%
I understand how my individual work objectives contribute towards achieving the plan.

69%
My local management team provides regular updates about progress in achieving the plan.

Wellbeing

92%
I’m aware of the services which the University provides to support my wellbeing in the workplace.

85%
My wellbeing is supported by my manager.

90%
My wellbeing is supported by my colleagues.

90%
I feel I can cope with the challenges at work.

77%
My work allows a healthy work-life balance.

83%
I’m satisfied with my job security.
<table>
<thead>
<tr>
<th>Values &amp; engagement</th>
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</thead>
<tbody>
<tr>
<td><strong>92%</strong></td>
<td><strong>70%</strong></td>
<td><strong>66%</strong></td>
<td><strong>72%</strong></td>
<td><strong>72%</strong></td>
<td><strong>78%</strong></td>
<td><strong>72%</strong></td>
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<tr>
<td>The University Values are important to me.</td>
<td>I feel it's safe to constructively challenge the way things are done in my faculty, school or service.</td>
<td>I'd recommend my faculty, school or service as a great place to work.</td>
<td>I'm motivated to achieve the objectives in my faculty, school or service plan.</td>
<td>I feel it's safe to constructively challenge the way things are done in my faculty, school or service.</td>
<td>I understand how sustainability relates to my role.</td>
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<tr>
<td><strong>83%</strong></td>
<td><strong>91%</strong></td>
<td><strong>87%</strong></td>
<td><strong>91%</strong></td>
<td><strong>78%</strong></td>
<td><strong>87%</strong></td>
<td><strong>82%</strong></td>
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<tr>
<td>I feel I work in an inclusive and supportive environment.</td>
<td>I feel my peers are inclusive and supportive.</td>
<td>I feel my manager is inclusive and supportive.</td>
<td>I'm treated with respect by others in my faculty, school or service.</td>
<td>I understand how sustainability relates to my role.</td>
<td>I feel valued by my leader/manager for my work/contribution.</td>
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<td><strong>68%</strong></td>
<td><strong>79%</strong></td>
<td><strong>71%</strong></td>
<td><strong>82%</strong></td>
<td><strong>62%</strong></td>
<td><strong>62%</strong></td>
<td><strong>57%</strong></td>
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<td>I'm aware of the University's Leadership Excellence Behaviours Framework.</td>
<td>Leaders and managers in my faculty, school or service behave in line with the University's Leadership Excellence Behaviours Framework.</td>
<td>I receive regular, constructive feedback on my performance from my leader/manager.</td>
<td>I feel valued by my leader/manager for my work/contribution.</td>
<td>I feel that good performance is recognised and rewarded appropriately in my faculty, school or service.</td>
<td>I feel that change is needed my faculty, school or service leaders/managers help me to understand how the change(s) will affect me personally.</td>
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<tr>
<td><strong>52%</strong></td>
<td><strong>58%</strong></td>
<td><strong>62%</strong></td>
<td><strong>68%</strong></td>
<td><strong>57%</strong></td>
<td><strong>78%</strong></td>
<td><strong>58%</strong></td>
</tr>
<tr>
<td>I feel that poor performance is dealt with effectively in my faculty, school or service.</td>
<td>When change is needed my faculty, school or service leaders/managers communicate clearly why.</td>
<td>When change is needed my faculty, school or service leaders/managers give me opportunities to make suggestions.</td>
<td>When change is needed my faculty, school or service leaders/managers communicate clearly why.</td>
<td>When change is needed my faculty, school or service leaders/managers help me to understand how the change(s) will affect me personally.</td>
<td></td>
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</tbody>
</table>
Our University

Work, training & development

- **90%**
  - I'm sufficiently challenged by my work.

- **87%**
  - My work gives me a sense of personal accomplishment.

- **76%**
  - I feel involved in decisions that affect my work.

- **85%**
  - I'm able to access appropriate training and development to support me to achieve my individual work objectives.

- **80%**
  - Training and development activities have helped me to improve my performance.

- **76%**
  - Training and development activities have helped me to develop my potential.

- **93%**
  - I'm proud to work at the University of Leeds.

- **80%**
  - I feel I'm a valued member of our community.

- **85%**
  - I understand the University's strategy.

- **86%**
  - I'd recommend the University as a great place to work.