



Exit

Diversity & inclusion leavers analysis report



REPORT GENERATED:

01/03/2015

GROUP CATEGORY:

GENDER: FEMALES

GROUP SIZE:

197 (RESPONSE RATE: 82%)

SENSITIVITY:

PRIVATE & CONFIDENTIAL

Please note

This is a sample report and may not contain all the data collected in the questionnaire.

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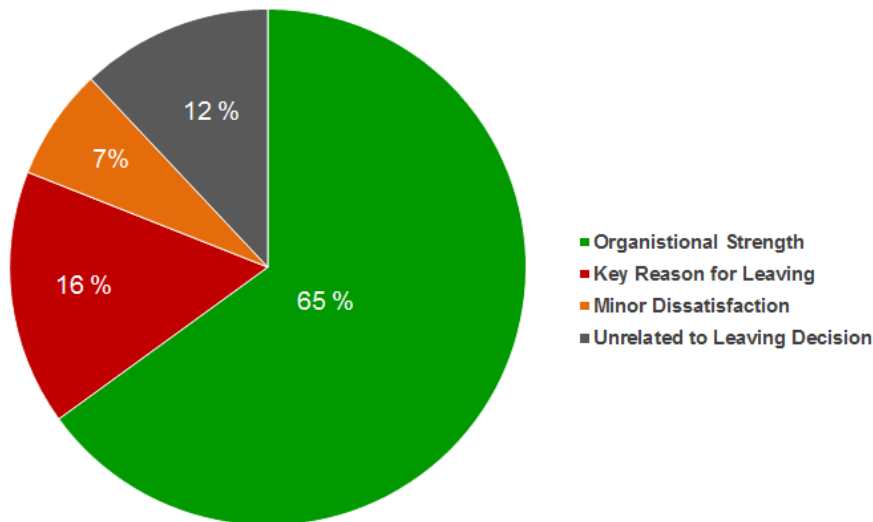
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Personal Experience of Female Leavers

How leavers felt they were treated by their colleagues, managers and the organisation – and whether any diversity and inclusion issues were drivers behind the decision to leave.

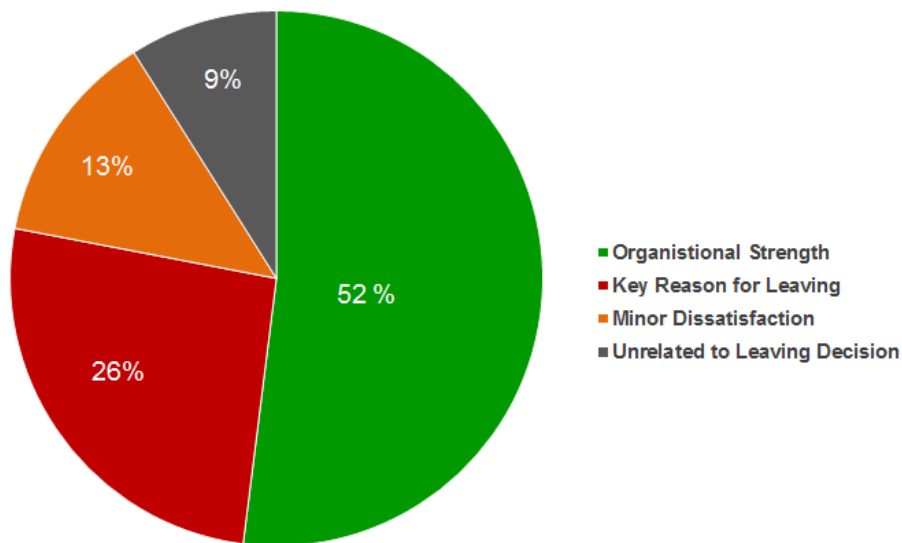
A. Behaviour

The extent to which people left the organisation because of how they were treated by their colleagues and managers, and could they openly express their views and beliefs.



B. Meritocracy

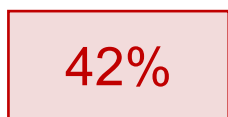
The extent to which people felt they were treated fairly and equitably by the organisation, irrespective of who they are.



Brand Impact

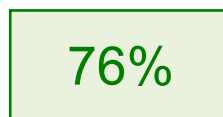
A. Re-hires

How many of your leavers would potentially work again for your organisation.



B. Promoter score

How many of your leavers would recommend your organisation as a place to work.



This section sets out how leavers felt they were treated by their colleagues, managers and the organisation – and whether any diversity and inclusion issues were drivers behind the decision to leave.

Responses are summarised as:

S	A RELATIVE STRENGTH of the organisation (%)
K	A KEY area of dissatisfaction that prompted the decision to leave (%).
M	A MINOR area of dissatisfaction (%).
N	NOT a reason for leaving or a relative strength (%).

A. Behaviour

	S	K	M	N
I felt bullied and harassed by others	80	10	5	5
People excluded me from activities because of my status	75	5	10	10
My manager didn't treat me fairly because of my status	85	5	1	9
My manager didn't treat me with respect	82	2	8	8
Our senior leaders did not visibly support diversity and inclusion	42	33	12	13
Senior leaders did not see diversity and inclusion as an important issue	60	9	14	17
I felt uncomfortable openly expressing my views and beliefs	32	35	11	22

B. Meritocracy

	S	K	M	N
I felt I was paid less than others, as a direct result of my status	52	19	15	14
I felt my career was negatively affected because my status	55	15	15	15
I did not apply for more senior opportunities as I felt I would be overlooked because of my status	60	20	14	6
I felt excluded from the talent pool because of my status	51	19	18	12
Talent management here felt exclusive, rather than encouraging diversity and inclusion	57	27	12	4
I felt my status prevented me from getting the recognition I deserved for my work	55	24	14	7
The organisation's dominant culture felt like a "boys club"	63	20	11	6

>> Breakdown Group: Females (n=197)

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Summary

The overall feeling that the organisation is truly committed to being diverse and inclusive.

D&I Strength Score

36%

A. Openness & Transparency

The extent to which the organisation is clear about its approach and commitment to diversity & inclusion.

Strength	Improve	Unsure or NA
31%	44%	25%

B. Organisational Experience

Extent to which the organisation properly positions and manages employees' expectations of diversity & inclusion.

Strength	Improve	Unsure or NA
33%	43%	24%

C. Organisational Support

The extent to which employees feel they have the necessary support to be themselves.

Strength	Improve	Unsure or NA
31%	44%	25%

D. Policies

The visibility, accessibility and application of the organisation's diversity & inclusion policies.

Strength	Improve	Unsure or NA
27%	45%	29%

E. Personal Focus

The importance individual employees actually place on diversity & inclusion when considering working for an organisation.

Strength	Improve	Unsure or NA
56%	31%	13%

This section sets out how leavers felt the organisation is committed to diversity and inclusion. Responses are summarised as:

✓	The percentage of leavers responding positively to the statement. For negative items, this is the percentage who disagreed. Numbers shaded and outlined represent 80% or more of respondents.
<>	The percentage of leavers who are unsure or where the statement does not apply.
⊗	The percentage of leavers responding negatively to the statement. For negative items, this is the percentage who agreed. Numbers shaded and outlined represent 40% or more of respondents.

A. Openness & Transparency

	✓	<>	⊗
The organisation was open and transparent about its approach in relation to diversity and inclusion	51	8	41
The organisation was clear about how it feels about diversity and inclusion as a principle	48	16	36
Senior management took ownership for the diversity and inclusion agenda	22	28	50
There was a clear owner for diversity and inclusion within the organisation	19	7	74
The organisation took steps to connect with the wider community in relation to diversity and inclusion issues	17	64	19

B. Organisational Experience

	✓	<>	⊗
The diversity and inclusion agenda was over pushed, to the detriment of the majority of employees (-)	80	10	10
Diversity and inclusion was discussed during my recruitment experience with the organisation	20	10	70
The organisation's approach to diversity and inclusion was covered during my induction/ onboarding experience	19	1	80
This organisation met my pre-joining expectations around diversity and inclusion	50	2	48
I would recommend this organisation as a place to work because of its positive attitude to diversity and inclusion	15	60	25
I was offered flexibility around my personal circumstances	11	65	24

C. Organisational Support

	✓	<>	⊗
There was little support in place for me in relation to diversity and inclusion (-)	51	8	41
There was investment into training and developing people on diversity and inclusion	48	16	36
The organisation was effective at monitoring diversity and inclusion	22	28	50
The organisation lived its values in relation to diversity and inclusion	19	7	74
There were clear senior level diversity and inclusion role models	17	64	19

D. Policies

	✓	<>	⊗
Diversity and inclusion policies were visible	48	16	36
Diversity and inclusion policies were accessible	22	28	50
Diversity and inclusion policies were realistic	19	7	74
Diversity and inclusion policies were applied properly	17	64	19

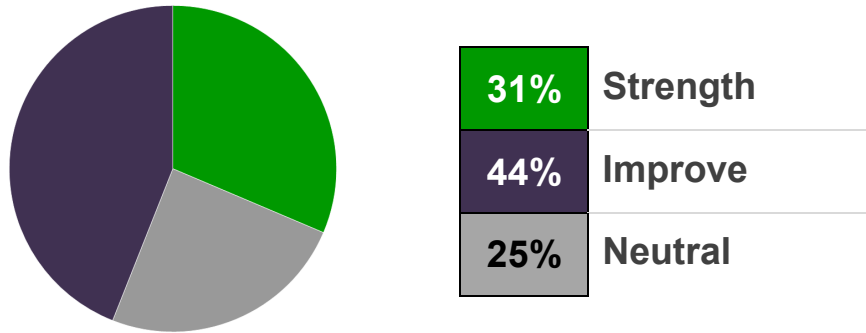
E. Personal Focus

	✓	<>	⊗
When evaluating potential employers diversity and inclusion is a critical component for me	20	10	70
Working for an organisation with visible commitment to diversity and inclusion is very important to me	80	1	19
I was actively attracted to this organisation because of its reputation for diversity and inclusion	65	20	15
I researched this organisation's approach/ attitude to diversity and inclusion before joining	60	20	20

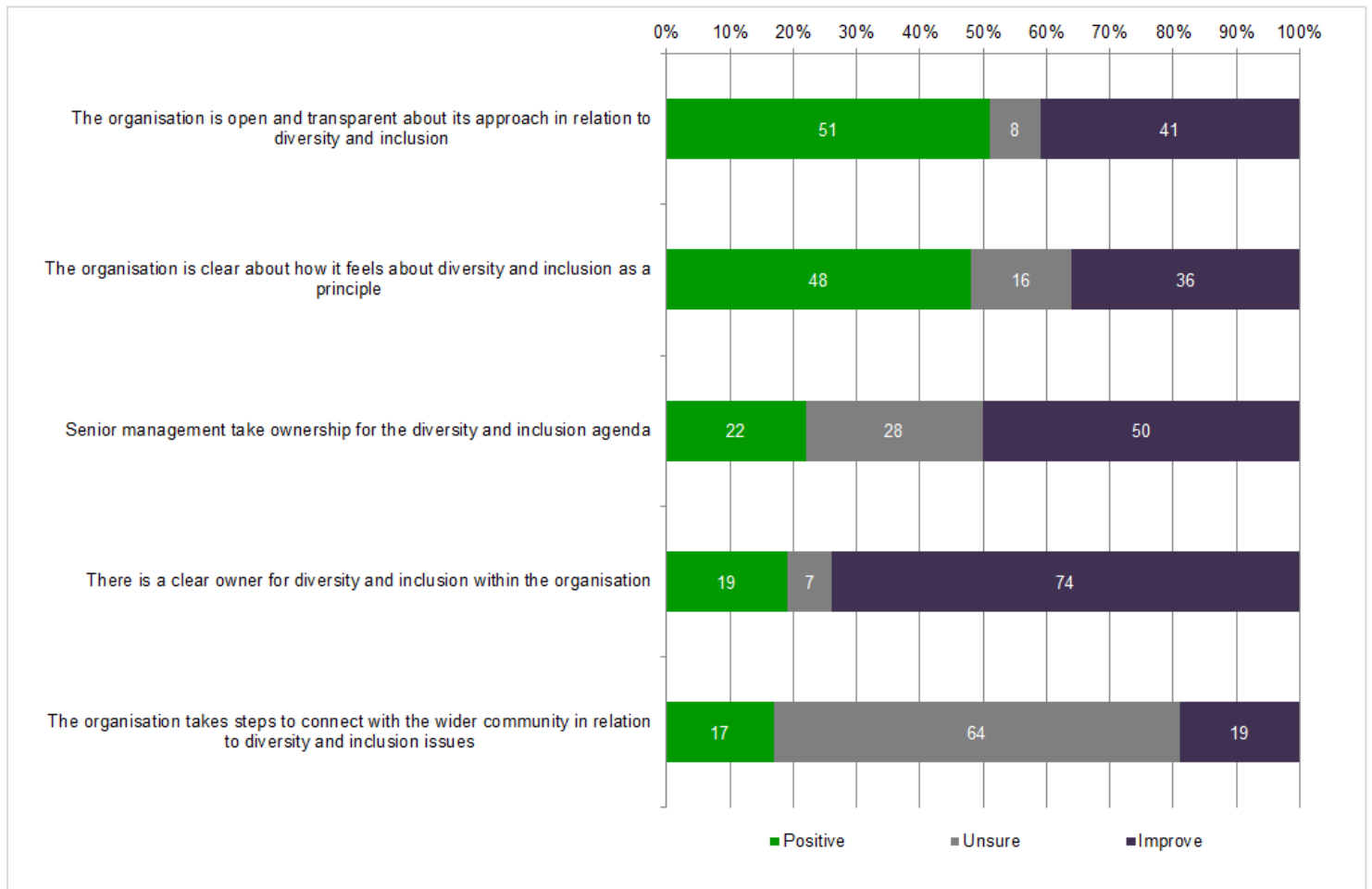
This page shows the extent to which the organisation is clear about its approach and commitment to diversity & inclusion. High 'Improve' scores are likely to indicate a lack of obvious sponsorship and openness towards diversity & inclusion within the organisation.

Openness & Transparency

(a) Overall



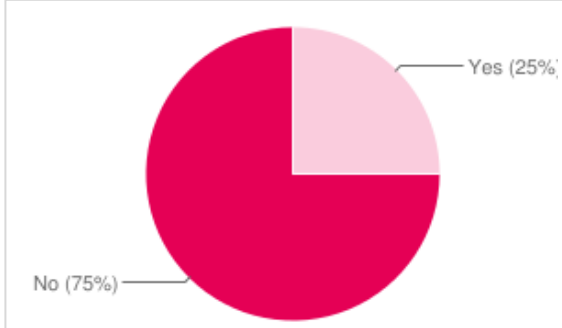
(b) Detail



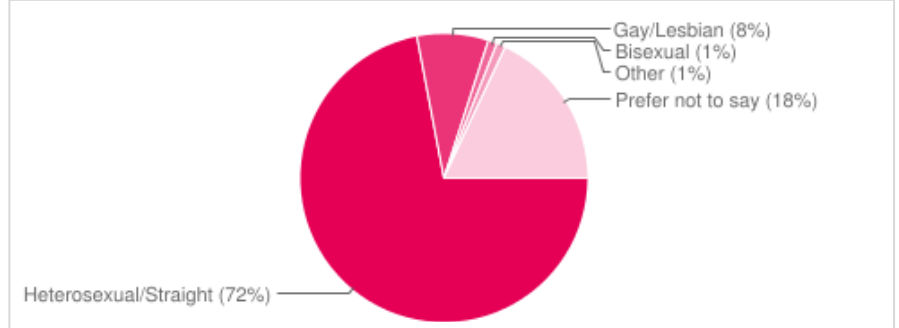
>> Breakdown Group: Females (n=197)
 >> Report Generated: 01/03/2015

This section sets out the diversity profile of the reporting group. Further reports can be provided on any variable in the profile.

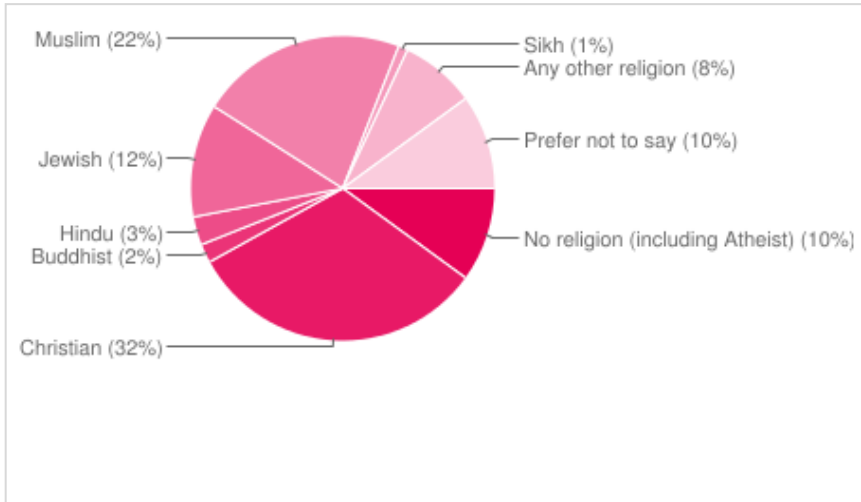
Disability



Sexual Orientation



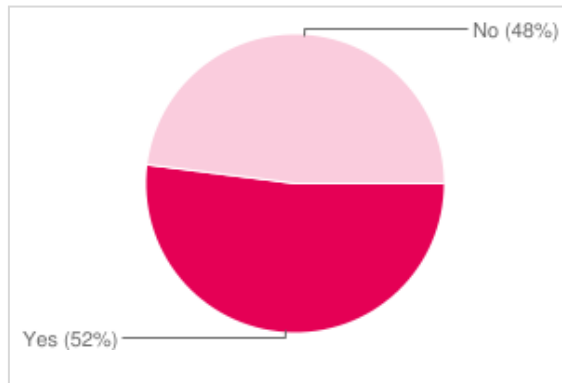
Religion/Belief



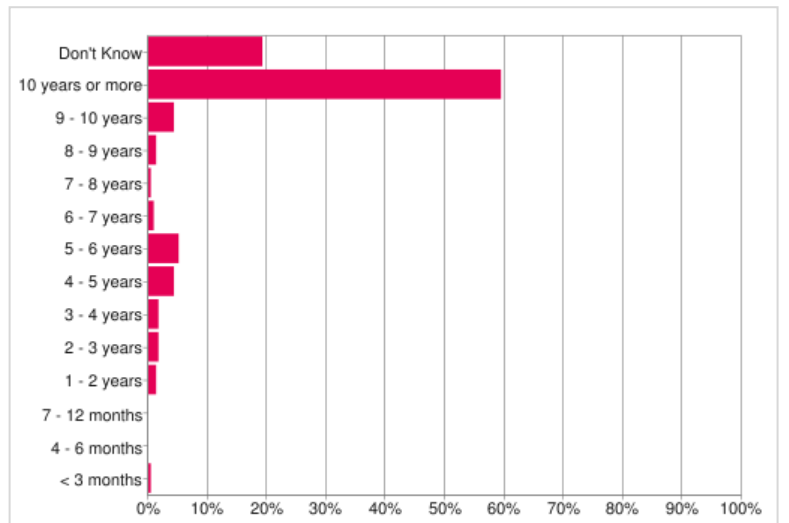
Age

Age Group	%
20 or younger	1
21 - 25	10
26 - 30	25
31 - 35	24
36 - 40	18
41 - 45	13
46 - 50	5
51 - 55	2
56 - 60	1
61 or over	1
I do not wish to answer	0

Caring Responsibilities



Tenure



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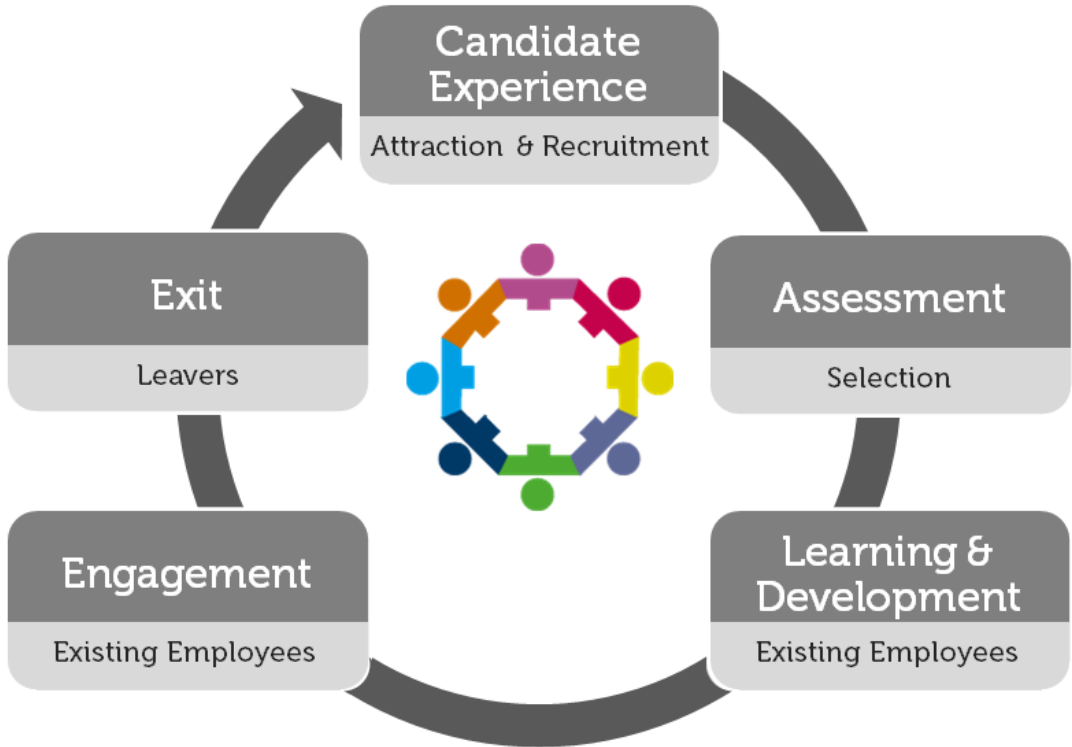
About great{with}diversity

great{with}diversity is a specialist practice area of great{with}talent - our roots are in business psychology and user-friendly web based assessments. Our client base spans nearly 2000 high profile organisations, and we help them to perform by recruiting the right people, improving employee engagement and ensuring their organisation is more efficient and effective.

D&I Lifecycle

We assess how diversity and inclusion influences employee opinions and perceptions through every step of the employment journey with your organisation. Starting at recruitment and attraction, through to engagement and development. And, whilst no one likes a farewell, we cover that part too with diversity specific exit questionnaires. We achieve all of this through a unique range of questionnaires that focus on the perceived importance and impact of bias in the workplace, rather than census gathering and box ticking in the name of equal opportunities.

'Person-organisation-fit' is central to our philosophy, and our approach focuses on understanding how individuals and organisations interact across the rich variety of minority groups that reflect today's world.



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