

## Sharing Employee Engagement Survey Results

At each stage in communicating the Employee Engagement Survey results, try to link employee feedback to objectives. Connect the results to operational considerations, organizational goals and key results.

- Explain the methodology or process for capturing feedback.
- Give a broad sense of emerging strengths and opportunities.
- Highlight the most favorable and least favorable scores revealed by the survey.
- Compare results to previous survey efforts and external benchmarks, if available.
- Summarize constructive comments to further focus areas.
- Foster engagement not only from executives, but employees as well.
- Provide employees with a sense of what they can expect next.

Sharing results with the organization as soon as possible is key to maintain momentum, build trust, provide focus and ensure engagement.