

**MERCER TALENT ALL ACCESS®**  
 Employee Engagement Survey Toolkit | Benchmarking report

2020 Global norms

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Dimension/category	Item/question	Your score	Percentage above/below global norm	Refer to question library for best practice (page #)
<b>Agility &amp; Innovation</b>				
Agility & Innovation	My company responds quickly to meet changing customer needs and wants.			8
Agility & Innovation	The work environment at my company supports the development of new and innovative ideas.			17
<b>Confidence</b>				
Confidence	I have confidence in the future of my company.			4
Confidence	My company has the right products and services for the marketplace.			7
<b>Employee Experience</b>				
Employee Experience	Where I work, there is a spirit of cooperation and teamwork.			20
Employee Experience	I can maintain a reasonable balance between my personal life and work life.			32
Employee Experience	I feel that my career goals can be met at my company.			36
Employee Experience	My work gives me a feeling of personal accomplishment.			37
Employee Experience	I have the opportunity to continually learn and grow in my job.			40
<b>Engagement</b>				
Engagement	Considering everything, how would you rate your overall satisfaction at your company at the present time?			Not available
Engagement	I would recommend my company as a place to work.			43
Engagement	I would choose to stay with my company even if offered the same pay and benefits elsewhere.			Not available
<b>Immediate Manager Effectiveness</b>				
Immediate Manager Effectiveness	My immediate manager/supervisor gives me feedback and coaching that helps me improve my performance.			25
Immediate Manager Effectiveness	My immediate manager/supervisor recognizes me when I do a good job.			26
<b>Performance Enablement</b>				

**SAMPLE**