

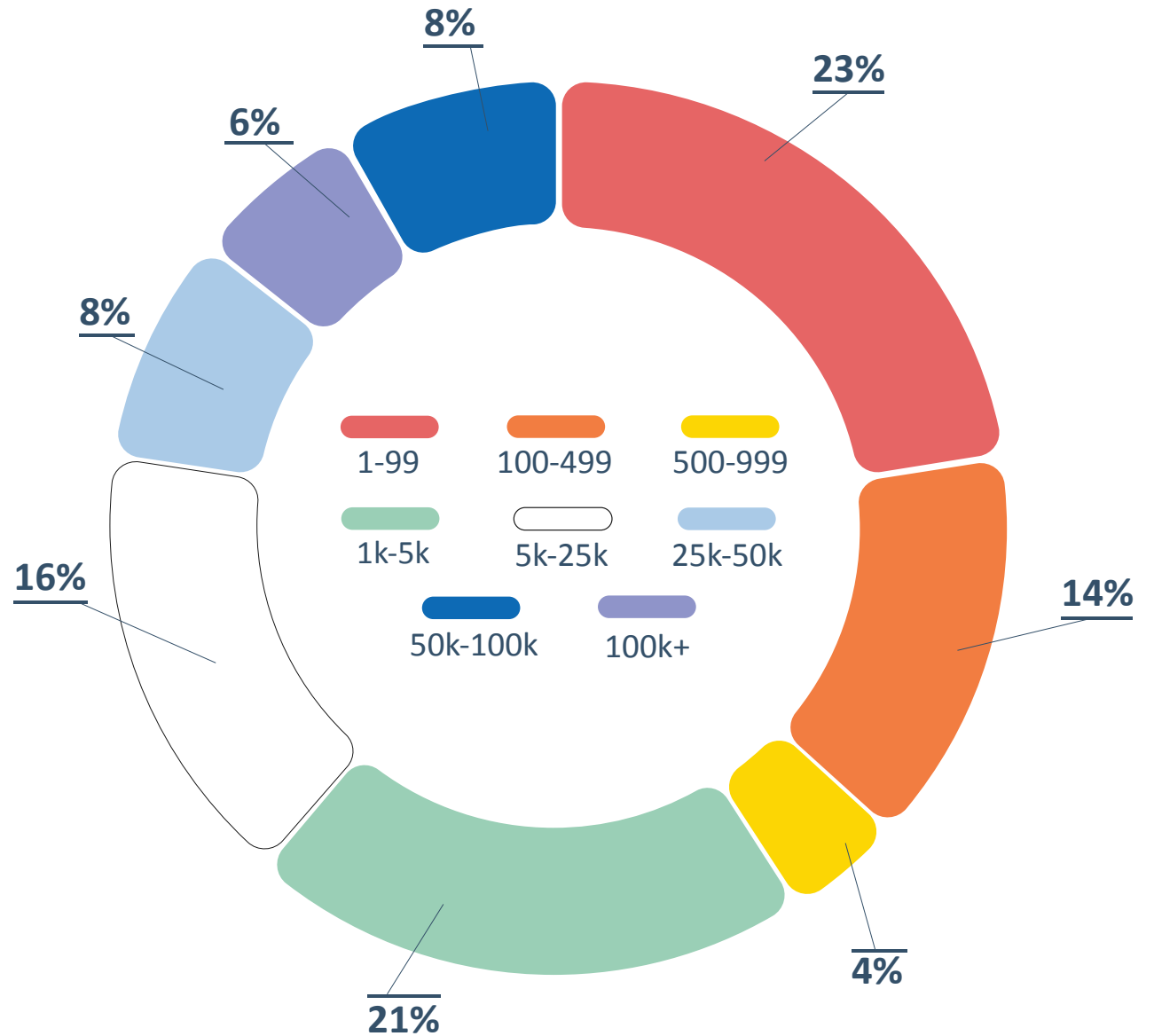
# HERO EMPLOYEE EXPERIENCE SURVEY RESULTS



# QUESTION

Approximate number of employees within your organization?

(49 answered)



Total number of survey respondents 53

# QUESTION

How does your organization define employee experience?

(53 answered)

## Answer choices

**The extent to which employees feel the organization values their contribution and cares about their well-being.** 22.64%

A set of perceptions that employees have about their experiences at work in response to their interactions with the organization. 3.77%

**The journey an employee takes with the organization, including every interaction that happens along the employee life cycle, plus the experiences that involve an employee's role, workspace, manager and well-being.** 30.19%

Companies and their people working together to create personalized, authentic experiences that ignite passion and tap into purpose to strengthen individual, team and company performance. 15.09%

The "user experience" of the company—the intersection of employees' expectations, their environment and the events that shape their journey within an organization. 1.89%

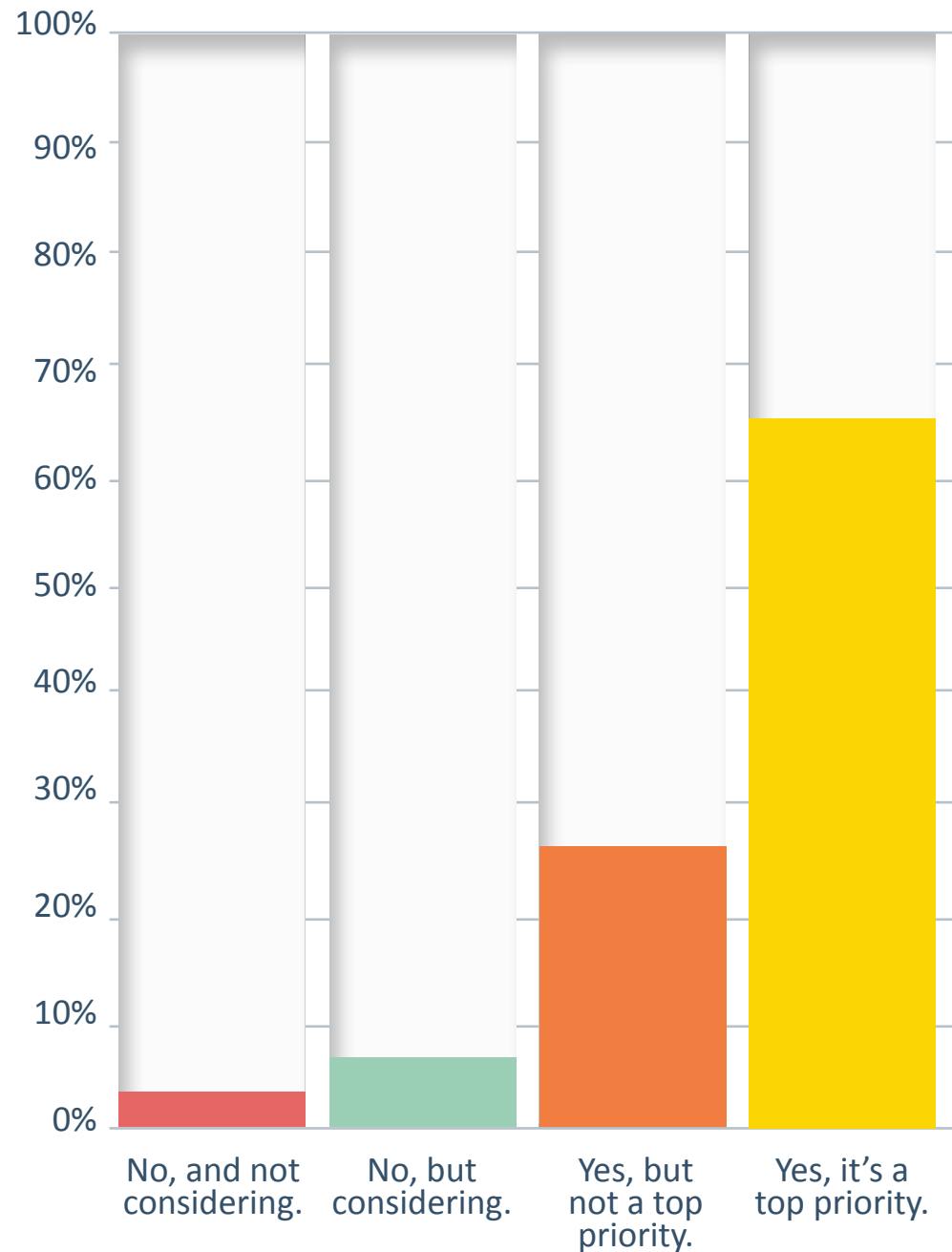
**From the moment a potential candidate looks at a job ad, to the moment they leave the organization—everything that worker learns, does, sees and feels contributes to their employee experience.** 18.87%

The organization does not focus on Employee Experience. 3.77%

# QUESTION

Does your organization currently consider employee experience a strategic priority?

(45 answered)



# QUESTION

For what reason(s) is your organization interested in employee experience? (select all that apply)

(38 answered)

Answer choices	Responses
Improve recruitment	76.32%
Improve retention	84.21%
Support corporate culture	71.05%
Support employee health and well-being	92.11%
Better understand the needs and wants of employees	65.79%
Impact to business results (e.g., profit, shareholder value)	60.53%
Other	10.53%

# QUESTION

Is there a specific budget allocated for employee experience?

(39 answered)

If no, is it part of another department budget?

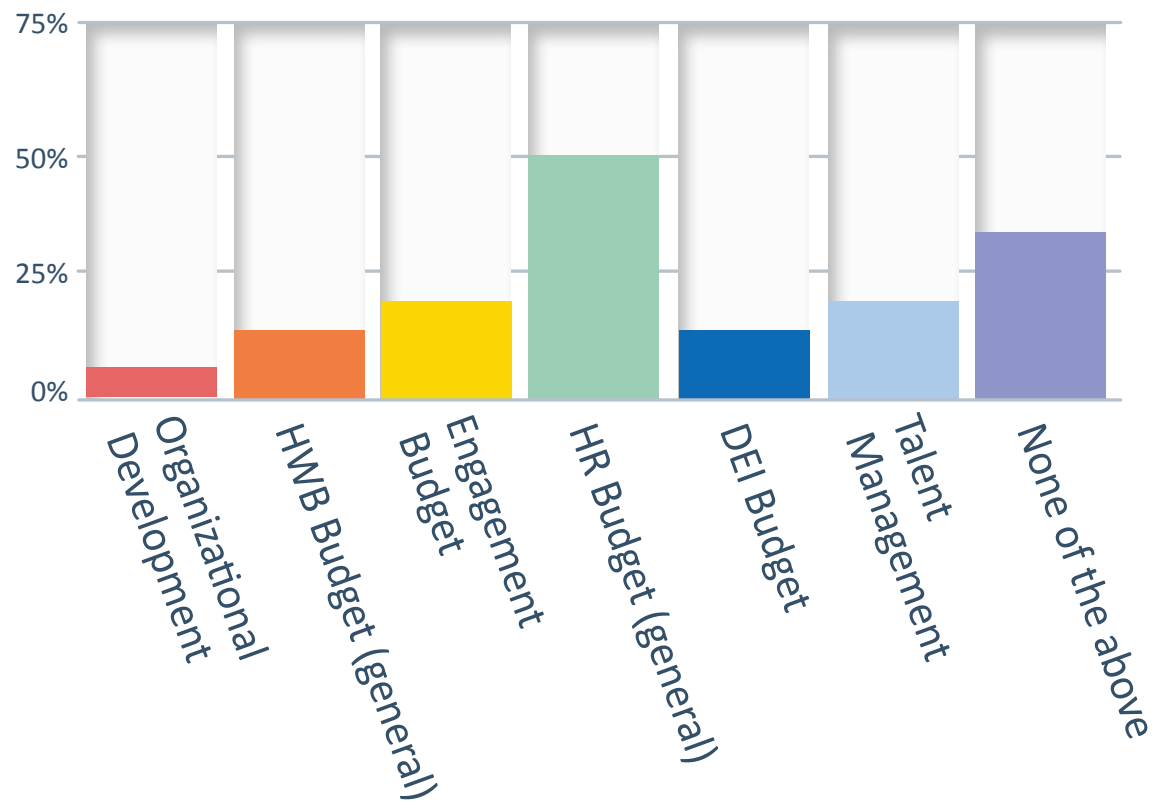
(16 answered)

Yes

56%

No

44%



# QUESTION

How are you measuring success as it relates to employee experience? Select all that apply.

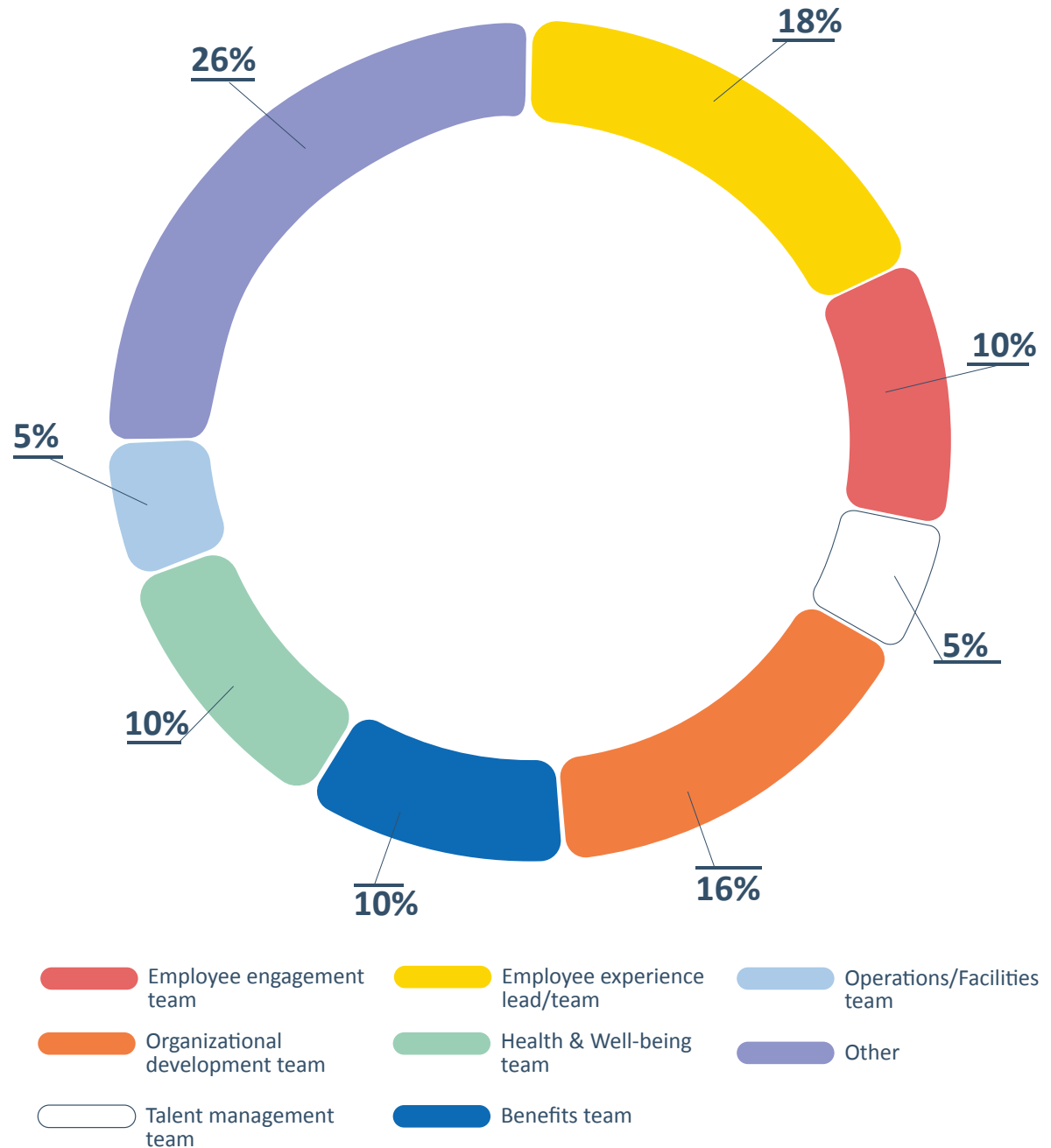
(39 answered)

Answer choices	Responses
<b>Employee satisfaction</b>	<b>66.67%</b>
Culture scores	38.46%
<b>Retention/attrition rates</b>	<b>76.92%</b>
Employee effort/engagement scores	53.85%
Exit interviews	46.15%
Perception of company support	38.46%
<b>Employee health and well-being</b>	<b>74.36%</b>
Volume of employee complaints	15.38%
We are not currently measuring Employee Experience.	5.13%

# QUESTION

Which of the below best describes who is primarily accountable for the overall Employee Experience objectives at your organization?

(39 answered)

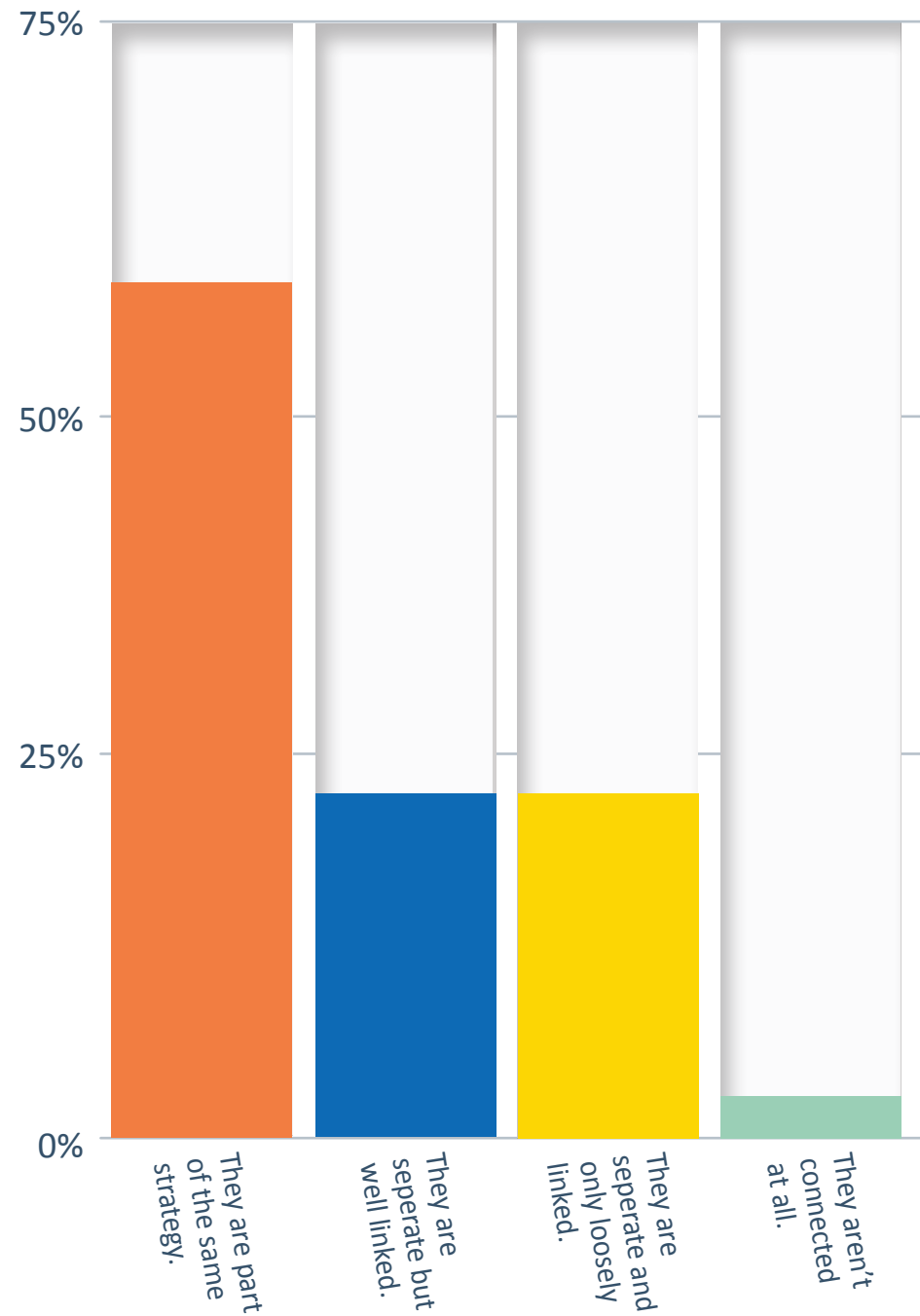




# QUESTION

How does the employee experience strategy connect to the health and well-being strategy?

(39 answered)



# QUESTION

How well do teams work together and collaborate across functions at your organization in support of employee experience objectives and health and well-being objectives?

(38 answered)

Answer choices	Responses
We work very closely together	39.47%
<b>We work together but it could be more</b>	<b>50.00%</b>
We don't work much together but hope to in the future	10.53%
We don't work together and don't see that happening any time soon	0.00%

For more information please contact HERO's Emily Wolfe at [emily.wolfe@hero-health.org](mailto:emily.wolfe@hero-health.org)

