

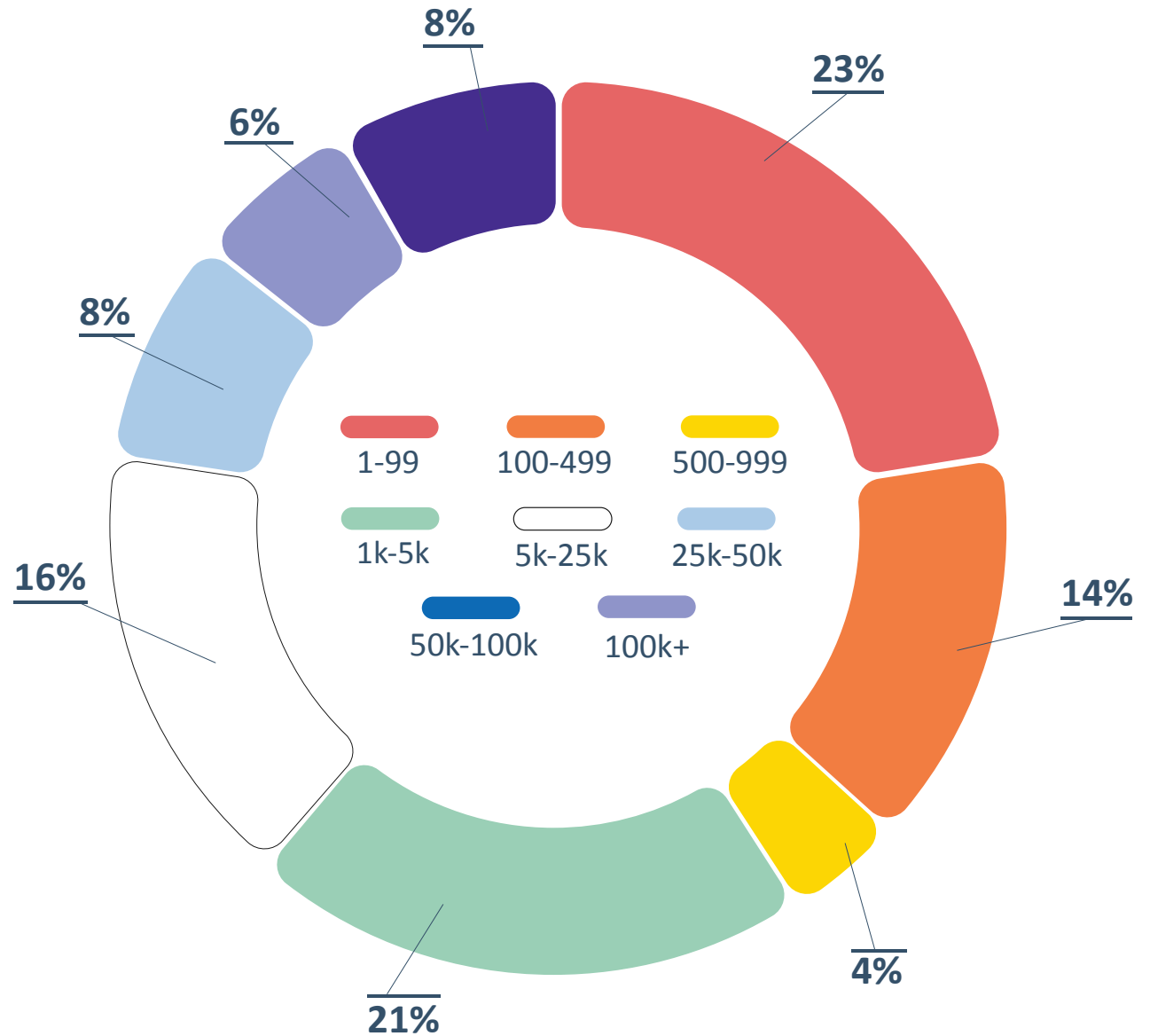
HERO EMPLOYEE EXPERIENCE SURVEY RESULTS



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%

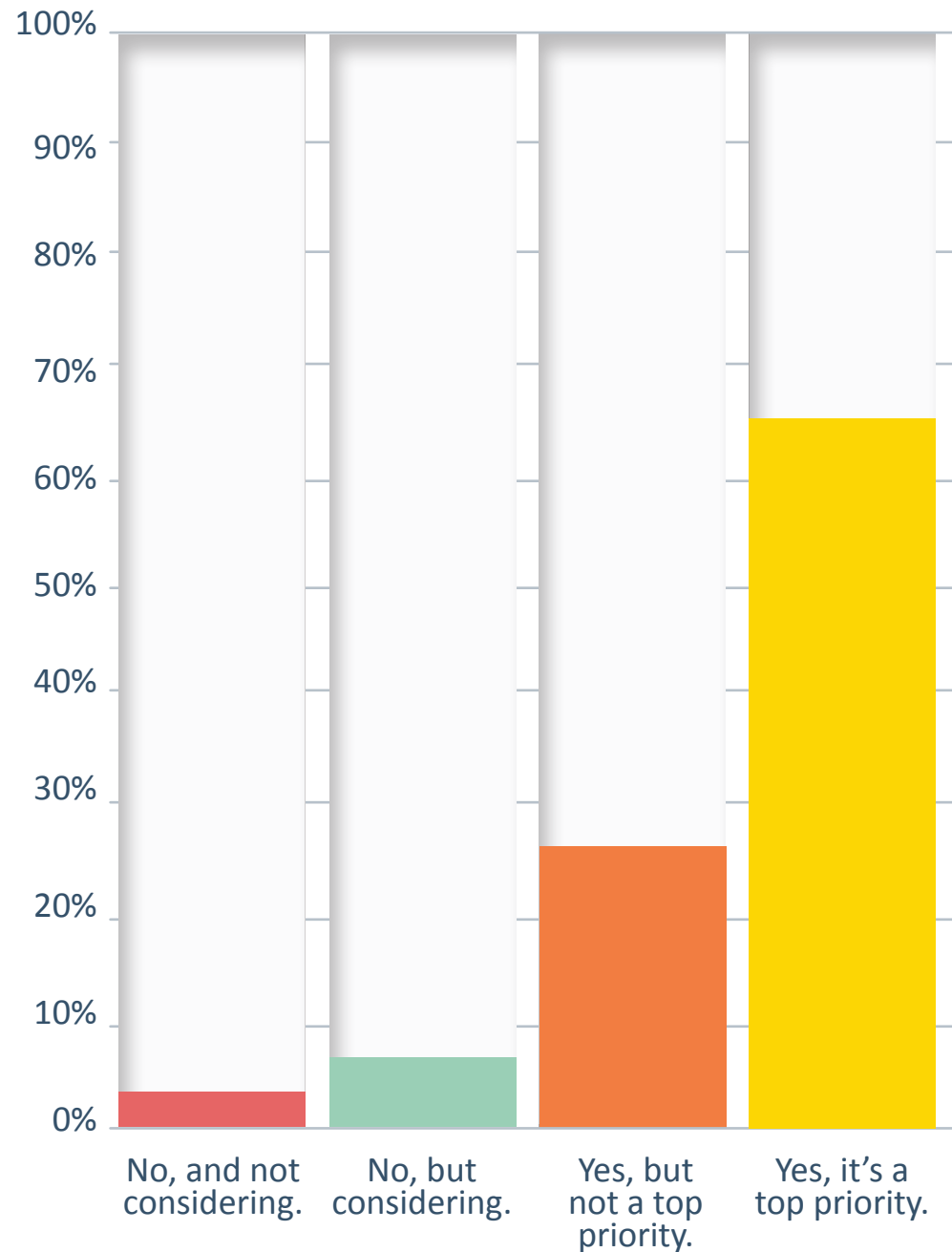
From the moment a potential candidate looks at a job ad, to the moment they leave the organization—everything that worker learns, does, sees and feels contributes to their employee experience. 18.87%

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?

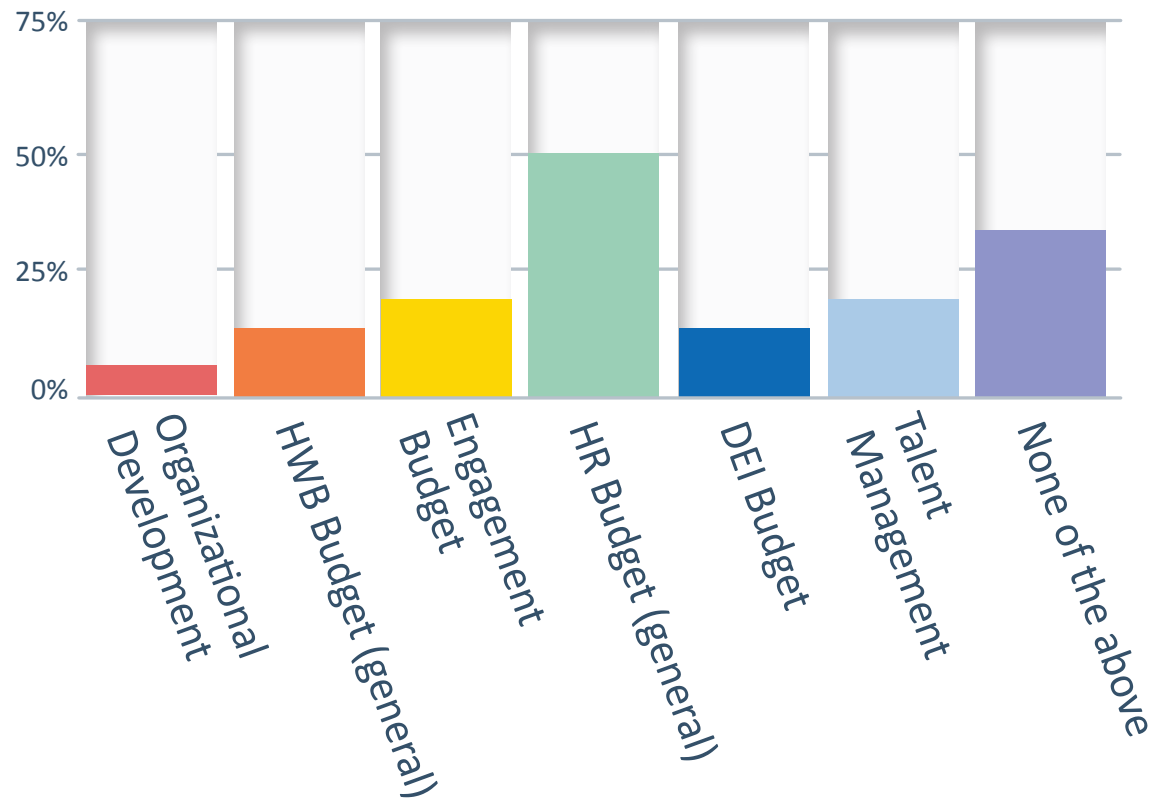
(16 answered)

Yes

56%

No

44%



QUESTION

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

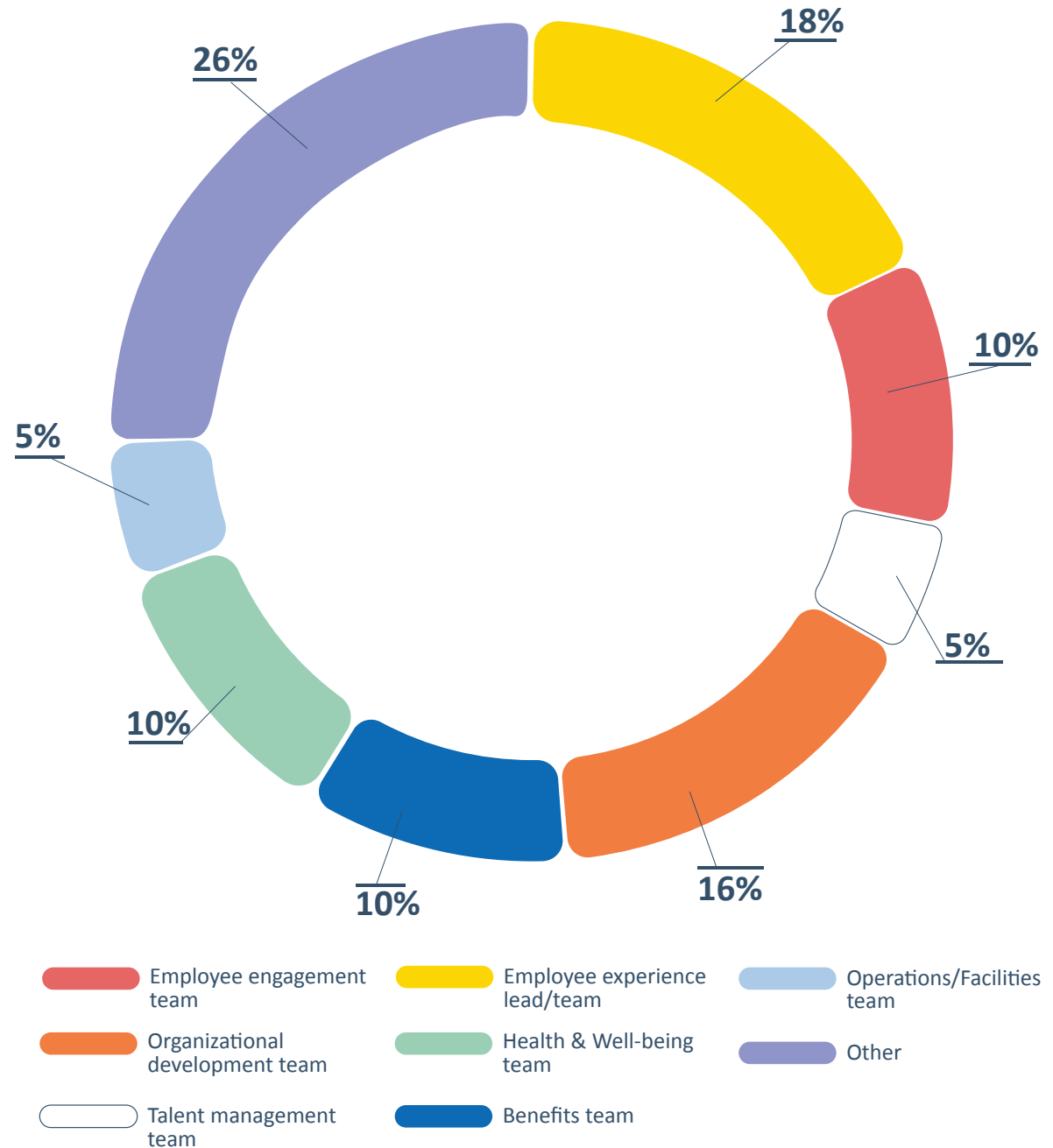
(39 answered)

Answer choices	Responses
Employee satisfaction	66.67%
Culture scores	38.46%
Retention/attrition rates	76.92%
Employee effort/engagement scores	53.85%
Exit interviews	46.15%
Perception of company support	38.46%
Employee health and well-being	74.36%
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?

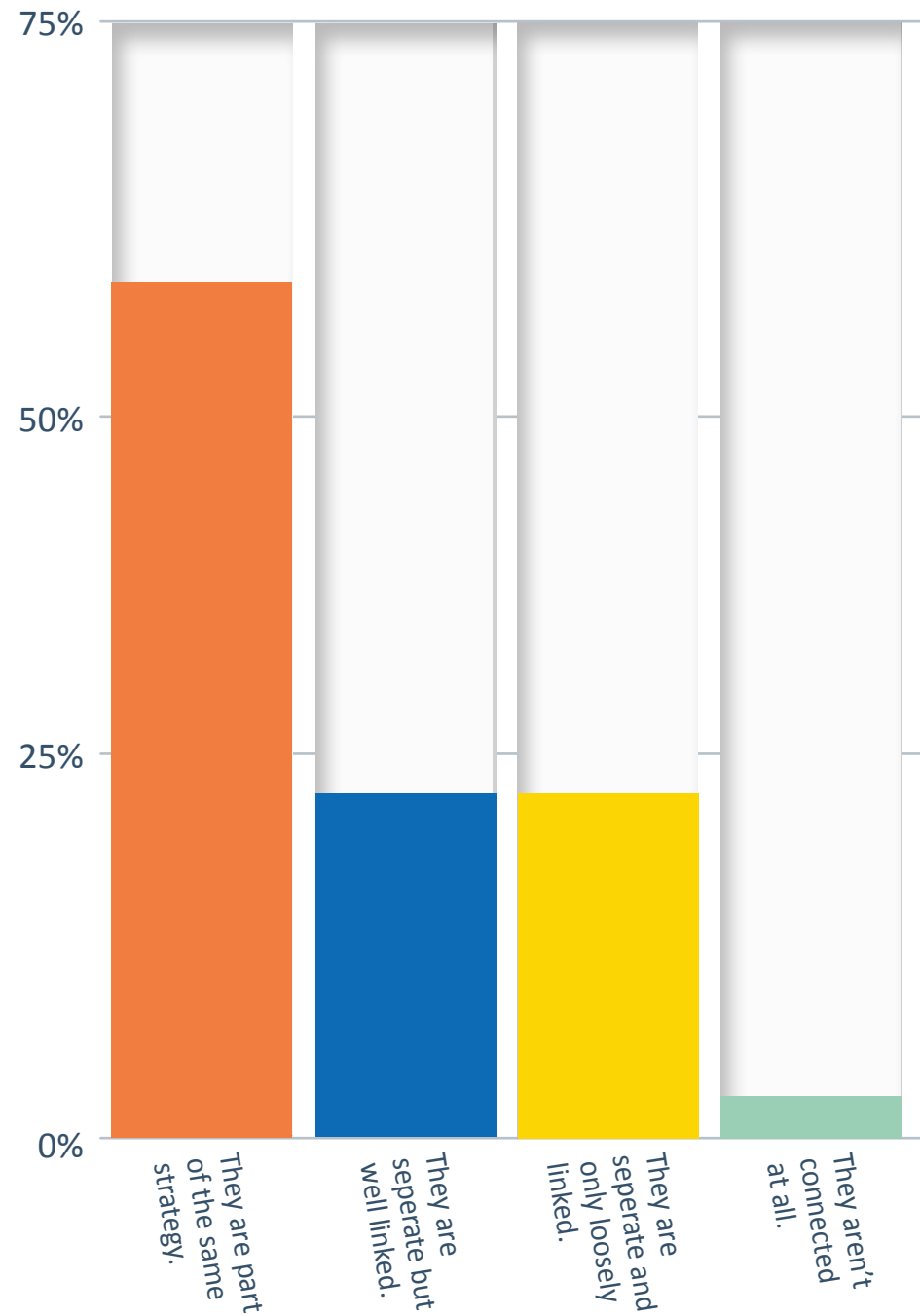
(39 answered)



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%
We work together but it could be more	50.00%
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

