# 2018 STAFF SURVEY RESULTS

Key	At least 80% of respondents selected a positive answer (e.g. always agree, strongly agree, mostly agree)
	65% to 79.9% of respondents selected a positive answer
	0.0% to 64.9% of respondents selected a positive answer

$\geq$	
objectiv s	78%
Planning, c & progress	I understand my school or service relates to my role

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and my faculty, service plan as it my role.	I have the opportunity to contribute to developing the plan (e.g. through away days, staff meetings etc.)	My individual wo are agreed annu either my leader/ a member of my management tea

**660/** 

## 86%

ork objectives ually with r/manager or am.

## 77%

I understand how my individual work objectives contribute towards achieving the plan.

## **69%**

My local management team provides regular updates about progress in achieving the plan.

es

92%

I'm aware of the services which the University provides to support my wellbeing in the workplace.

85% My wellbeing is

supported by my manager.

90%

My wellbeing is supported by my colleagues.

90%

I feel I can cope with the challenges at work.

### 77%

My work allows a

healthy work-life

balance.

83%

I'm satisfied with my job security.

	<b>92%</b> The University Values are important to me.	<b>70%</b> I feel a strong sense of pride in my faculty, schoo or service.	I'd recommend		<b>72%</b> I'm motivated to achieve the objectives in my faculty, school or service plan.		<b>72%</b> I feel it's safe to constructively challenge the way things are done in my faculty, school or service.	
	83%	91%	91% 87%		91%		78%	
	I feel I work in an inclusive and supportive environment.	I feel my peers are inclusive and supportive.	I feel my mana inclusive and s		ive. I'm treated with respect others in my faculty, sch service.		l understand how sustainability relates to my role.	
	68% 79%		71	%	82%		62%	
)	UO /0I 3 /0I'm aware of the University's Leadership Excellence Behaviours Framework.Leaders and managers in my faculty, school or service behave in line with the University's Leadership Excellence Behaviours Framework.		n I receive regula feedback on m th from my leade	ar, constructive by performance	I feel valued by my leader/manager for my work/contribution.		I feel that good performance is recognised and rewarded appropriately in my faculty, school or service.	
	<b>52%</b>	5	58%		<b>62%</b>		57%	
	I feel that poor performance is with effectively in my faculty, so or service.	chool school or service	When change is needed my faculty, school or service leaders/managers communicate clearly why.		e is needed my faculty, vice leaders/managers ortunities to make	schoo help i	Vhen change is needed my faculty, chool or service leaders/managers elp me to understand how the hange(s) will affect me personally.	

Leadership, performance & change

Work, training & development	<b>90% 8</b> I'm sufficiently challenged by my work. My work g sense of p accomplis		rsonal decisions that affect		<b>85%</b> I'm able to access appropriate training and development to support me to achieve my individual work objectives.	<b>80%</b> . Training and development activities have helped me to improve my performance.		76%. Training and development activities have helped me to develop my potential.
Our University	<b>93%</b> I'm proud to work at the University of Leeds.		<b>80%</b> I feel I'm a valued member of our community.		<b>85%</b> I understand the University's strategy.		<b>86%</b> I'd recommend the University as a great place to work.	