

LEADERSHIP INTELLIGENCE™
ORGANIZATIONAL SURVEY



Sunrise Mornings, Inc.

**Sample Employee Survey Report
Overall Results**

9/14/2006



DECISIONWISE
Leadership Intelligence™

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Employee Engagement

Administered to: Sunrise Mornings

Date: 9/14/2006

Introduction

This report provides a summary of survey results critical to Employee Engagement. The results highlight the strengths and opportunities for improvement and include the following sections:

Demographic Summary

Provides a breakdown on the amount of respondents by demographic group.

Dimensions Summary

Provides a summary of aggregate scores by the Performance Dimensions.

Distribution of Scores

Provides detailed results for each question in the survey.

Written Comments

Describes the written feedback as provided by respondents.

Interpretation Guidelines

The report displays both numerical and qualitative results using statistical conventions and charts to facilitate the interpretation of survey results.

Survey responses are reported as aggregates to maintain anonymity and confidentiality. Results with less than five (5) respondents will not be displayed. Written comments are provided verbatim from the original statements made by respondents.

The report shows the distribution of responses for each answer option. The distribution of responses helps identify extremely positive and negative views. Focus on increasing the amount of extreme positive views and work to reduce extreme negative responses.

The report also shows horizontal bars indicating the percentage of favorable, neutral and unfavorable scores. The favorable scores (**blue bars**) indicate the extent of positive answers to the survey questions. Typically, favorable scores between 60 and 70 % are considered “good” scores. Favorable scores above 70% are generally considered “very good.” Favorable scores below 60% are considered “weak.”

The unfavorable scores (**red bars**) indicate the extent of negative feedback. Typically, unfavorable scores over 10% are noteworthy, and unfavorable scores over 20% indicate a need for attention. There are exceptions to this rule based on the content and wording of specific survey questions.

Employee Engagement

Administered To: Sunrise Mornings

Date: 9/14/2006

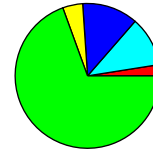
Demographic Summary

Describes amount and percentage of respondents by demographic group.

Total Respondents: 1162

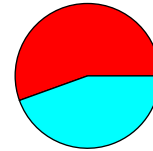
My department is:

	Frequency	Percentage
■ HR	29	2%
■ Engineering	129	11%
■ Administration	145	12%
■ Finance	52	4%
■ Operations	807	69%
TOTAL	1162	100%



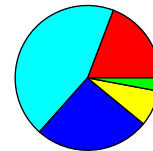
My gender is:

	Frequency	Percentage
■ Male	605	56%
■ Female	485	44%
TOTAL	1090	100%



How long have you worked at Sunrise Mornings?

	Frequency	Percentage
■ Less than 1 year	216	19%
■ More than 1 but less than 3 years	497	44%
■ More than 3 but less than 5 years	288	26%
■ More than 5 but less than 10 years	90	8%
■ More than 10 years	33	3%
TOTAL	1124	100%



Employee Engagement

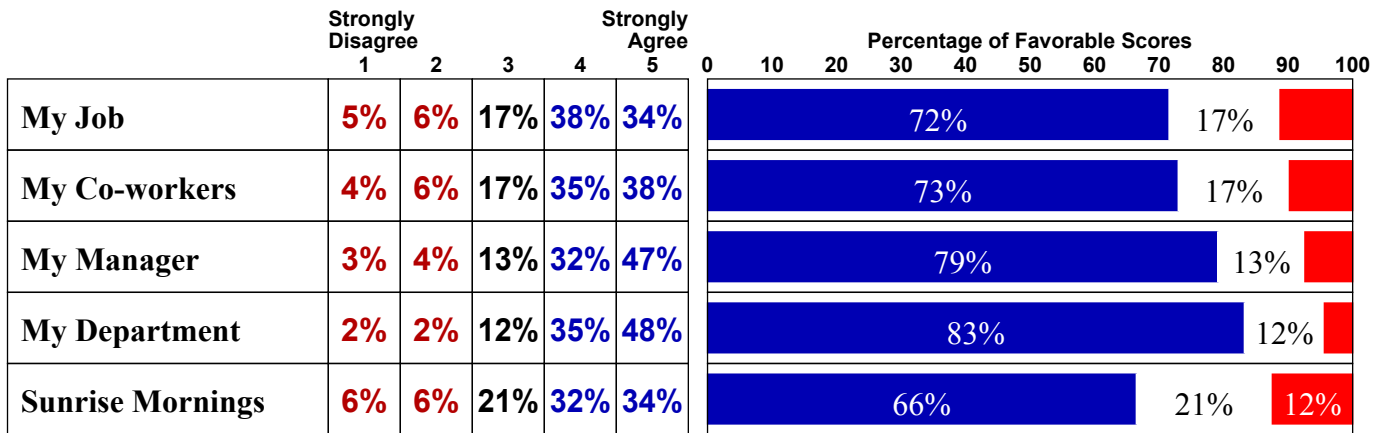
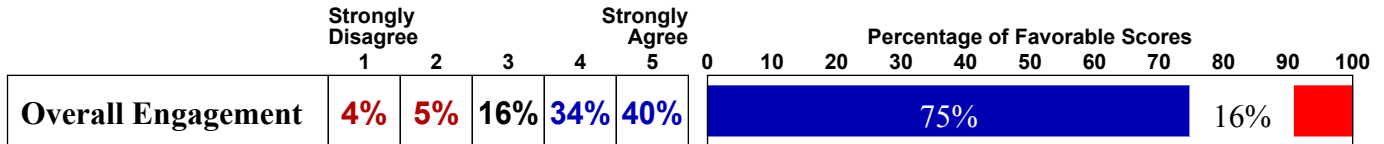
Administered To: Sunrise Mornings

Date: 9/14/2006

Dimensions Summary

This section provides a summary of results for each Performance Dimension. Refer to Page 1 for Interpretation Guidelines.

Total Respondents: 1162



Employee Engagement

Administered To: Sunrise Mornings

Date: 9/14/2006

Focus Areas

This section identifies the survey items receiving the highest and lowest favorable scores. Tied scores are included.

Total Respondents: 1162

Highest Scores

The following are the statements that received the four highest overall scores.

	Strongly Disagree		3	Strongly Agree		Percentage of Favorable Scores
	1	2		4	5	
11. I clearly understand what my manager expects of me.	13	22	117	403	580	87%
15. My department always provides superior quality work.	19	17	119	394	592	86%
10. My manager treats me with respect.	25	18	116	355	630	86%
17. My department provides a safe and clean working environment.	19	29	123	390	572	85%

Lowest Scores

The following are the statements that received the four lowest overall scores.

	Strongly Disagree		3	Strongly Agree		Percentage of Favorable Scores
	1	2		4	5	
2. The amount of work I am expected to do is reasonable.	64	101	220	432	303	66% 20% 15%
14. My manager recognizes me when I do a good job.	87	89	214	315	424	65% 19% 16%
20. Sunrise Mornings cares about its employees.	113	85	258	363	325	60% 23% 17%
21. Sunrise Mornings treats all employees fairly.	91	96	265	336	339	60% 24% 17%

Employee Engagement

Administered To: Sunrise Mornings

Date: 9/14/2006

Distribution of Scores

This section provides results by question. Refer to Page 1 for Interpretation Guidelines.

Total Respondents: 1162

My Job	Strongly Disagree					Strongly Agree					Percentage of Favorable Scores										
	1	2	3	4	5	0	10	20	30	40	50	60	70	80	90	100					
1. I have the right tools and supplies to do my job well.	62	66	183	412	415																
2. The amount of work I am expected to do is reasonable.	64	101	220	432	303																
3. I receive good training on how to do my job.	62	70	175	415	401																
4. My job gives me the chance to do my best work.	35	46	195	439	398																

My Co-workers	Strongly Disagree					Strongly Agree					Percentage of Favorable Scores										
	1	2	3	4	5	0	10	20	30	40	50	60	70	80	90	100					
5. The people I work with help each other when needed.	79	91	207	381	378																
6. My co-workers and I openly talk about what needs to be done.	49	79	235	408	370																
7. The people I work with do their best.	52	103	220	394	359																
8. The people I work with treat me with respect.	22	42	156	401	513																
9. I enjoy working with my co-workers.	18	19	155	399	518																

My Manager	Strongly Disagree					Strongly Agree					Percentage of Favorable Scores										
	1	2	3	4	5	0	10	20	30	40	50	60	70	80	90	100					
10. My manager treats me with respect.	25	18	116	355	630																
11. I clearly understand what my manager expects of me.	13	22	117	403	580																
12. My manager communicates well with all team members.	26	50	164	374	521																
13. My manager is available when I need help.	37	53	154	364	521																
14. My manager recognizes me when I do a good job.	87	89	214	315	424																

My Department	Strongly Disagree					Strongly Agree					Percentage of Favorable Scores										
	1	2	3	4	5	0	10	20	30	40	50	60	70	80	90	100					
15. My department always provides superior quality work.	19	17	119	394	592																
16. My department always provides excellent service to the customer.	27	37	154	427	500																
17. My department provides a safe and clean working environment.	19	29	123	390	572																
18. I feel important to the success of my department.	25	27	169	393	524																

Sunrise Mornings	Strongly Disagree					Strongly Agree					Percentage of Favorable Scores										
	1	2	3	4	5	0	10	20	30	40	50	60	70	80	90	100					
19. I am proud to say that I work at Sunrise Mornings.	39	43	209	380	463																
20. Sunrise Mornings cares about its employees.	113	85	258	363	325																
21. Sunrise Mornings treats all employees fairly.	91	96	265	336	339																
22. People at Sunrise Mornings are honest.	44	52	221	375	424																

Employee Engagement

Administered To: Sunrise Mornings

Date: 9/14/2006

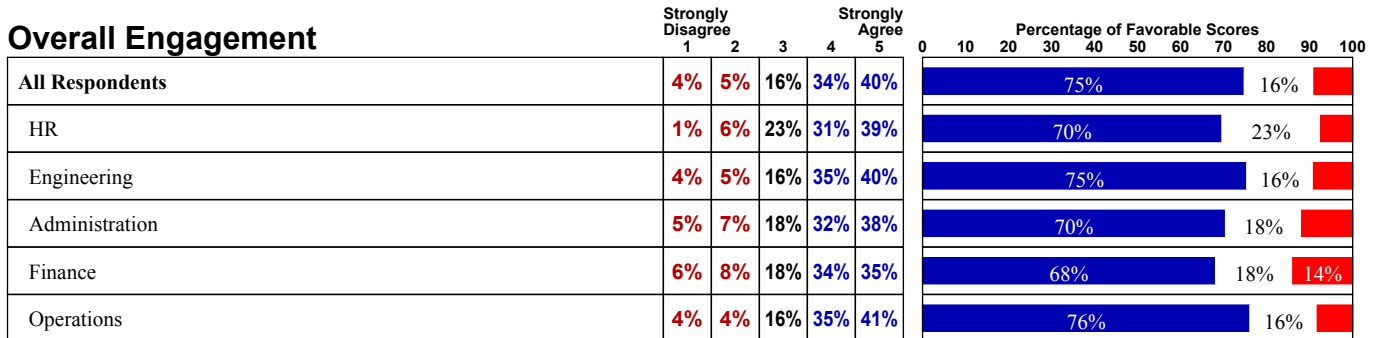
Demographic Comparisons

Shows the percentage of favorable scores and distribution of scores for each category and question, split by demographics.

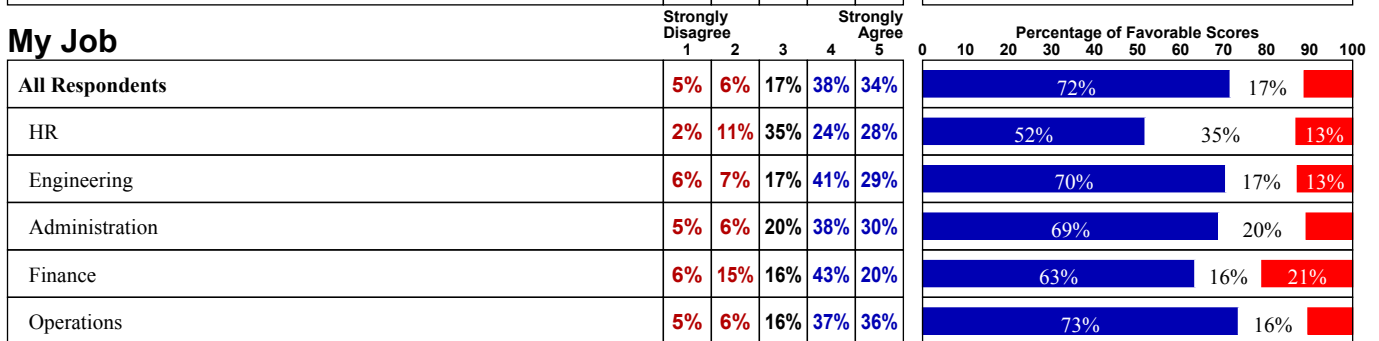
Demographic: "My department is:"

Total Respondents: 1162

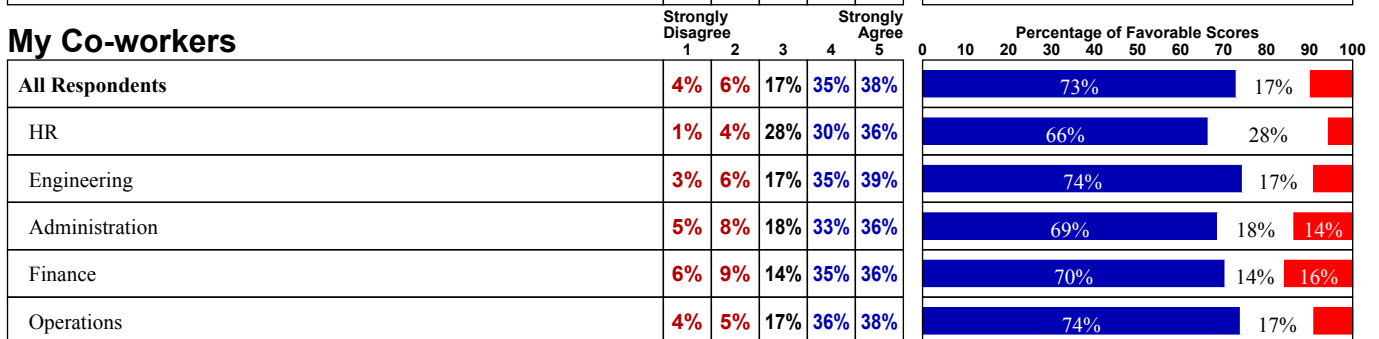
Overall Engagement



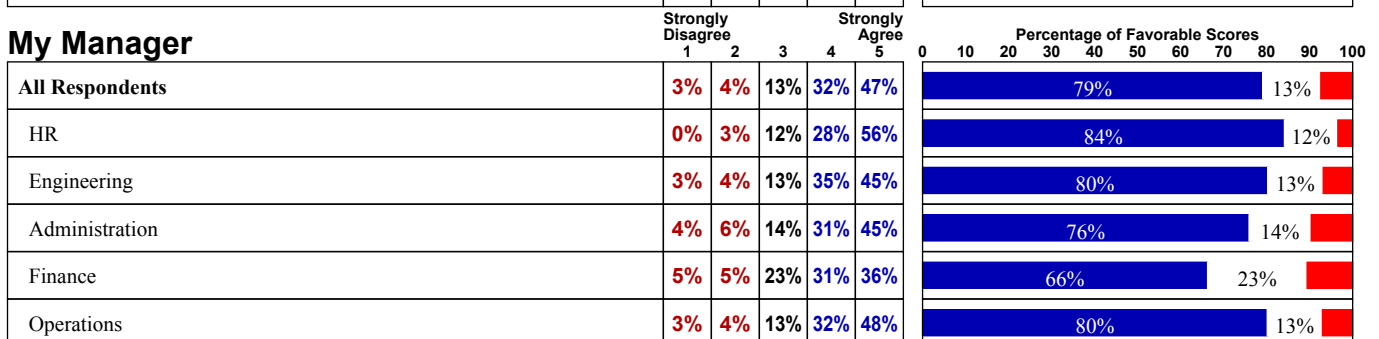
My Job



My Co-workers



My Manager



Employee Engagement

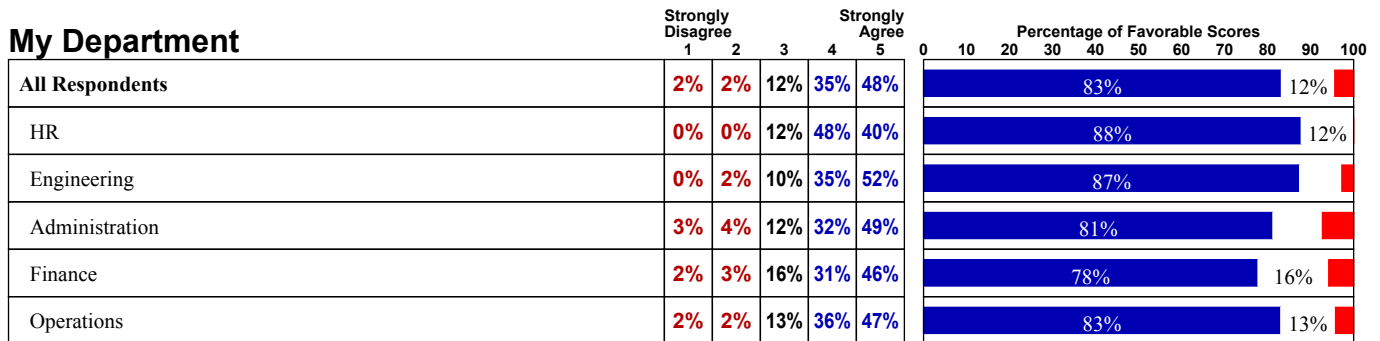
Administered To: Sunrise Mornings

Date: 9/14/2006

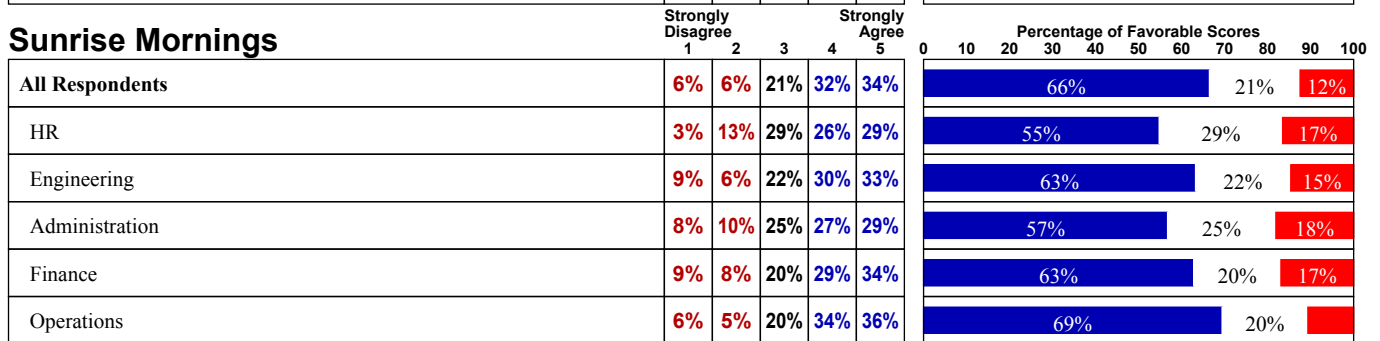
Demographic: "My department is:"

Total Respondents: 1162

My Department



Sunrise Mornings



Employee Engagement

Administered To: Sunrise Mornings

Date: 9/14/2006

Demographic: "My department is:"

Total Respondents: 1162

My Job

	Strongly Disagree		3	Strongly Agree		Percentage of Favorable Scores									
	1	2		4	5	0	10	20	30	40	50	60	70	80	90
1. I have the right tools and supplies to do my job well.	62	66	183	412	415										
HR	1	4	9	5	10										
Engineering	7	11	18	54	38										
Administration	7	8	29	53	45										
Finance	1	7	7	22	14										
Operations	46	36	120	278	308										
2. The amount of work I am expected to do is reasonable.	64	101	220	432	303										
HR	1	3	9	7	8										
Engineering	3	14	27	47	30										
Administration	9	11	36	54	33										
Finance	7	14	7	15	6										
Operations	44	59	141	309	226										
3. I receive good training on how to do my job.	62	70	175	415	401										
HR	0	5	9	9	6										
Engineering	16	7	17	47	39										
Administration	8	7	20	60	46										
Finance	3	3	9	27	7										
Operations	35	48	120	272	303										
4. My job gives me the chance to do my best work.	35	46	195	439	398										
HR	0	1	13	6	8										
Engineering	2	4	21	57	39										
Administration	5	6	30	50	48										
Finance	1	6	8	22	13										
Operations	27	29	123	304	290										

Employee Engagement

Administered To: Sunrise Mornings

Date: 9/14/2006

Demographic: "My department is:"

Total Respondents: 1162

My Co-workers

	Strongly Disagree		Strongly Agree		Percentage of Favorable Scores			
	1	2	3	4	5	0	100	
5. The people I work with help each other when needed.	79	91	207	381	378	67%	18%	15%
HR	1	2	7	10	9	66%	24%	
Engineering	6	14	21	40	47	68%	16%	16%
Administration	15	12	31	41	45	60%	22%	19%
Finance	4	6	7	19	14	66%	14%	20%
Operations	53	57	141	271	263	68%	18%	14%
6. My co-workers and I openly talk about what needs to be done.	49	79	235	408	370	68%	21%	
HR	1	0	13	6	9	52%	45%	
Engineering	5	8	27	44	42	68%	21%	
Administration	8	14	29	55	36	64%	20%	15%
Finance	4	6	11	14	16	59%	22%	20%
Operations	31	51	155	289	267	70%	20%	
7. The people I work with do their best.	52	103	220	394	359	67%	20%	14%
HR	0	2	7	10	9	68%	25%	
Engineering	6	11	29	40	39	63%	23%	14%
Administration	6	22	25	42	46	62%	18%	20%
Finance	3	7	8	15	17	64%	16%	20%
Operations	37	61	151	287	248	68%	19%	13%
8. The people I work with treat me with respect.	22	42	156	401	513	81%	14%	
HR	0	1	6	9	12	75%	21%	
Engineering	1	4	16	48	56	83%	13%	
Administration	4	6	24	46	63	76%	17%	
Finance	3	2	5	21	20	80%		
Operations	14	29	105	277	362	81%	13%	
9. I enjoy working with my co-workers.	18	19	155	399	518	83%	14%	
HR	0	1	7	8	13	72%	24%	
Engineering	2	0	11	50	62	90%		
Administration	5	5	17	49	65	81%	12%	
Finance	2	3	4	19	23	82%		
Operations	9	10	116	273	355	82%	15%	

Employee Engagement

Administered To: Sunrise Mornings

Date: 9/14/2006

Demographic: "My department is:"

Total Respondents: 1162

My Manager

	Strongly Disagree		Strongly Agree		Percentage of Favorable Scores	
	1	2	3	4		5
10. My manager treats me with respect.	25	18	116	355	630	86%
HR	0	1	3	6	19	86%
Engineering	1	2	10	42	72	90%
Administration	4	3	14	42	80	85%
Finance	2	2	9	13	26	75% 17%
Operations	18	10	80	252	433	86%
11. I clearly understand what my manager expects of me.	13	22	117	403	580	87%
HR	0	0	4	13	12	86% 14%
Engineering	1	0	14	54	59	88%
Administration	2	2	15	52	71	87%
Finance	1	0	7	18	23	84% 14%
Operations	9	20	77	266	415	87%
12. My manager communicates well with all team members.	26	50	164	374	521	79% 14%
HR	0	0	4	9	16	86% 14%
Engineering	3	3	22	47	50	78% 18%
Administration	2	10	24	47	60	75% 17%
Finance	3	3	15	14	17	60% 29%
Operations	18	34	99	257	378	81% 13%
13. My manager is available when I need help.	37	53	154	364	521	78% 14%
HR	0	2	3	8	16	83%
Engineering	5	7	13	39	60	80%
Administration	3	11	20	43	62	76% 14%
Finance	2	4	12	19	14	65% 24%
Operations	27	29	106	255	369	79% 13%
14. My manager recognizes me when I do a good job.	87	89	214	315	424	65% 19% 16%
HR	0	2	4	5	18	79% 14%
Engineering	7	14	22	38	43	65% 18% 17%
Administration	17	14	29	36	43	57% 21% 22%
Finance	5	5	16	14	11	49% 31% 20%
Operations	58	54	143	222	309	68% 18% 14%

Employee Engagement

Administered To: Sunrise Mornings

Date: 9/14/2006

Demographic: "My department is:"

Total Respondents: 1162

My Department

	Strongly Disagree		3	Strongly Agree		Percentage of Favorable Scores
	1	2		4	5	
15. My department always provides superior quality work.	19	17	119	394	592	86%
HR	0	0	2	14	13	93%
Engineering	0	1	14	40	73	88%
Administration	3	3	9	47	81	90%
Finance	2	1	8	14	26	78% 16%
Operations	14	12	86	279	399	86%
16. My department always provides excellent service to the customer.	27	37	154	427	500	81% 13%
HR	0	0	2	17	10	93%
Engineering	0	5	13	51	58	86%
Administration	8	7	17	50	60	77%
Finance	1	3	8	19	21	77% 15%
Operations	18	22	114	290	351	81% 14%
17. My department provides a safe and clean working environment.	19	29	123	390	572	85%
HR	0	0	2	14	13	93%
Engineering	2	2	9	44	72	90%
Administration	4	6	16	38	75	81%
Finance	1	1	9	17	24	79% 17%
Operations	12	20	87	277	388	85%
18. I feel important to the success of my department.	25	27	169	393	524	81% 15%
HR	0	0	8	10	10	71% 29%
Engineering	0	4	14	44	64	86%
Administration	3	7	23	45	63	77% 16%
Finance	1	2	9	15	25	77% 17%
Operations	21	14	115	279	362	81% 15%

Employee Engagement

Administered To: Sunrise Mornings

Date: 9/14/2006

Demographic: "My department is:"

Total Respondents: 1162

Sunrise Mornings

	Strongly Disagree		Strongly Agree		Percentage of Favorable Scores	
	1	2	3	4	5	0 10 20 30 40 50 60 70 80 90 100
19. I am proud to say that I work at Sunrise Mornings.	39	43	209	380	463	74% 18%
HR	0	3	8	8	10	62% 28%
Engineering	2	3	25	37	60	76% 20%
Administration	7	10	23	42	59	72% 16% 12%
Finance	4	2	11	12	23	67% 21%
Operations	26	25	142	281	311	75% 18%
20. Sunrise Mornings cares about its employees.	113	85	258	363	325	60% 23% 17%
HR	3	3	9	7	7	48% 31% 21%
Engineering	22	10	28	37	31	53% 22% 25%
Administration	20	16	41	39	25	45% 29% 26%
Finance	6	5	12	15	14	56% 23% 21%
Operations	62	51	168	265	248	65% 21% 14%
21. Sunrise Mornings treats all employees fairly.	91	96	265	336	339	60% 24% 17%
HR	1	5	8	7	8	52% 28% 21%
Engineering	19	11	31	34	33	52% 24% 23%
Administration	9	21	45	37	30	47% 32% 21%
Finance	6	5	12	14	15	56% 23% 21%
Operations	56	54	169	244	253	64% 22% 14%
22. People at Sunrise Mornings are honest.	44	52	221	375	424	72% 20%
HR	0	4	8	8	8	57% 29% 14%
Engineering	2	5	28	43	45	72% 23%
Administration	10	9	33	36	52	63% 24% 14%
Finance	3	4	7	18	19	73% 14% 14%
Operations	29	30	145	270	300	74% 19%

Employee Engagement

Administered To: Sunrise Mornings

Date: 9/14/2006

Demographic: "My gender is:"

Total Respondents: 1162

Overall Engagement

	Strongly Disagree					Strongly Agree		Percentage of Favorable Scores	
	1	2	3	4	5				
All Respondents	4%	5%	16%	34%	40%	75%	16%		
Male	5%	5%	15%	32%	43%	75%	15%		
Female	4%	5%	17%	36%	38%	74%	17%		

My Job

	Strongly Disagree					Strongly Agree		Percentage of Favorable Scores	
	1	2	3	4	5				
All Respondents	5%	6%	17%	38%	34%	72%	17%		
Male	6%	7%	17%	36%	35%	70%	17%	13%	
Female	4%	6%	18%	40%	33%	72%	18%		

My Co-workers

	Strongly Disagree					Strongly Agree		Percentage of Favorable Scores	
	1	2	3	4	5				
All Respondents	4%	6%	17%	35%	38%	73%	17%		
Male	4%	6%	16%	34%	40%	75%	16%		
Female	4%	6%	19%	35%	36%	71%	19%		

My Manager

	Strongly Disagree					Strongly Agree		Percentage of Favorable Scores	
	1	2	3	4	5				
All Respondents	3%	4%	13%	32%	47%	79%	13%		
Male	4%	4%	13%	30%	49%	78%	13%		
Female	3%	4%	14%	33%	46%	79%	14%		

My Department

	Strongly Disagree					Strongly Agree		Percentage of Favorable Scores	
	1	2	3	4	5				
All Respondents	2%	2%	12%	35%	48%	83%	12%		
Male	2%	2%	11%	33%	51%	84%			
Female	2%	3%	14%	37%	44%	81%	14%		

Sunrise Mornings

	Strongly Disagree					Strongly Agree		Percentage of Favorable Scores	
	1	2	3	4	5				
All Respondents	6%	6%	21%	32%	34%	66%	21%	12%	
Male	7%	6%	20%	30%	37%	67%	20%	13%	
Female	6%	7%	23%	34%	31%	64%	23%	13%	

Employee Engagement

Administered To: Sunrise Mornings

Date: 9/14/2006

Demographic: "My gender is:"

Total Respondents: 1162

My Job

	Strongly Disagree		3	Strongly Agree		Percentage of Favorable Scores	
	1	2		4	5	0	100
1. I have the right tools and supplies to do my job well.	62	66	183	412	415	73%	16%
Male	39	40	94	201	218	71%	13%
Female	20	22	82	183	174	74%	17%
2. The amount of work I am expected to do is reasonable.	64	101	220	432	303	66%	20%
Male	40	55	117	210	163	64%	16%
Female	20	42	92	192	123	67%	13%
3. I receive good training on how to do my job.	62	70	175	415	401	73%	16%
Male	40	36	88	203	218	72%	13%
Female	20	29	77	185	159	73%	16%
4. My job gives me the chance to do my best work.	35	46	195	439	398	75%	18%
Male	23	26	103	220	212	74%	18%
Female	11	20	85	187	160	75%	18%

Employee Engagement

Administered To: Sunrise Mornings

Date: 9/14/2006

Demographic: "My gender is:"

Total Respondents: 1162

My Co-workers

	Strongly Disagree					Strongly Agree		Percentage of Favorable Scores								
	1	2	3	4	5	0	10	20	30	40	50	60	70	80	90	100
5. The people I work with help each other when needed.	79	91	207	381	378											
Male	42	54	93	199	205											
Female	29	33	100	158	156											
6. My co-workers and I openly talk about what needs to be done.	49	79	235	408	370											
Male	24	38	116	206	213											
Female	23	36	102	178	140											
7. The people I work with do their best.	52	103	220	394	359											
Male	27	55	108	204	197											
Female	24	43	95	161	150											
8. The people I work with treat me with respect.	22	42	156	401	513											
Male	10	20	73	201	293											
Female	10	21	75	166	198											
9. I enjoy working with my co-workers.	18	19	155	399	518											
Male	10	10	74	200	287											
Female	8	9	73	168	208											

Employee Engagement

Administered To: Sunrise Mornings

Date: 9/14/2006

Demographic: "My gender is:"

Total Respondents: 1162

My Manager

	Strongly Disagree		Strongly Agree		Percentage of Favorable Scores	
	1	2	3	4	5	
10. My manager treats me with respect.	25	18	116	355	630	86%
Male	18	6	64	166	340	85%
Female	6	10	48	164	252	87%
11. I clearly understand what my manager expects of me.	13	22	117	403	580	87%
Male	10	9	59	204	312	87%
Female	3	12	50	167	241	86%
12. My manager communicates well with all team members.	26	50	164	374	521	79% 14%
Male	12	33	86	186	275	78% 15%
Female	14	16	71	158	219	79% 15%
13. My manager is available when I need help.	37	53	154	364	521	78% 14%
Male	21	30	85	172	282	77% 14%
Female	14	19	63	167	212	80% 13%
14. My manager recognizes me when I do a good job.	87	89	214	315	424	65% 19% 16%
Male	54	47	104	152	232	65% 18% 17%
Female	30	37	97	137	172	65% 21% 14%

Employee Engagement

Administered To: Sunrise Mornings

Date: 9/14/2006

Demographic: "My gender is:"

Total Respondents: 1162

My Department

	Strongly Disagree		Strongly Agree		Percentage of Favorable Scores	
	1	2	3	4	5	
15. My department always provides superior quality work.	19	17	119	394	592	86%
Male	9	6	59	193	330	88%
Female	9	11	57	176	224	84%
16. My department always provides excellent service to the customer.	27	37	154	427	500	81%
Male	19	17	74	212	275	82%
Female	8	20	73	183	197	79%
17. My department provides a safe and clean working environment.	19	29	123	390	572	85%
Male	9	14	62	189	318	86%
Female	10	13	57	176	220	83%
18. I feel important to the success of my department.	25	27	169	393	524	81%
Male	14	14	75	199	296	83%
Female	11	13	85	167	200	77%

Employee Engagement

Administered To: Sunrise Mornings

Date: 9/14/2006

Demographic: "My gender is:"

Total Respondents: 1162

Sunrise Mornings

	Strongly Disagree		Strongly Agree		Percentage of Favorable Scores	
	1	2	3	4	5	
19. I am proud to say that I work at Sunrise Mornings.	39	43	209	380	463	74% 18%
Male	21	17	105	186	265	76% 18%
Female	17	24	93	168	173	72% 20%
20. Sunrise Mornings cares about its employees.	113	85	258	363	325	60% 23% 17%
Male	66	47	123	181	182	61% 21% 19%
Female	42	35	123	156	123	58% 26% 16%
21. Sunrise Mornings treats all employees fairly.	91	96	265	336	339	60% 24% 17%
Male	58	45	132	163	194	60% 22% 17%
Female	31	47	120	151	122	58% 25% 17%
22. People at Sunrise Mornings are honest.	44	52	221	375	424	72% 20%
Male	24	26	117	184	238	72% 20%
Female	18	24	101	162	160	69% 22%

Employee Engagement

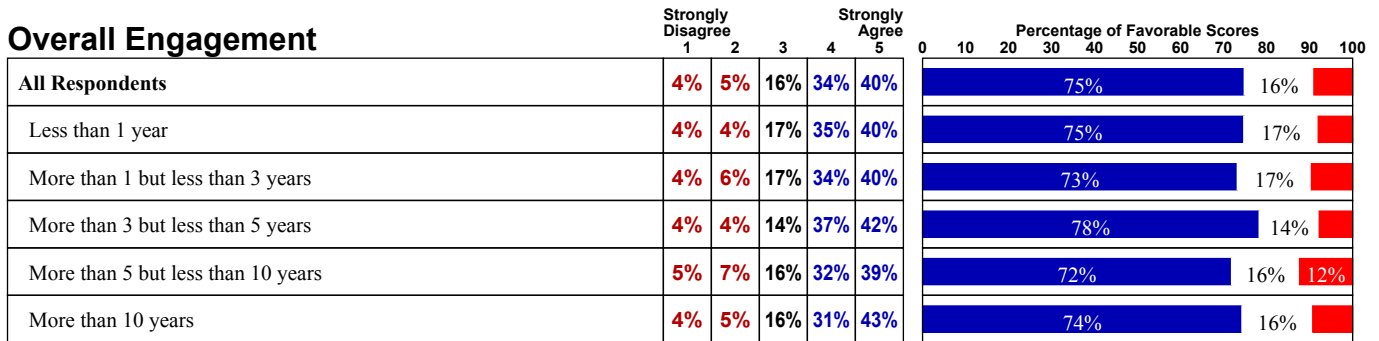
Administered To: Sunrise Mornings

Date: 9/14/2006

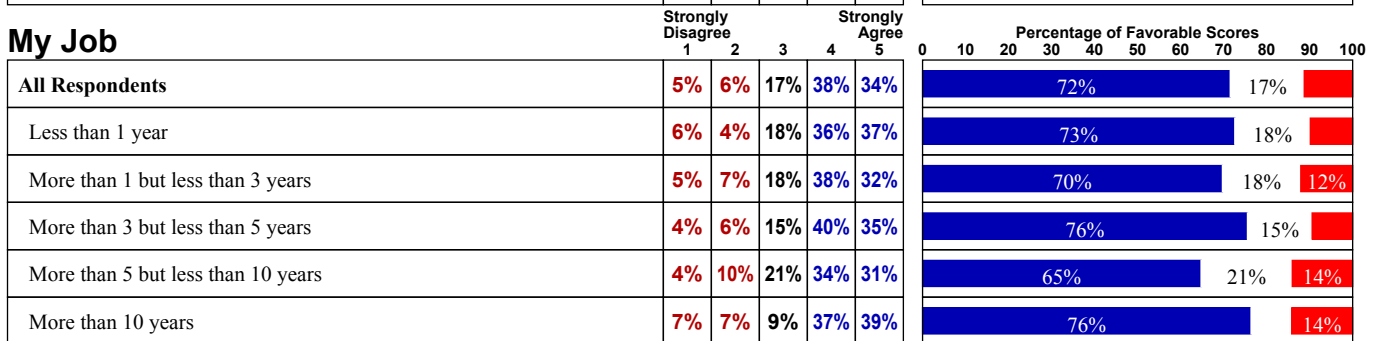
Demographic: "How long have you worked at Sunrise Mornings?"

Total Respondents: 1162

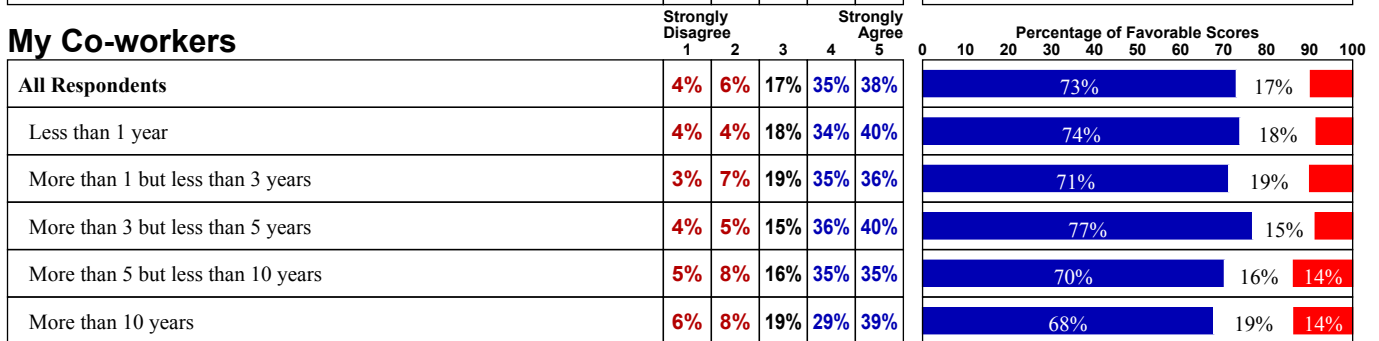
Overall Engagement



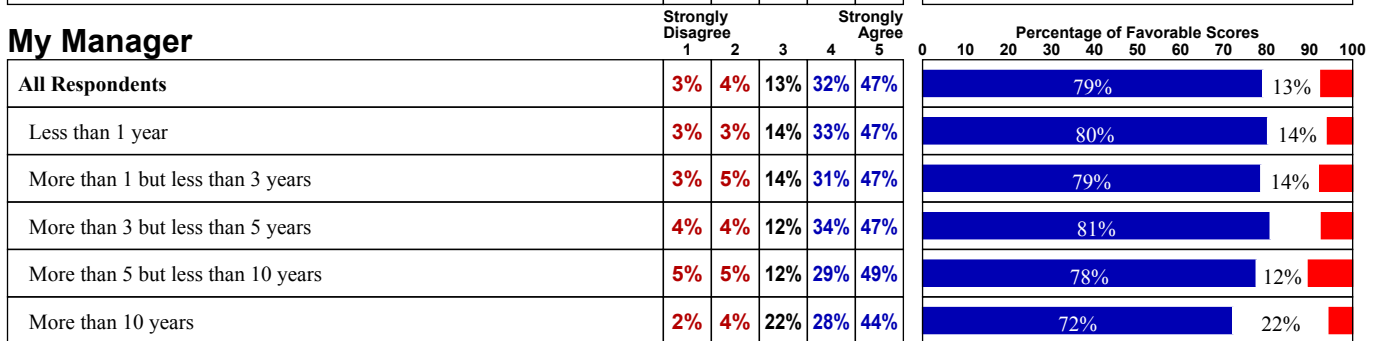
My Job



My Co-workers



My Manager



Employee Engagement

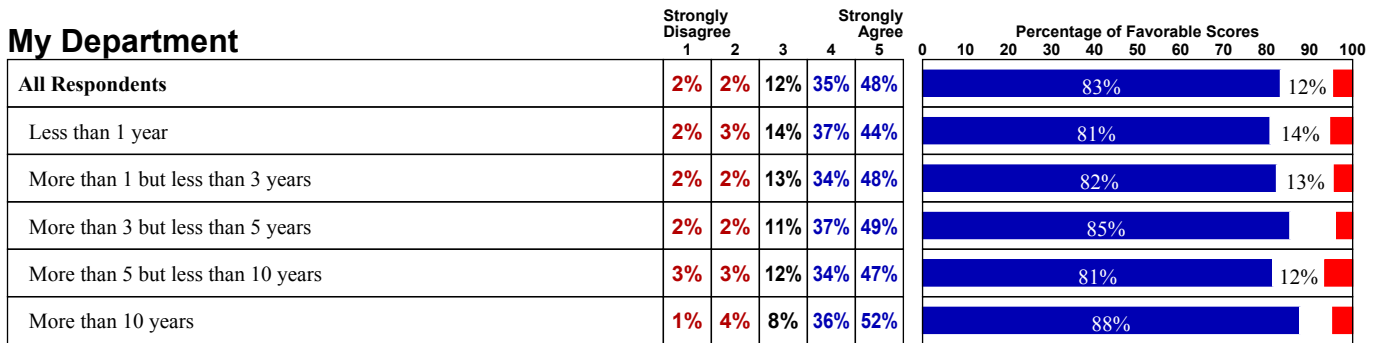
Administered To: Sunrise Mornings

Date: 9/14/2006

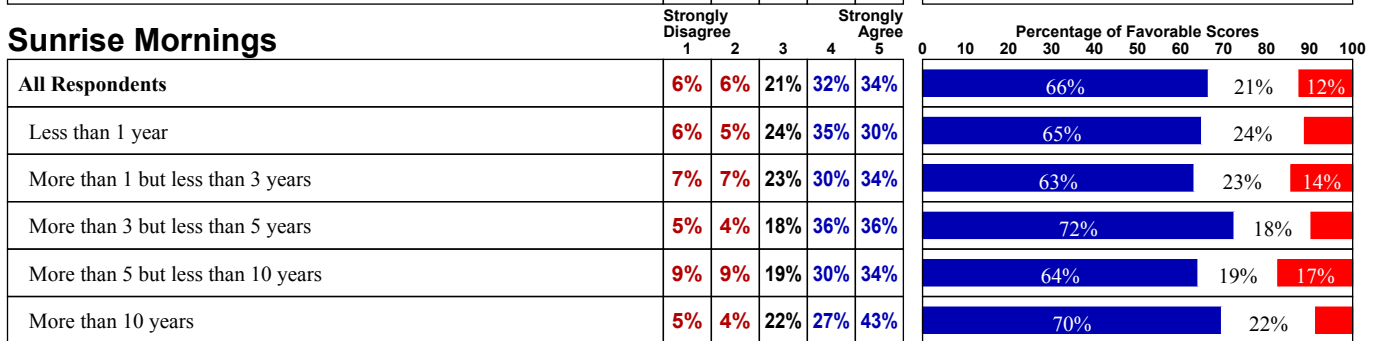
Demographic: "How long have you worked at Sunrise Mornings?"

Total Respondents: 1162

My Department



Sunrise Mornings



Employee Engagement

Administered To: Sunrise Mornings

Date: 9/14/2006

Demographic: "How long have you worked at Sunrise Mornings?"

Total Respondents: 1162

My Job

	Strongly Disagree		3	Strongly Agree		Percentage of Favorable Scores	
	1	2		4	5	0	100
1. I have the right tools and supplies to do my job well.	62	66	183	412	415	73%	16%
Less than 1 year	15	5	31	71	90	76%	15%
More than 1 but less than 3 years	25	34	77	182	170	72%	12%
More than 3 but less than 5 years	10	13	47	113	99	75%	17%
More than 5 but less than 10 years	4	8	18	29	30	66%	20%
More than 10 years	3	4	2	9	13	71%	23%
2. The amount of work I am expected to do is reasonable.	64	101	220	432	303	66%	20%
Less than 1 year	13	11	47	80	60	66%	22%
More than 1 but less than 3 years	26	47	101	190	121	64%	15%
More than 3 but less than 5 years	13	26	47	105	80	68%	17%
More than 5 but less than 10 years	5	14	15	33	20	61%	17%
More than 10 years	2	1	6	12	11	72%	19%
3. I receive good training on how to do my job.	62	70	175	415	401	73%	16%
Less than 1 year	14	11	33	77	77	73%	16%
More than 1 but less than 3 years	29	32	84	173	163	70%	17%
More than 3 but less than 5 years	11	17	29	114	108	80%	
More than 5 but less than 10 years	4	6	19	26	29	65%	23%
More than 10 years	3	1	3	14	11	78%	13%
4. My job gives me the chance to do my best work.	35	46	195	439	398	75%	18%
Less than 1 year	8	6	37	75	82	75%	18%
More than 1 but less than 3 years	18	22	90	189	159	73%	19%
More than 3 but less than 5 years	5	9	43	114	101	79%	16%
More than 5 but less than 10 years	2	6	22	31	28	66%	25%
More than 10 years	1	3	1	12	15	84%	13%

Employee Engagement

Administered To: Sunrise Mornings

Date: 9/14/2006

Demographic: "How long have you worked at Sunrise Mornings?"

Total Respondents: 1162

My Co-workers

	Strongly Disagree		Strongly Agree		Percentage of Favorable Scores			
	1	2	3	4	5	0	100	
5. The people I work with help each other when needed.	79	91	207	381	378	67%	18%	15%
Less than 1 year	13	10	42	66	80	69%	20%	
More than 1 but less than 3 years	24	54	87	170	152	66%	18%	16%
More than 3 but less than 5 years	20	16	48	98	101	70%	17%	13%
More than 5 but less than 10 years	10	6	18	30	21	60%	21%	19%
More than 10 years	5	3	6	7	11	56%	19%	25%
6. My co-workers and I openly talk about what needs to be done.	49	79	235	408	370	68%	21%	
Less than 1 year	13	6	42	83	68	71%	20%	
More than 1 but less than 3 years	17	37	112	174	152	66%	23%	
More than 3 but less than 5 years	12	19	50	99	103	71%	18%	
More than 5 but less than 10 years	4	11	18	29	27	63%	20%	17%
More than 10 years	1	5	8	7	12	58%	24%	18%
7. The people I work with do their best.	52	103	220	394	359	67%	20%	14%
Less than 1 year	13	15	36	76	72	70%	17%	13%
More than 1 but less than 3 years	19	48	110	161	147	64%	23%	14%
More than 3 but less than 5 years	12	20	44	106	98	73%	16%	
More than 5 but less than 10 years	5	13	15	33	22	63%	17%	20%
More than 10 years	1	5	7	7	11	58%	23%	19%
8. The people I work with treat me with respect.	22	42	156	401	513	81%	14%	
Less than 1 year	3	8	38	64	97	77%	18%	
More than 1 but less than 3 years	8	20	71	174	216	80%	15%	
More than 3 but less than 5 years	7	9	27	104	132	85%		
More than 5 but less than 10 years	2	4	12	31	41	80%	13%	
More than 10 years	1	0	5	11	15	81%	16%	
9. I enjoy working with my co-workers.	18	19	155	399	518	83%	14%	
Less than 1 year	3	5	28	67	101	82%	14%	
More than 1 but less than 3 years	8	8	77	170	213	80%	16%	
More than 3 but less than 5 years	4	3	35	103	132	85%	13%	
More than 5 but less than 10 years	2	3	7	30	42	86%		
More than 10 years	1	0	4	14	14	85%	12%	

Employee Engagement

Administered To: Sunrise Mornings

Date: 9/14/2006

Demographic: "How long have you worked at Sunrise Mornings?"

Total Respondents: 1162

My Manager

	Strongly Disagree		3	Strongly Agree		Percentage of Favorable Scores	
	1	2		4	5		
10. My manager treats me with respect.	25	18	116	355	630	86%	
Less than 1 year	5	2	19	68	118	88%	
More than 1 but less than 3 years	9	9	53	148	271	86%	
More than 3 but less than 5 years	8	3	26	91	155	87%	
More than 5 but less than 10 years	2	3	9	27	49	84%	
More than 10 years	0	1	5	11	16	82% 15%	
11. I clearly understand what my manager expects of me.	13	22	117	403	580	87%	
Less than 1 year	3	4	20	77	106	87%	
More than 1 but less than 3 years	5	13	51	166	252	86%	
More than 3 but less than 5 years	2	3	23	110	144	90%	
More than 5 but less than 10 years	3	1	10	26	46	84%	
More than 10 years	0	0	7	11	15	79% 21%	
12. My manager communicates well with all team members.	26	50	164	374	521	79% 14%	
Less than 1 year	7	3	30	67	105	81% 14%	
More than 1 but less than 3 years	9	26	72	169	214	78% 15%	
More than 3 but less than 5 years	7	13	32	102	125	81%	
More than 5 but less than 10 years	3	6	11	23	45	77% 13%	
More than 10 years	0	1	12	6	14	61% 36%	
13. My manager is available when I need help.	37	53	154	364	521	78% 14%	
Less than 1 year	7	8	37	71	91	76% 17%	
More than 1 but less than 3 years	11	25	63	152	234	80% 13%	
More than 3 but less than 5 years	9	14	31	96	127	81%	
More than 5 but less than 10 years	5	3	13	26	39	76% 15%	
More than 10 years	2	1	7	9	14	70% 21%	
14. My manager recognizes me when I do a good job.	87	89	214	315	424	65% 19% 16%	
Less than 1 year	10	13	41	67	78	69% 20%	
More than 1 but less than 3 years	35	45	95	132	179	64% 20% 16%	
More than 3 but less than 5 years	25	18	55	73	111	65% 20% 15%	
More than 5 but less than 10 years	11	8	10	25	33	67% 22%	
More than 10 years	1	3	6	9	14	70% 18% 12%	

Employee Engagement

Administered To: Sunrise Mornings

Date: 9/14/2006

Demographic: "How long have you worked at Sunrise Mornings?"

Total Respondents: 1162

My Department

	Strongly Disagree		3	Strongly Agree		Percentage of Favorable Scores
	1	2		4	5	
15. My department always provides superior quality work.	19	17	119	394	592	86%
Less than 1 year	4	2	26	78	102	85% 12%
More than 1 but less than 3 years	6	10	55	161	259	86%
More than 3 but less than 5 years	5	2	24	105	145	89%
More than 5 but less than 10 years	3	2	13	27	43	80% 15%
More than 10 years	0	1	1	12	19	94%
16. My department always provides excellent service to the customer.	27	37	154	427	500	81% 13%
Less than 1 year	5	6	35	80	87	78% 16%
More than 1 but less than 3 years	11	13	69	188	212	81% 14%
More than 3 but less than 5 years	7	10	35	111	123	82% 12%
More than 5 but less than 10 years	3	6	10	31	40	79%
More than 10 years	1	2	4	9	16	78% 13%
17. My department provides a safe and clean working environment.	19	29	123	390	572	85%
Less than 1 year	5	8	28	76	96	81% 13%
More than 1 but less than 3 years	8	12	60	154	253	84% 12%
More than 3 but less than 5 years	4	5	25	106	140	88%
More than 5 but less than 10 years	2	1	9	34	42	86%
More than 10 years	0	1	1	13	17	94%
18. I feel important to the success of my department.	25	27	169	393	524	81% 15%
Less than 1 year	6	7	31	81	86	79% 15%
More than 1 but less than 3 years	14	9	80	162	224	79% 16%
More than 3 but less than 5 years	2	7	39	94	141	83% 14%
More than 5 but less than 10 years	3	3	11	30	42	81% 12%
More than 10 years	0	1	4	13	15	85% 12%

Employee Engagement

Administered To: Sunrise Mornings

Date: 9/14/2006

Demographic: "How long have you worked at Sunrise Mornings?"

Total Respondents: 1162

Sunrise Mornings

	Strongly Disagree		3	Strongly Agree		Percentage of Favorable Scores	
	1	2		4	5	0	100
19. I am proud to say that I work at Sunrise Mornings.	39	43	209	380	463	74%	18%
Less than 1 year	9	8	51	80	65	68%	24%
More than 1 but less than 3 years	19	23	89	158	199	73%	18%
More than 3 but less than 5 years	8	7	45	91	129	79%	16%
More than 5 but less than 10 years	3	5	12	28	38	77%	14%
More than 10 years	0	0	7	11	15	79%	21%
20. Sunrise Mornings cares about its employees.	113	85	258	363	325	60%	23% 17%
Less than 1 year	15	11	56	72	61	62%	26% 12%
More than 1 but less than 3 years	54	42	116	149	133	57%	23% 19%
More than 3 but less than 5 years	25	17	55	109	77	66%	19% 15%
More than 5 but less than 10 years	13	11	17	20	28	54%	19% 27%
More than 10 years	4	2	8	4	13	55%	26% 19%
21. Sunrise Mornings treats all employees fairly.	91	96	265	336	339	60%	24% 17%
Less than 1 year	14	13	50	73	61	64%	24% 13%
More than 1 but less than 3 years	44	50	123	127	141	55%	25% 19%
More than 3 but less than 5 years	18	18	62	98	84	65%	22% 13%
More than 5 but less than 10 years	11	10	16	23	26	57%	19% 24%
More than 10 years	2	3	8	7	12	59%	25% 16%
22. People at Sunrise Mornings are honest.	44	52	221	375	424	72%	20%
Less than 1 year	11	14	46	74	65	66%	22%
More than 1 but less than 3 years	21	27	111	144	181	67%	23%
More than 3 but less than 5 years	8	7	38	106	116	81%	14%
More than 5 but less than 10 years	3	4	19	31	27	69%	23%
More than 10 years	0	0	5	12	15	84%	16%

Employee Engagement

Administered To: Sunrise Mornings

Date: 9/14/2006

Written Comments

This section provides the written feedback by question.

22. The one thing I would like to change in my department is ...

There is not enough communication. I'd like to know more about where we are going as a company.

It would be nice to know how we contribute as a department. It seems that we work separately from the company overall.

We need better communication between departments. It seems we work in separate companies sometimes.

Sometimes I feel that we are not treated fairly. The manager plays favorites.

We don't communicate internally enough. I find out about things important to my work too late.

Communication is poor. We need to share information across departments more.

We are expected to do things without the proper instruction or direction. Sometimes I need more information to get my job done properly..

It seems like we get dumped on to fix all the problems that Engineering creates. We need to work closer together on delivering new products.

We have to clean up a lot of mistakes caused by Engineering. We get blasted by the customer for things that are out of our control.

We need better communication between departments. It seems we work in separate companies sometimes.

More discussion about what our goals are.

More direction on our work responsibilities. Sometimes it is unclear on who should do what.

There is too much change in our department's direction. We need to be more consistent in the programs we offer.

Employee Engagement

Administered To: Sunrise Mornings

Date: 9/14/2006

23. The one thing I like best about working for Sunrise Mornings is ...

My manager lets me make my own decisions. I'm accountable for my decisions.

Everyone works together to get the job done. Employees are very supportive.

I like my co-workers. We work well together.

We can make our own decisions. We are accountable for our actions.

Our products contribute the the greater good of society. I can proudly say that we do good things to make the world a better place.

We have a great work environment. We have the best technology to work with.

We have a lot of autonomy. I can make decisions on my own. I feel like my contributions matter.

My schedule is flexible

I'm able to make important decisions on my own.

I like my co-workers. We work well together.

I have good relationships with my co-workers. We get along well and all pitch in to get the work done.

The company treats its employees fairly

We work well together as a team. Everyone is supportive