



SnapShot Report

Confidential Report for:
Organization Sample

March 25, 2020



SnapShot



Report Sections

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Report Overview

Rating Scale

The table below shows the rating scale and descriptors used for this feedback.

Descriptor	Scale Value
Strongly Disagree	1
Somewhat Disagree	2
Neutral	3
Somewhat Agree	4
Strongly Agree	5

Respondent Demographics

(1) Which best describes your level in the organization? (DEMOGRAPHIC INFORMATION)

Demographic	COUNT
Senior Level, Executive	2
Director/Senior Leader	2
Supervisor/Manager	5
Staff/Administrative/Front-Line employee	5

CATEGORY SUMMARY



ORGANIZATIONAL LEVEL

Rater (N)	AVG	1	2	3	4	5
All Raters (14)	3.75					

INTERPERSONAL LEVEL

Rater (N)	AVG	1	2	3	4	5
All Raters (14)	4.05					

INDIVIDUAL LEVEL

Rater (N)	AVG	1	2	3	4	5
All Raters (14)	3.48					



(1) I am confident that the leaders of my organization are taking the right steps to minimize the negative effects of this crisis on our business.

Rater (N)	AVG	HI	LO	1	2	3	4	5
Senior Level, Executive (2)	5	5	5					
Director/Senior Leader (2)	3.5	4	3					
Supervisor/Manager (5)	4	5	2					
Staff/Administrative/Front-Line employee (5)	3.8	4	3					

(2) My organization has made it possible for me to make viable alternative work arrangements (e.g., working from home, flexible hours).

Rater (N)	AVG	HI	LO	1	2	3	4	5
Senior Level, Executive (2)	4.5	5	4					
Director/Senior Leader (2)	4.5	5	4					
Supervisor/Manager (5)	4	5	2					
Staff/Administrative/Front-Line employee (5)	3	4	1					

(3) I have the right tools and technical support to work in a virtual environment.

Rater (N)	AVG	HI	LO	1	2	3	4	5
Senior Level, Executive (2)	5	5	5					
Director/Senior Leader (2)	4	4	4					
Supervisor/Manager (5)	3.4	5	1					
Staff/Administrative/Front-Line employee (5)	3.2	5	1					

(4) My organization is communicating with the right amount and frequency of information to employees.

Rater (N)	AVG	HI	LO	1	2	3	4	5
Senior Level, Executive (2)	4.5	5	4					
Director/Senior Leader (2)	3.5	4	3					
Supervisor/Manager (4)	3.5	4	2					
Staff/Administrative/Front-Line employee (5)	3.2	5	2					



(5) My organization is taking good care of its employees.

Rater (N)	AVG	HI	LO	1	2	3	4	5
Senior Level, Executive (2)	5	5	5					
Director/Senior Leader (2)	3.5	4	3					
Supervisor/Manager (5)	4.4	5	4					
Staff/Administrative/Front-Line employee (5)	3.6	4	3					

(6) My co-workers are supporting each other during this crisis.

Rater (N)	AVG	HI	LO	1	2	3	4	5
Senior Level, Executive (2)	4	4	4					
Director/Senior Leader (2)	4	4	4					
Supervisor/Manager (5)	4.8	5	4					
Staff/Administrative/Front-Line employee (5)	4.2	5	3					

(7) The style and demeanor of our organizational leaders during this crisis is appropriate.

Rater (N)	AVG	HI	LO	1	2	3	4	5
Senior Level, Executive (2)	4.5	5	4					
Director/Senior Leader (2)	3	3	3					
Supervisor/Manager (5)	3.4	4	2					
Staff/Administrative/Front-Line employee (5)	4	5	3					



(8) I am clear about what my organization expects of me given the current crisis.

Rater (N)	AVG	HI	LO	1	2	3	4	5
Senior Level, Executive (2)	4	4	4					
Director/Senior Leader (2)	3.5	4	3					
Supervisor/Manager (5)	4.4	5	4					
Staff/Administrative/Front-Line employee (5)	3.6	5	2					

(9) I am confident that my job is secure.

Rater (N)	AVG	HI	LO	1	2	3	4	5
Senior Level, Executive (2)	4	4	4					
Director/Senior Leader (2)	3	4	2					
Supervisor/Manager (5)	3	4	2					
Staff/Administrative/Front-Line employee (5)	2.4	3	2					

(10) I am confident that I have the knowledge and skillset to work effectively in a virtual environment.

Rater (N)	AVG	HI	LO	1	2	3	4	5
Senior Level, Executive (2)	4.5	5	4					
Director/Senior Leader (2)	4	4	4					
Supervisor/Manager (5)	3.8	5	3					
Staff/Administrative/Front-Line employee (5)	3	4	2					

(11) I am optimistic about my organization's ability to recover from this crisis.

Rater (N)	AVG	HI	LO	1	2	3	4	5
Senior Level, Executive (2)	4.5	5	4					
Director/Senior Leader (2)	3.5	4	3					
Supervisor/Manager (5)	3.2	4	2					
Staff/Administrative/Front-Line employee (5)	3.4	4	2					

(12) I am optimistic about my own ability to recover.

Rater (N)	AVG	HI	LO	1	2	3	4	5
Senior Level, Executive (2)	4.5	5	4					
Director/Senior Leader (2)	3.5	4	3					
Supervisor/Manager (5)	4.2	5	3					
Staff/Administrative/Front-Line employee (5)	3.2	5	2					



(13) I am feeling good about my overall mental and physical health.

Rater (N)	AVG	HI	LO	1	2	3	4	5
Senior Level, Executive (2)	3.5	4	3					
Director/Senior Leader (2)	3	3	3					
Supervisor/Manager (5)	3.2	4	1					
Staff/Administrative/Front-Line employee (5)	2.8	3	2					



Please provide any additional feedback or suggestions to your leadership that would benefit the organization or employees.

Respondent

- It would be helpful to know if there are layoffs being discussed as part of the overall strategy. I hear rumors, but nothing from leadership about this.
- I would like to hear what the long term plan is when we re-open the plant. I am hearing a lot about this week, but what about next month?
- It would be helpful to have additional tools provided that may make work better accessible. (I did have to purchase some software.) I am concerned about the business surviving this crisis and would appreciate some information with regard to future planning to that end.
- Realizing these are uncertain times for the stability and recovery of the organization, still it would be helpful for the leadership to provide transparent, regular updates as to the overall health of the organization / expected recovery. Our people would benefit from direction on possible outcomes.
- I do not have any real experience in running meetings via Zoom and could use some guidance/instruction here.
- I just feel overwhelmed at home. My spouse is also working out of the house and we have to home school our two children while also doing more for our aging parents. Not sure what, if anything, my company could do but if there are any type of resources available, I would love to know about them.
- Really appreciate all the flexibility the organization has given me throughout this ordeal.
- My boss isn't being very tolerant for those who have kids and are having to manage that in addition to working remotely... he's snapped at members on my team on a few calls...
- As a senior leader in this organization, my primary goal is for the safety and health of our employees. I am confident that we will make it through this and regain our strength. I am worried about the short-term well-being of many and know that there may be broader economic realities that we may face that will increase our uncertainty this year.
- This is a difficult time and I know that my leaders are trying their best. I am worried about my co-workers. Many are uncertain and confused by what effects this will have on our business and on their future.
- I don't have the ability to work from home given my role. I am worried that I might get sick but I'm more worried that I may not have a paycheck, so I'll continue to work hard and hope for the best.
- As a front-line worker, I have no choice but to work as usual. I don't have the right equipment to work virtually and my job can't be done without me being on the job site. I'd like to know more about how my job will be protected if we have a sustained downturn.