

# Executive Summary

## 1 Employee voice

### Key Fact

**75%**

*of colleagues took the time to complete a survey*

*The range by division is 61 to 100%.*

### Key Fact

**67%**

*feel that MSV will act on the results of this survey to make it a better place to work*

*One of the biggest drivers of response rates is belief that the surveys lead to tangible improvements at work*

## 2 Overall engagement

### Key Fact

**88%**

*of colleagues are engaged*

*The range by division is 75-100%.*

*Anything at 65% and above is generally considered a healthy engagement score.*

### Key Fact

**85%**

*See themselves working for MSV for the next year, which is the facet of engagement that is mostly exceeding the benchmark (+23pp)*

## 3 Drivers of engagement

### Key Fact

*elements of the experience have a high relative score and high impact on engagement*

### **Celebrate and Maintain**

**Most relate to diversity & inclusion, purpose & values and health and safety.**

### Key Fact

*elements have a lower relative score and high impact on engagement.*

### **Track and Improve**

- **Employee voice; being listened to and being empowered/enabled**
- **Proximity to Senior leadership and role modelling behaviours**