

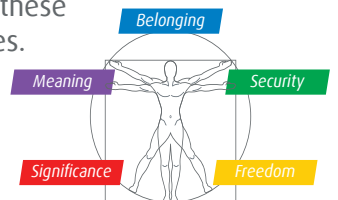
Overview: Organizational Juice Check™



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Organizational Engagement Survey

The Organizational Juice Check is a validated survey instrument that helps you understand the motivations and drivers of engagement for your employees. The base survey explores five dimensions: Belonging, Security, Meaning, Freedom and Significance. Our research over the past 10 years points to these drivers as being critical to enabling both the rational & emotional engagement of employees. Our flexible survey design also allows us to include custom questions that can explore additional elements such as culture and leadership effectiveness.



The insights gained from the Organizational Juice Check Survey will help you determine the key opportunities to improve employee engagement and culture. The survey has also been designed to easily support people leaders in developing action plans directly from the survey data.

What's Unique About the Juice Check?

- Aligns to the most current research on engagement
- Quick for respondents to complete (15-20 mins)
- Results are easy to understand and provide clear guidance on executable actions
- Provides an understanding into what drives people within the organization on both a rational and emotional level
- Provides a snapshot of the emotional DNA of the organization
- Customizable to add questions that support the evolution of culture
- Data analysis includes the implications of the results, what "story" the results are telling the management team, and recommendations
- Can be used to inform development activities for your management team
- Easily scalable for small or large organizations

The Juice Check will help you identify:

- Fit issues that interfere with optimum performance
- Gaps in clarity of goals, objectives and expected outcomes
- Opportunities for better, more effective communication
- Areas in which more management support is required
- How productive, valued and inspired your employees feel
- Key future-based metrics such as *intent to leave*
- The key drivers of engagement within each department, division, or demographic group



Organizational Juice Check Survey

Juice Inc. has used the Organizational Juice Check for the past 10 years to inform senior leaders on their strategies to increase engagement levels across their organization. We have surveyed over 50,000 employees in 14 different languages globally. The Juice Check provides leaders with a clear picture of the current reality with recommendations to improve results.



✓ Execution Process of an Organizational Juice Check Survey

Step 1 - Discovery: We work with you to confirm and validate survey objectives, intended outcomes, and gain insight into the organizational culture, key initiatives and strategic direction.

Step 2 - Design: We work with you to design the complete question set, which will include the validated base questions from the Organizational Juice Check and custom questions (where required). We will establish the reporting requirements, and create a communications plan to maximize response rate. We provide communication materials and work with you to customize them for your organization.

Step 3 – Execution & Reporting: We will setup and test the online survey in our survey platform and confirm logistics/timing for execution. The survey is monitored daily and updates are provided to your team. Following the close of the survey, we analyze the data, and generate the reports. The Juice Check report includes quantitative and qualitative data, as well as observations and recommendations.

Step 4 – Presentation of Results: Results are generally presented to your leadership team. Within this presentation we provide context for why engagement matters, review the results of the survey, engage participants in a dialogue around the best opportunities for growth, and create alignment around next steps to create value from the survey.

✓ Survey Follow-up: Action Planning & Deep Dive Activities

Juice Inc. can help you and your leaders partner with employees to develop meaningful and relevant action plans to improve the employee experience. Our objective is to help leaders create an environment where employees play an equal role in their own engagement and energy at work.

To achieve this, we will help you engage employees in the creation of action plans/solutions to close the gaps identified in the survey. Our action planning process starts with a deep dive listening activity that allows us (or your team) to understand the backstory behind the data. This is critical to creating actions that will have the desired impact. Next, we involve employees in developing creative solutions that address their concerns. Finally, we select and validate the solutions with senior leaders to ensure they meet business feasibility criteria.

Refreshing Ideas. Real Results.

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ENGAGEMENT TRAINING



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CONVERSATION TRAINING



CONFERENCE SOLUTIONS

