

Factor	Percentage Score	Population	Favorable	Neutral	Unfavorable
Engagement	61%	3231	61%	24%	15%
Company Confidence	42%	3172	42%	37%	21%
Alignment & Involvement	68%	3212	68%	17%	15%
Collaboration & Communication	51%	3219	51%	29%	20%
Enablement	63%	3219	63%	18%	19%
Feedback & Recognition	48%	3189	48%	30%	22%
Innovation	59%	3217	59%	26%	15%
Leadership	57%	3178	57%	27%	16%
Learning & Development	62%	3187	62%	23%	15%
Management	75%	3239	75%	14%	11%
Service & Quality Focus	52%	3206	52%	27%	21%
Social Connection	59%	3207	59%	31%	10%
Teamwork & Ownership	63%	3213	63%	20%	17%
Work & Life Blend	73%	3217	73%	14%	13%
Action	32%	3223	32%	35%	33%
Wellbeing	65%	3213	65%	20%	15%

Factor	Question	Percentage Score	Population	Favorable	Neutral	Unfavorable	Driver Strength	Driver Correlation
Engagement	I would recommend ANU as a great place to work	74%	3253	74%	18%	8%	n/a	n/a
Engagement	ANU motivates me to go beyond what I would in a similar role elsewhere	50%	3248	50%	34%	16%	n/a	n/a
Engagement	I am proud to work for ANU	80%	3251	80%	16%	4%	n/a	n/a
Engagement	I rarely think about looking for a job at another organisation	44%	3249	44%	24%	32%	n/a	n/a
Engagement	I see myself still working at ANU in two years' time	59%	3241	59%	25%	16%	n/a	n/a
Company Confidence	Research and teaching at ANU are as good as, or better than, our main competitors	53%	3195	53%	36%	11%	Moderate	0.42674671
Company Confidence	ANU effectively directs resources (funding, people and effort) towards organisational goals	30%	3224	30%	34%	36%	Strong	0.533750434
Company Confidence	ANU is in a position to really succeed over the next three years	42%	3216	42%	40%	18%	Strong	0.56216512
Alignment & Involvement	I know how my work contributes to the strategic priorities of ANU	73%	3237	73%	18%	9%	Moderate	0.462084905
Alignment & Involvement	I am appropriately involved in decisions that affect my work	63%	3240	63%	19%	18%	Strong	0.537806485
Alignment & Involvement	I know what I need to do to be successful in my role	81%	3237	81%	12%	7%	Moderate	0.431023681
Alignment & Involvement	I am happy with my current role relative to what was described to me	72%	3235	72%	16%	12%	Strong	0.597001905

Alignment & Involvement	I believe my total compensation (base salary+any bonuses+benefits+equity) is fair, relative to similar roles at other organisations	49%	3242	49%	23%	28%	Moderate	0.436928571
Collaboration & Communication	Other areas at ANU collaborate well with us to get the job done	50%	3234	50%	29%	21%	Moderate	0.41051979
Collaboration & Communication	Most people here make a good effort to consult other staff where appropriate	60%	3231	60%	24%	16%	Moderate	0.475501943
Collaboration & Communication	At ANU there is open and honest two-way communication	43%	3233	43%	33%	24%	Strong	0.563750603
Enablement	The information I need to do my job effectively is readily available	63%	3243	63%	20%	17%	Moderate	0.467925395
Enablement	I have access to the things I need to do my job well	65%	3246	65%	18%	17%	Moderate	0.49368049
Enablement	We have enough autonomy to perform our jobs effectively	79%	3243	79%	13%	8%	Moderate	0.482855812
Enablement	Our physical workspace is enjoyable to work in	67%	3236	67%	17%	16%	Moderate	0.411840569
Enablement	Most of the systems and processes here support us getting our work done effectively	41%	3239	41%	22%	37%	Moderate	0.46822405
Feedback & Recognition	I receive appropriate recognition for good work at ANU	58%	3227	58%	25%	17%	Strong	0.569765211
Feedback & Recognition	My job performance is evaluated fairly	65%	3221	65%	25%	10%	Moderate	0.492905871
Feedback & Recognition	Generally, the right people are rewarded and recognised at ANU	40%	3220	40%	35%	25%	Strong	0.542691011
Feedback & Recognition	When it is clear that someone is not delivering in their role we do something about it	28%	3209	28%	36%	36%	Moderate	0.463971432
Innovation	We are encouraged to be innovative even though some of our initiatives may not succeed	68%	3235	68%	20%	12%	Strong	0.502728608
Innovation	At ANU we act on promising new or innovative ideas	49%	3221	49%	34%	17%	Strong	0.548231528
Leadership	I have confidence in my College/Portfolio leaders	63%	3223	63%	24%	13%	Strong	0.556327456
Leadership	My College/Portfolio leaders keep people informed about what is happening	63%	3217	63%	22%	15%	Strong	0.505373161
Leadership	My College/Portfolio leaders demonstrate that people are important to the organisation's success	58%	3215	58%	24%	18%	Strong	0.549560209
Leadership	My College/Portfolio leaders have communicated a vision that motivates me	47%	3211	47%	31%	22%	Strong	0.58089818
Leadership	The Vice-Chancellor at ANU creates an environment of transparency and trust	66%	3228	66%	24%	10%	Moderate	0.482741202
Leadership	I have confidence in the strategic direction laid out by the Vice-Chancellor at ANU	60%	3223	60%	28%	12%	Moderate	0.499479662
Leadership	I have confidence in the Senior Management Group at ANU (including the Vice-Chancellor and their direct reports)	45%	3219	45%	35%	20%	Strong	0.553135962
Learning & Development	I have access to the learning and development I need to do my job well	64%	3226	64%	23%	13%	Moderate	0.480100925
Learning & Development	I am given opportunities to develop skills relevant to my interests	64%	3223	64%	22%	14%	Moderate	0.497703497
Learning & Development	I believe there are good career opportunities for me at ANU	54%	3222	54%	25%	21%	Very Strong	0.645422189

Learning & Development	My manager (or someone in management) has shown a genuine interest in my career aspirations	66%	3226	66%	19%	15%	Moderate	0.440716947
Learning & Development	ANU is a great company for me to make a contribution to my development	60%	3214	60%	27%	13%	Very Strong	0.683658243
Management	My direct manager or supervisor genuinely cares about my wellbeing	84%	3246	84%	9%	7%	Low	0.387811859
Management	My direct manager or supervisor gives me useful feedback on how well I am performing	73%	3247	73%	14%	13%	Moderate	0.400997243
Management	My direct manager or supervisor keeps me informed about what is happening at ANU	70%	3245	70%	18%	12%	Moderate	0.405077963
Management	My direct manager or supervisor is a great role model for employees	74%	3247	74%	15%	11%	Moderate	0.408313387
Service & Quality Focus	Day-to-day decisions here demonstrate that quality and improvement are top priorities	49%	3225	49%	29%	22%	Strong	0.597515923
Service & Quality Focus	We acknowledge people who deliver outstanding service here	54%	3220	54%	26%	20%	Strong	0.551100716
Social Connection	ANU is genuine in its commitment to social responsibility (e.g. ANU Reconciliation Action Plan, ANU Below Zero, etc.)	59%	3219	59%	30%	11%	Moderate	0.462811629
Social Connection	ANU really allows us to make a positive difference	59%	3217	59%	32%	9%	Very Strong	0.633746376
Teamwork & Ownership	Workloads are divided fairly among people where I work	47%	3230	47%	24%	29%	Moderate	0.471756251
Teamwork & Ownership	I feel I am part of a team	73%	3239	73%	14%	13%	Strong	0.512932556
Teamwork & Ownership	We hold ourselves and our team members accountable for results	69%	3225	69%	20%	11%	Moderate	0.440269572
Work & Life Blend	We are genuinely supported if we choose to make use of flexible working arrangements	75%	3222	75%	15%	10%	Low	0.398959715
Work & Life Blend	Generally, I believe my workload is reasonable for my role	64%	3241	64%	16%	20%	Moderate	0.433671113
Work & Life Blend	I am able to arrange time out from work when I need to	81%	3236	81%	11%	8%	Low	0.365187837
Action	I believe action will take place as a result of this survey	32%	3223	32%	35%	33%	Strong	0.556336689
Wellbeing	I can voice a contrary opinion without fear of negative consequences	60%	3237	60%	21%	19%	Strong	0.505654019
Wellbeing	I know where to raise any concerns I have in relation to my own or a colleague's wellbeing	76%	3242	76%	14%	10%	Moderate	0.421423013
Wellbeing	I believe employee wellbeing is a priority at ANU	59%	3236	59%	23%	18%	Strong	0.57545153
Wellbeing	I feel energised at work	56%	3237	56%	26%	18%	Very Strong	0.648627101
Wellbeing	I am able to take regular breaks throughout the day to recharge	72%	3236	72%	15%	13%	Low	0.324962137
Wellbeing	I am able to make necessary changes in how I work to improve my own wellbeing	68%	3234	68%	20%	12%	Moderate	0.462131747

Participation	Submitted	Total	Rate
Participation	2891	5063	57% (not including casuals)

Factor	Organisation overall
Engagement	<div>DATE - Public Interest</div>
Leadership	
Management	
Teamwork & Ownership	
Psychosocial Health	
Culture	

Factor	Question	Organisation overall
Engagement	I would recommend ANU as a great place to work	<div>DATE - Public Interest</div>
Engagement	ANU motivates me to go beyond what I would in a similar role elsewhere	
Engagement	I am proud to work for ANU	
Engagement	I rarely think about looking for a job at another organisation	
Engagement	I see myself still working at ANU in two years' time	
Leadership	My College/Portfolio leaders keep people informed about what is happening	
Leadership	My College/Portfolio leaders demonstrate that people are important to the University's success	

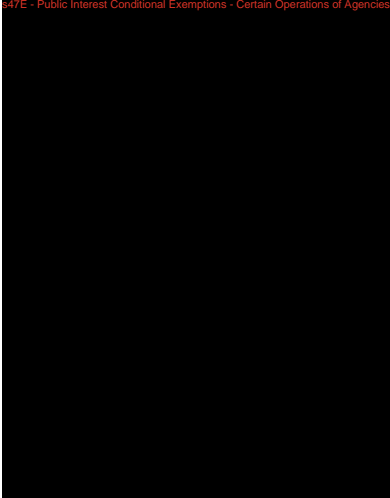
Leadership   Psychosocial Health	Leaders at ANU are open to different views/perspectives in meetings
Leadership	My local area leaders keep people informed about what is happening
Leadership	My local area leaders demonstrate that people are important to the University's success
Leadership	The ANU Strategic Leadership Group (SLG) keep people informed about what is happening
Leadership	The ANU Strategic Leadership Group (SLG) demonstrate that people are important to the University's success
Leadership   Culture	I am seeing positive changes taking place at ANU
Management	My supervisor is a great role model for employees
Management   Psychosocial Health	My supervisor clarifies expectations when I need it
Teamwork & Ownership   Psychosoc Team members regularly give each other constructive feedback	
Psychosocial Health	I have access to helpful resources for managing my mental wellbeing
Psychosocial Health	I would feel comfortable reporting inappropriate behaviour at ANU
Psychosocial Health	Generally, I have control over how and when I perform my duties at work
Culture	I can be my authentic self at work
Culture	I feel respected at ANU
Culture	I feel like I belong at ANU

Factor	Percentage Score	Population	Favorable	Neutral	Unfavorable
Engagement	§47E - Public Interest Conditional Exemptions - Certain Operations of Agencies				
Leadership					
Management					
Teamwork & Ownership					
Psychosocial Health					
Culture					

Factor	Question	Percentage Score	Population	Favorable	Neutral	Unfavorable	Driver Strength	Driver Correlation
Engagement	I would recommend ANU as a great place to work	84	74%	74%	26%	0%	100%	0.74
Engagement	ANU motivates me to go beyond what I would in a similar role elsewhere	84	74%	74%	26%	0%	100%	0.74
Engagement	I am proud to work for ANU	84	74%	74%	26%	0%	100%	0.74
Engagement	I rarely think about looking for a job at another organisation	84	74%	74%	26%	0%	100%	0.74
Engagement	I see myself still working at ANU in two years' time	84	74%	74%	26%	0%	100%	0.74
Leadership	My College/Portfolio leaders keep people informed about what is happening	84	74%	74%	26%	0%	100%	0.74
Leadership	My College/Portfolio leaders demonstrate that people are important to the University's success	84	74%	74%	26%	0%	100%	0.74
Leadership   Psychosocial Health	Leaders at ANU are open to different views/perspectives in meetings	84	74%	74%	26%	0%	100%	0.74
Leadership	My local area leaders keep people informed about what is happening	84	74%	74%	26%	0%	100%	0.74
Leadership	My local area leaders demonstrate that people are important to the University's success	84	74%	74%	26%	0%	100%	0.74
Leadership	The ANU Strategic Leadership Group (SLG) keep people informed about what is happening	84	74%	74%	26%	0%	100%	0.74
Leadership	The ANU Strategic Leadership Group (SLG) demonstrate that people are important to the University's success	84	74%	74%	26%	0%	100%	0.74
Leadership   Culture	I am seeing positive changes taking place at ANU	84	74%	74%	26%	0%	100%	0.74
Management	My supervisor is a great role model for employees	84	74%	74%	26%	0%	100%	0.74
Management   Psychosocial Health	My supervisor clarifies expectations when I need it	84	74%	74%	26%	0%	100%	0.74
Teamwork & Ownership   Psychosoc	Team members regularly give each other constructive feedback	84	74%	74%	26%	0%	100%	0.74
Psychosocial Health	I have access to helpful resources for managing my mental wellbeing	84	74%	74%	26%	0%	100%	0.74
Psychosocial Health	I would feel comfortable reporting inappropriate behaviour at ANU	84	74%	74%	26%	0%	100%	0.74

Psychosocial Health	Generally, I have control over how and when I perform my duties at work
Culture	I can be my authentic self at work
Culture	I feel respected at ANU
Culture	I feel like I belong at ANU

s47E - Public Interest Conditional Exemptions - Certain Operations of Agencies

Factor	Question	Option	Organisation overall	Organisation overall %
Psychosocial Health	In the past 12 months, how often have you experienced workplace bullying and/or harassment? (Workplace bullying is repeated, unreasonable behaviour directed towards a worker or a group of workers that creates a risk to health and safety;	Monthly		
Psychosocial Health	In the past 12 months, how often have you experienced workplace bullying and/or harassment? (Workplace bullying is repeated, unreasonable behaviour directed towards a worker or a group of workers that creates a risk to health and safety;	Never		
Psychosocial Health	In the past 12 months, how often have you experienced workplace bullying and/or harassment? (Workplace bullying is repeated, unreasonable behaviour directed towards a worker or a group of workers that creates a risk to health and safety;	Some of the time		
Psychosocial Health	In the past 12 months, how often have you experienced workplace bullying and/or harassment? (Workplace bullying is repeated, unreasonable behaviour directed towards a worker or a group of workers that creates a risk to health and safety;	Once in a while		
Psychosocial Health	In the past 12 months, how often have you experienced workplace bullying and/or harassment? (Workplace bullying is repeated, unreasonable behaviour directed towards a worker or a group of workers that creates a risk to health and safety;	Rarely		
Psychosocial Health	In the past 12 months, how often have you experienced workplace bullying and/or harassment? (Workplace bullying is repeated, unreasonable behaviour directed towards a worker or a group of workers that creates a risk to health and safety;	Almost daily		
Psychosocial Health	In the past 12 months, how often have you experienced workplace bullying and/or harassment? (Workplace bullying is repeated, unreasonable behaviour directed towards a worker or a group of workers that creates a risk to health and safety;	Weekly		