

Participation	Submitted	Total	Rate
Participation	170	233	73%

Factor	Academic Portfolio	ANU overall
Engagement	41%	40%
Leadership	49%	48%
Psychosocial Health	49%	47%
Culture	43%	39%
Wellbeing	50%	49%

Factor	Question	Academic Portfolio	ANU overall
Engagement	I would recommend ANU as a great place to work	48%	41%
Engagement	ANU motivates me to go beyond what I would in a similar role elsewhere	32%	31%
Engagement	I am proud to work for ANU	47%	50%
Engagement	I rarely think about looking for a job at another organisation	30%	31%
Engagement	I see myself still working at ANU in two years' time	48%	48%
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) demonstrate that people are important to the University's success	25%	19%
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) keep people informed about what is happening	33%	28%
Leadership Psychosocial Health	My College/Portfolio leaders demonstrate that people are important to the University's success	53%	52%
Leadership Psychosocial Health	My College/Portfolio leaders keep people informed about what is happening	55%	53%
Leadership Psychosocial Health	My local area leaders demonstrate that people are important to the University's success	64%	69%
Leadership Psychosocial Health	My local area leaders keep people informed about what is happening	67%	68%
Psychosocial Health Culture	At ANU there is open and honest two-way communication	25%	20%
Psychosocial Health Culture	I feel respected at ANU	47%	40%
Psychosocial Health Wellbeing	I believe employee wellbeing is a priority at ANU	30%	31%
Psychosocial Health Wellbeing	I can voice a contrary opinion without fear of negative consequences	46%	38%
Psychosocial Health Wellbeing	I am able to make necessary changes in how I work to improve my own wellbeing	59%	55%
Psychosocial Health Wellbeing	I know where to raise any concerns I have in relation to my own or a colleague's wellbeing	66%	64%
Psychosocial Health	My manager checks in regularly about how I am doing	74%	68%
Culture	I can be my authentic self at work	57%	58%
Wellbeing	I feel energised at work	34%	37%
Wellbeing	We are genuinely supported if we choose to make use of flexible working arrangements	68%	68%

Factor	Percentage Score	Population	Favorable	Neutral	Unfavorable
Engagement	41%	170	41%	33%	26%
Leadership	49%	169	49%	22%	29%
Psychosocial Health	49%	166	49%	23%	28%
Culture	43%	167	43%	24%	33%
Wellbeing	50%	168	50%	25%	25%

Factor	Question	Percentage Score	Population	Favorable	Neutral	Unfavorable	Driver Strength	Driver Correlation
Engagement	I would recommend ANU as a great place to work	48%	170	48%	33%	19%	n/a	n/a
Engagement	ANU motivates me to go beyond what I would in a similar role elsewhere	32%	170	32%	37%	31%	n/a	n/a
Engagement	I am proud to work for ANU	47%	170	47%	34%	19%	n/a	n/a
Engagement	I rarely think about looking for a job at another organisation	30%	170	30%	24%	46%	n/a	n/a
Engagement	I see myself still working at ANU in two years' time	48%	170	48%	36%	16%	n/a	n/a
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) demonstrate that people are important to the University's success	25%	170	25%	27%	48%	Very Strong	0.532525952
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) keep people informed about what is happening	33%	169	33%	25%	42%	Strong	0.49893211
Leadership Psychosocial Health	My College/Portfolio leaders demonstrate that people are important to the University's success	53%	170	53%	23%	24%	Strong	0.451557093
Leadership Psychosocial Health	My College/Portfolio leaders keep people informed about what is happening	55%	170	55%	26%	19%	Strong	0.462543253
Leadership Psychosocial Health	My local area leaders demonstrate that people are important to the University's success	64%	170	64%	15%	21%	Strong	0.402249135
Leadership Psychosocial Health	My local area leaders keep people informed about what is happening	67%	170	67%	16%	17%	Strong	0.415051903
Psychosocial Health Culture	At ANU there is open and honest two-way communication	25%	169	25%	27%	48%	Strong	0.489653724
Psychosocial Health Culture	I feel respected at ANU	47%	169	47%	25%	28%	Very Strong	0.563968348
Psychosocial Health Wellbeing	I believe employee wellbeing is a priority at ANU	30%	170	30%	29%	41%	Very Strong	0.593079585
Psychosocial Health Wellbeing	I can voice a contrary opinion without fear of negative consequences	46%	170	46%	26%	28%	Moderate	0.377681661
Psychosocial Health Wellbeing	I am able to make necessary changes in how I work to improve my own wellbeing	59%	169	59%	27%	14%	Moderate	0.383127342
Psychosocial Health Wellbeing	I know where to raise any concerns I have in relation to my own or a colleague's wellbeing	66%	169	66%	20%	14%	Moderate	0.316340464
Psychosocial Health	My manager checks in regularly about how I am doing	74%	170	74%	12%	14%	Low	0.283564014
Culture	I can be my authentic self at work	57%	169	57%	22%	21%	Strong	0.449126431
Wellbeing	I feel energised at work	34%	170	34%	26%	40%	Very Strong	0.621366782
Wellbeing	We are genuinely supported if we choose to make use of flexible working arrangements	68%	169	68%	19%	13%	Low	0.293669689

Factor	Question	Option	Academic Portfolio	ANU overall	Academic Portfolio %	ANU 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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Once in a while	8.47E Public interest condit	255	8.47E Public interest cond	10%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Some of the time		215		9%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Monthly		62		3%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Weekly		80		3%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Almost daily		51		2%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Never		1423		58%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Rarely		385		16%

Participation	Submitted	Total	Rate
Participation	34	48	71%

Factor	Advancement	ANU overall
Engagement	48%	40%
Leadership	54%	48%
Psychosocial Health	51%	47%
Culture	37%	39%
Wellbeing	54%	49%

Factor	Question	Advancement	ANU overall
Engagement	I would recommend ANU as a great place to work	56%	41%
Engagement	ANU motivates me to go beyond what I would in a similar role elsewhere	38%	31%
Engagement	I am proud to work for ANU	62%	50%
Engagement	I rarely think about looking for a job at another organisation	35%	31%
Engagement	I see myself still working at ANU in two years' time	47%	48%
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) demonstrate that people are important to the University's success	24%	19%
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) keep people informed about what is happening	27%	28%
Leadership Psychosocial Health	My College/Portfolio leaders demonstrate that people are important to the University's success	74%	52%
Leadership Psychosocial Health	My College/Portfolio leaders keep people informed about what is happening	65%	53%
Leadership Psychosocial Health	My local area leaders demonstrate that people are important to the University's success	71%	69%
Leadership Psychosocial Health	My local area leaders keep people informed about what is happening	65%	68%
Psychosocial Health Culture	At ANU there is open and honest two-way communication	18%	20%
Psychosocial Health Culture	I feel respected at ANU	35%	40%
Psychosocial Health Wellbeing	I believe employee wellbeing is a priority at ANU	41%	31%
Psychosocial Health Wellbeing	I can voice a contrary opinion without fear of negative consequences	47%	38%
Psychosocial Health Wellbeing	I am able to make necessary changes in how I work to improve my own wellbeing	62%	55%
Psychosocial Health Wellbeing	I know where to raise any concerns I have in relation to my own or a colleague's wellbeing	74%	64%
Psychosocial Health	My manager checks in regularly about how I am doing	62%	68%
Culture	I can be my authentic self at work	59%	58%
Wellbeing	I feel energised at work	44%	37%
Wellbeing	We are genuinely supported if we choose to make use of flexible working arrangements	59%	68%

Factor	Percentage Score	Population	Favorable	Neutral	Unfavorable
Engagement	48%	34	48%	27%	25%
Leadership	54%	33	54%	23%	23%
Psychosocial Health	51%	33	51%	24%	25%
Culture	37%	34	37%	31%	32%
Wellbeing	54%	34	54%	25%	21%

Factor	Question	Percentage Score	Population	Favorable	Neutral	Unfavorable	Driver Strength	Driver Correlation
Engagement	I would recommend ANU as a great place to work	56%	34	56%	26%	18%	n/a	n/a
Engagement	ANU motivates me to go beyond what I would in a similar role elsewhere	38%	34	38%	33%	29%	n/a	n/a
Engagement	I am proud to work for ANU	62%	34	62%	23%	15%	n/a	n/a
Engagement	I rarely think about looking for a job at another organisation	35%	34	35%	18%	47%	n/a	n/a
Engagement	I see myself still working at ANU in two years' time	47%	34	47%	38%	15%	n/a	n/a
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) demonstrate that people are important to the University's success	24%	34	24%	44%	32%	Moderate	0.35899654
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) keep people informed about what is happening	27%	33	27%	43%	30%	Moderate	0.321395776
Leadership Psychosocial Health	My College/Portfolio leaders demonstrate that people are important to the University's success	74%	34	74%	11%	15%	Strong	0.410899654
Leadership Psychosocial Health	My College/Portfolio leaders keep people informed about what is happening	65%	34	65%	14%	21%	Moderate	0.324394464
Leadership Psychosocial Health	My local area leaders demonstrate that people are important to the University's success	71%	34	71%	11%	18%	Strong	0.408737024
Leadership Psychosocial Health	My local area leaders keep people informed about what is happening	65%	34	65%	14%	21%	Moderate	0.341695502
Psychosocial Health Culture	At ANU there is open and honest two-way communication	18%	34	18%	35%	47%	Strong	0.490916955
Psychosocial Health Culture	I feel respected at ANU	35%	34	35%	33%	32%	Strong	0.451989619
Psychosocial Health Wellbeing	I believe employee wellbeing is a priority at ANU	41%	34	41%	30%	29%	Very Strong	0.583910035
Psychosocial Health Wellbeing	I can voice a contrary opinion without fear of negative consequences	47%	34	47%	15%	38%	Strong	0.421712803
Psychosocial Health Wellbeing	I am able to make necessary changes in how I work to improve my own wellbeing	62%	34	62%	29%	9%	Moderate	0.341695502
Psychosocial Health Wellbeing	I know where to raise any concerns I have in relation to my own or a colleague's wellbeing	74%	34	74%	23%	3%	Low	0.226066897
Psychosocial Health	My manager checks in regularly about how I am doing	62%	34	62%	14%	24%	Strong	0.402249135
Culture	I can be my authentic self at work	59%	34	59%	23%	18%	Moderate	0.382785467
Wellbeing	I feel energised at work	44%	34	44%	30%	26%	Very Strong	0.579584775
Wellbeing	We are genuinely supported if we choose to make use of flexible working arrangements	59%	34	59%	20%	21%	Low	0.289792388

Factor	Question	Option	Advancement	ANU overall	Advancement %	ANU 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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Once in a while	§ 47E Public interest conditions	255	§ 47E Public interest conditions	10%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Some of the time	§ 47E Public interest conditions	215	§ 47E Public interest conditions	9%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Monthly	§ 47E Public interest conditions	62	§ 47E Public interest conditions	3%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Weekly	§ 47E Public interest conditions	80	§ 47E Public interest conditions	3%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Almost daily	§ 47E Public interest conditions	51	§ 47E Public interest conditions	2%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Never	§ 47E Public interest conditions	1423	§ 47E Public interest conditions	58%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Rarely	§ 47E Public interest conditions	385	§ 47E Public interest conditions	16%

Participation	Submitted	Total	Rate
Participation	117	236	50%

Factor	CAP	ANU overall
Engagement	35%	40%
Leadership	52%	48%
Psychosocial Health	44%	47%
Culture	33%	39%
Wellbeing	42%	49%

Factor	Question	CAP	ANU overall
Engagement	I would recommend ANU as a great place to work	34%	41%
Engagement	ANU motivates me to go beyond what I would in a similar role elsewhere	30%	31%
Engagement	I am proud to work for ANU	38%	50%
Engagement	I rarely think about looking for a job at another organisation	27%	31%
Engagement	I see myself still working at ANU in two years' time	46%	48%
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) demonstrate that people are important to the University's success	13%	19%
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) keep people informed about what is happening	18%	28%
Leadership Psychosocial Health	My College/Portfolio leaders demonstrate that people are important to the University's success	69%	52%
Leadership Psychosocial Health	My College/Portfolio leaders keep people informed about what is happening	70%	53%
Leadership Psychosocial Health	My local area leaders demonstrate that people are important to the University's success	74%	69%
Leadership Psychosocial Health	My local area leaders keep people informed about what is happening	68%	68%
Psychosocial Health Culture	At ANU there is open and honest two-way communication	16%	20%
Psychosocial Health Culture	I feel respected at ANU	31%	40%
Psychosocial Health Wellbeing	I believe employee wellbeing is a priority at ANU	26%	31%
Psychosocial Health Wellbeing	I can voice a contrary opinion without fear of negative consequences	29%	38%
Psychosocial Health Wellbeing	I am able to make necessary changes in how I work to improve my own wellbeing	44%	55%
Psychosocial Health Wellbeing	I know where to raise any concerns I have in relation to my own or a colleague's wellbeing	57%	64%
Psychosocial Health	My manager checks in regularly about how I am doing	57%	68%
Culture	I can be my authentic self at work	53%	58%
Wellbeing	I feel energised at work	32%	37%
Wellbeing	We are genuinely supported if we choose to make use of flexible working arrangements	63%	68%

Factor	Percentage Score	Population	Favorable	Neutral	Unfavorable
Engagement	35%	116	35%	27%	38%
Leadership	52%	116	52%	18%	30%
Psychosocial Health	44%	115	44%	22%	34%
Culture	33%	116	33%	28%	39%
Wellbeing	42%	116	42%	26%	32%

Factor	Question	Percentage Score	Population	Favorable	Neutral	Unfavorable	Driver Strength	Driver Correlation
Engagement	I would recommend ANU as a great place to work	34%	116	34%	27%	39%	n/a	n/a
Engagement	ANU motivates me to go beyond what I would in a similar role elsewhere	30%	116	30%	30%	40%	n/a	n/a
Engagement	I am proud to work for ANU	38%	117	38%	25%	37%	n/a	n/a
Engagement	I rarely think about looking for a job at another organisation	27%	116	27%	20%	53%	n/a	n/a
Engagement	I see myself still working at ANU in two years' time	46%	116	46%	31%	23%	n/a	n/a
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) demonstrate that people are important to the University's success	13%	116	13%	28%	59%	Very Strong	0.527459869
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) keep people informed about what is happening	18%	116	18%	29%	53%	Strong	0.434936088
Leadership Psychosocial Health	My College/Portfolio leaders demonstrate that people are important to the University's success	69%	117	69%	15%	16%	None	0.196752378
Leadership Psychosocial Health	My College/Portfolio leaders keep people informed about what is happening	70%	116	70%	15%	15%	None	0.190435494
Leadership Psychosocial Health	My local area leaders demonstrate that people are important to the University's success	74%	117	74%	8%	18%	Low	0.296893579
Leadership Psychosocial Health	My local area leaders keep people informed about what is happening	68%	117	68%	15%	17%	Low	0.277757134
Psychosocial Health Culture	At ANU there is open and honest two-way communication	16%	116	16%	30%	54%	Very Strong	0.530618312
Psychosocial Health Culture	I feel respected at ANU	31%	117	31%	29%	40%	Very Strong	0.625743163
Psychosocial Health Wellbeing	I believe employee wellbeing is a priority at ANU	26%	116	26%	18%	56%	Very Strong	0.519281664
Psychosocial Health Wellbeing	I can voice a contrary opinion without fear of negative consequences	29%	117	29%	27%	44%	Moderate	0.39443371
Psychosocial Health Wellbeing	I am able to make necessary changes in how I work to improve my own wellbeing	44%	117	44%	36%	20%	Moderate	0.362106124
Psychosocial Health Wellbeing	I know where to raise any concerns I have in relation to my own or a colleague's wellbeing	57%	117	57%	25%	18%	None	0.187834423
Psychosocial Health	My manager checks in regularly about how I am doing	57%	116	57%	22%	21%	Low	0.254347503
Culture	I can be my authentic self at work	53%	116	53%	24%	23%	Moderate	0.339439655
Wellbeing	I feel energised at work	32%	117	32%	26%	42%	Very Strong	0.592672414
Wellbeing	We are genuinely supported if we choose to make use of flexible working arrangements	63%	117	63%	23%	14%	Moderate	0.383286266

Factor	Question	Option	CAP	ANU overall	CAP %	ANU 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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Once in a while	47% Public interest con	255	47% Public interest con	10%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Some of the time		215		9%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Monthly		62		3%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Weekly		80		3%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Almost daily		51		2%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Never		1423		58%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Rarely		385		16%

Participation	Submitted	Total	Rate
Participation	251	418	60%

Factor	CASS	ANU overall
Engagement	28%	40%
Leadership	35%	48%
Psychosocial Health	33%	47%
Culture	24%	39%
Wellbeing	37%	49%

Factor	Question	CASS	ANU overall
Engagement	I would recommend ANU as a great place to work	24%	41%
Engagement	ANU motivates me to go beyond what I would in a similar role elsewhere	16%	31%
Engagement	I am proud to work for ANU	37%	50%
Engagement	I rarely think about looking for a job at another organisation	22%	31%
Engagement	I see myself still working at ANU in two years' time	41%	48%
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) demonstrate that people are important to the University's success	12%	19%
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) keep people informed about what is happening	15%	28%
Leadership Psychosocial Health	My College/Portfolio leaders demonstrate that people are important to the University's success	28%	52%
Leadership Psychosocial Health	My College/Portfolio leaders keep people informed about what is happening	28%	53%
Leadership Psychosocial Health	My local area leaders demonstrate that people are important to the University's success	66%	69%
Leadership Psychosocial Health	My local area leaders keep people informed about what is happening	60%	68%
Psychosocial Health Culture	At ANU there is open and honest two-way communication	8%	20%
Psychosocial Health Culture	I feel respected at ANU	20%	40%
Psychosocial Health Wellbeing	I believe employee wellbeing is a priority at ANU	16%	31%
Psychosocial Health Wellbeing	I can voice a contrary opinion without fear of negative consequences	23%	38%
Psychosocial Health Wellbeing	I am able to make necessary changes in how I work to improve my own wellbeing	44%	55%
Psychosocial Health Wellbeing	I know where to raise any concerns I have in relation to my own or a colleague's wellbeing	54%	64%
Psychosocial Health	My manager checks in regularly about how I am doing	58%	68%
Culture	I can be my authentic self at work	45%	58%
Wellbeing	I feel energised at work	22%	37%
Wellbeing	We are genuinely supported if we choose to make use of flexible working arrangements	62%	68%

Factor	Percentage Score	Population	Favorable	Neutral	Unfavorable
Engagement	28%	250	28%	26%	46%
Leadership	35%	250	35%	15%	50%
Psychosocial Health	33%	248	33%	18%	49%
Culture	24%	250	24%	21%	55%
Wellbeing	37%	247	37%	23%	40%

Factor	Question	Percentage Score	Population	Favorable	Neutral	Unfavorable	Driver Strength	Driver Correlation
Engagement	I would recommend ANU as a great place to work	24%	251	24%	25%	51%	n/a	n/a
Engagement	ANU motivates me to go beyond what I would in a similar role elsewhere	16%	251	16%	31%	53%	n/a	n/a
Engagement	I am proud to work for ANU	37%	251	37%	27%	36%	n/a	n/a
Engagement	I rarely think about looking for a job at another organisation	22%	250	22%	16%	62%	n/a	n/a
Engagement	I see myself still working at ANU in two years' time	41%	251	41%	32%	27%	n/a	n/a
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) demonstrate that people are important to the University's success	12%	250	12%	16%	72%	Strong	0.466081192
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) keep people informed about what is happening	15%	250	15%	20%	65%	Moderate	0.397332301
Leadership Psychosocial Health	My College/Portfolio leaders demonstrate that people are important to the University's success	28%	250	28%	14%	58%	Moderate	0.371727875
Leadership Psychosocial Health	My College/Portfolio leaders keep people informed about what is happening	28%	250	28%	18%	54%	Moderate	0.395679102
Leadership Psychosocial Health	My local area leaders demonstrate that people are important to the University's success	66%	250	66%	10%	24%	Low	0.225480234
Leadership Psychosocial Health	My local area leaders keep people informed about what is happening	60%	250	60%	13%	27%	Low	0.260197416
Psychosocial Health Culture	At ANU there is open and honest two-way communication	8%	250	8%	16%	76%	Strong	0.432009161
Psychosocial Health Culture	I feel respected at ANU	20%	251	20%	22%	58%	Very Strong	0.55688
Psychosocial Health Wellbeing	I believe employee wellbeing is a priority at ANU	16%	250	16%	21%	63%	Strong	0.483137369
Psychosocial Health Wellbeing	I can voice a contrary opinion without fear of negative consequences	23%	250	23%	21%	56%	Strong	0.42237222
Psychosocial Health Wellbeing	I am able to make necessary changes in how I work to improve my own wellbeing	44%	249	44%	29%	27%	Moderate	0.384202654
Psychosocial Health Wellbeing	I know where to raise any concerns I have in relation to my own or a colleague's wellbeing	54%	250	54%	21%	25%	Moderate	0.340841277
Psychosocial Health	My manager checks in regularly about how I am doing	58%	250	58%	15%	27%	Low	0.211690134
Culture	I can be my authentic self at work	45%	251	45%	24%	31%	Strong	0.46844
Wellbeing	I feel energised at work	22%	250	22%	23%	55%	Very Strong	0.632167223
Wellbeing	We are genuinely supported if we choose to make use of flexible working arrangements	62%	248	62%	25%	13%	Moderate	0.330156207

Factor	Question	Option	CASS	ANU overall	CASS %	ANU 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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Once in a while	547E Public interest conditions	255	547E Public interest conditions	10%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Some of the time		215		9%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Monthly		62		3%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Weekly		80		3%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Almost daily		51		2%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Never		1423		58%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Rarely		385		16%

Participation	Submitted	Total	Rate
Participation	152	247	62%

Factor	CBE	ANU overall
Engagement	43%	40%
Leadership	56%	48%
Psychosocial Health	51%	47%
Culture	40%	39%
Wellbeing	49%	49%

Factor	Question	CBE	ANU overall
Engagement	I would recommend ANU as a great place to work	42%	41%
Engagement	ANU motivates me to go beyond what I would in a similar role elsewhere	33%	31%
Engagement	I am proud to work for ANU	51%	50%
Engagement	I rarely think about looking for a job at another organisation	34%	31%
Engagement	I see myself still working at ANU in two years' time	55%	48%
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) demonstrate that people are important to the University's success	18%	19%
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) keep people informed about what is happening	23%	28%
Leadership Psychosocial Health	My College/Portfolio leaders demonstrate that people are important to the University's success	68%	52%
Leadership Psychosocial Health	My College/Portfolio leaders keep people informed about what is happening	71%	53%
Leadership Psychosocial Health	My local area leaders demonstrate that people are important to the University's success	78%	69%
Leadership Psychosocial Health	My local area leaders keep people informed about what is happening	77%	68%
Psychosocial Health Culture	At ANU there is open and honest two-way communication	19%	20%
Psychosocial Health Culture	I feel respected at ANU	43%	40%
Psychosocial Health Wellbeing	I believe employee wellbeing is a priority at ANU	37%	31%
Psychosocial Health Wellbeing	I can voice a contrary opinion without fear of negative consequences	37%	38%
Psychosocial Health Wellbeing	I am able to make necessary changes in how I work to improve my own wellbeing	51%	55%
Psychosocial Health Wellbeing	I know where to raise any concerns I have in relation to my own or a colleague's wellbeing	68%	64%
Psychosocial Health	My manager checks in regularly about how I am doing	70%	68%
Culture	I can be my authentic self at work	57%	58%
Wellbeing	I feel energised at work	41%	37%
Wellbeing	We are genuinely supported if we choose to make use of flexible working arrangements	64%	68%

Factor	Percentage Score	Population	Favorable	Neutral	Unfavorable
Engagement	43%	150	43%	28%	29%
Leadership	56%	149	56%	16%	28%
Psychosocial Health	51%	148	51%	19%	30%
Culture	40%	152	40%	23%	37%
Wellbeing	49%	151	49%	24%	27%

Factor	Question	Percentage Score	Population	Favorable	Neutral	Unfavorable	Driver Strength	Driver Correlation
Engagement	I would recommend ANU as a great place to work	42%	152	42%	26%	32%	n/a	n/a
Engagement	ANU motivates me to go beyond what I would in a similar role elsewhere	33%	152	33%	29%	38%	n/a	n/a
Engagement	I am proud to work for ANU	51%	152	51%	31%	18%	n/a	n/a
Engagement	I rarely think about looking for a job at another organisation	34%	151	34%	26%	40%	n/a	n/a
Engagement	I see myself still working at ANU in two years' time	55%	150	55%	28%	17%	n/a	n/a
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) demonstrate that people are important to the University's success	18%	151	18%	25%	57%	Strong	0.452119274
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) keep people informed about what is happening	23%	150	23%	24%	53%	Moderate	0.369338934
Leadership Psychosocial Health	My College/Portfolio leaders demonstrate that people are important to the University's success	68%	152	68%	15%	17%	Moderate	0.308444444
Leadership Psychosocial Health	My College/Portfolio leaders keep people informed about what is happening	71%	152	71%	13%	16%	Low	0.263222222
Leadership Psychosocial Health	My local area leaders demonstrate that people are important to the University's success	78%	151	78%	11%	11%	Low	0.292554389
Leadership Psychosocial Health	My local area leaders keep people informed about what is happening	77%	152	77%	13%	10%	Low	0.290111111
Psychosocial Health Culture	At ANU there is open and honest two-way communication	19%	152	19%	26%	55%	Very Strong	0.589777778
Psychosocial Health Culture	I feel respected at ANU	43%	152	43%	19%	38%	Very Strong	0.678333333
Psychosocial Health Wellbeing	I believe employee wellbeing is a priority at ANU	37%	152	37%	23%	40%	Very Strong	0.552888889
Psychosocial Health Wellbeing	I can voice a contrary opinion without fear of negative consequences	37%	152	37%	27%	36%	Strong	0.456888889
Psychosocial Health Wellbeing	I am able to make necessary changes in how I work to improve my own wellbeing	51%	152	51%	26%	23%	Strong	0.462
Psychosocial Health Wellbeing	I know where to raise any concerns I have in relation to my own or a colleague's wellbeing	68%	152	68%	19%	13%	Moderate	0.324666667
Psychosocial Health	My manager checks in regularly about how I am doing	70%	151	70%	16%	14%	Moderate	0.350096843
Culture	I can be my authentic self at work	57%	152	57%	26%	17%	Very Strong	0.533
Wellbeing	I feel energised at work	41%	152	41%	22%	37%	Very Strong	0.653777778
Wellbeing	We are genuinely supported if we choose to make use of flexible working arrangements	64%	151	64%	22%	14%	Strong	0.432975992

Factor	Question	Option	CBE	ANU overall	CBE %	ANU 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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Once in a while	s 47/E Public interest cond	255	s 47/E Public interest cond	10%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Some of the time		215		9%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Monthly		62		3%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Weekly		80		3%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Almost daily		51		2%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Never		1423		58%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Rarely		385		16%

Participation	Submitted	Total	Rate
Participation	213	422	50%

Factor	CLGP	ANU overall
Engagement	33%	40%
Leadership	47%	48%
Psychosocial Health	44%	47%
Culture	35%	39%
Wellbeing	45%	49%

Factor	Question	CLGP	ANU overall
Engagement	I would recommend ANU as a great place to work	31%	41%
Engagement	ANU motivates me to go beyond what I would in a similar role elsewhere	24%	31%
Engagement	I am proud to work for ANU	43%	50%
Engagement	I rarely think about looking for a job at another organisation	27%	31%
Engagement	I see myself still working at ANU in two years' time	39%	48%
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) demonstrate that people are important to the University's success	14%	19%
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) keep people informed about what is happening	21%	28%
Leadership Psychosocial Health	My College/Portfolio leaders demonstrate that people are important to the University's success	46%	52%
Leadership Psychosocial Health	My College/Portfolio leaders keep people informed about what is happening	53%	53%
Leadership Psychosocial Health	My local area leaders demonstrate that people are important to the University's success	73%	69%
Leadership Psychosocial Health	My local area leaders keep people informed about what is happening	73%	68%
Psychosocial Health Culture	At ANU there is open and honest two-way communication	16%	20%
Psychosocial Health Culture	I feel respected at ANU	32%	40%
Psychosocial Health Wellbeing	I believe employee wellbeing is a priority at ANU	22%	31%
Psychosocial Health Wellbeing	I can voice a contrary opinion without fear of negative consequences	35%	38%
Psychosocial Health Wellbeing	I am able to make necessary changes in how I work to improve my own wellbeing	54%	55%
Psychosocial Health Wellbeing	I know where to raise any concerns I have in relation to my own or a colleague's wellbeing	62%	64%
Psychosocial Health	My manager checks in regularly about how I am doing	69%	68%
Culture	I can be my authentic self at work	57%	58%
Wellbeing	I feel energised at work	33%	37%
Wellbeing	We are genuinely supported if we choose to make use of flexible working arrangements	65%	68%

Factor	Percentage Score	Population	Favorable	Neutral	Unfavorable
Engagement	33%	213	33%	30%	37%
Leadership	47%	212	47%	21%	32%
Psychosocial Health	44%	209	44%	23%	33%
Culture	35%	211	35%	26%	39%
Wellbeing	45%	211	45%	24%	31%

Factor	Question	Percentage Score	Population	Favorable	Neutral	Unfavorable	Driver Strength	Driver Correlation
Engagement	I would recommend ANU as a great place to work	31%	213	31%	29%	40%	n/a	n/a
Engagement	ANU motivates me to go beyond what I would in a similar role elsewhere	24%	213	24%	31%	45%	n/a	n/a
Engagement	I am proud to work for ANU	43%	213	43%	28%	29%	n/a	n/a
Engagement	I rarely think about looking for a job at another organisation	27%	213	27%	23%	50%	n/a	n/a
Engagement	I see myself still working at ANU in two years' time	39%	213	39%	39%	22%	n/a	n/a
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) demonstrate that people are important to the University's success	14%	213	14%	24%	62%	Strong	0.483479909
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) keep people informed about what is happening	21%	213	21%	24%	55%	Strong	0.4193943
Leadership Psychosocial Health	My College/Portfolio leaders demonstrate that people are important to the University's success	46%	212	46%	27%	27%	Moderate	0.38503471
Leadership Psychosocial Health	My College/Portfolio leaders keep people informed about what is happening	53%	213	53%	23%	24%	Moderate	0.38534021
Leadership Psychosocial Health	My local area leaders demonstrate that people are important to the University's success	73%	213	73%	16%	11%	None	0.199530516
Leadership Psychosocial Health	My local area leaders keep people informed about what is happening	73%	213	73%	14%	13%	Low	0.20344288
Psychosocial Health Culture	At ANU there is open and honest two-way communication	16%	213	16%	26%	58%	Very Strong	0.518636073
Psychosocial Health Culture	I feel respected at ANU	32%	212	32%	28%	40%	Very Strong	0.577329566
Psychosocial Health Wellbeing	I believe employee wellbeing is a priority at ANU	22%	212	22%	25%	53%	Very Strong	0.544955945
Psychosocial Health Wellbeing	I can voice a contrary opinion without fear of negative consequences	35%	212	35%	26%	39%	Moderate	0.310942506
Psychosocial Health Wellbeing	I am able to make necessary changes in how I work to improve my own wellbeing	54%	212	54%	24%	22%	Strong	0.401054646
Psychosocial Health Wellbeing	I know where to raise any concerns I have in relation to my own or a colleague's wellbeing	62%	211	62%	21%	17%	Low	0.23224995
Psychosocial Health	My manager checks in regularly about how I am doing	69%	212	69%	14%	17%	Low	0.220663492
Culture	I can be my authentic self at work	57%	211	57%	24%	19%	Strong	0.401832843
Wellbeing	I feel energised at work	33%	212	33%	24%	43%	Very Strong	0.610648807
Wellbeing	We are genuinely supported if we choose to make use of flexible working arrangements	65%	212	65%	23%	12%	Moderate	0.315503738

Factor	Question	Option	CLGP	ANU overall	CLGP %	ANU 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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Once in a while	§ 47E Public interest condition	255	§ 47E Public interest condition	10%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Some of the time	§ 47E Public interest condition	215	§ 47E Public interest condition	9%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Monthly	§ 47E Public interest condition	62	§ 47E Public interest condition	3%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Weekly	§ 47E Public interest condition	80	§ 47E Public interest condition	3%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Almost daily	§ 47E Public interest condition	51	§ 47E Public interest condition	2%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Never	§ 47E Public interest condition	1423	§ 47E Public interest condition	58%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Rarely	§ 47E Public interest condition	385	§ 47E Public interest condition	16%

Participation	Submitted	Total	Rate
Participation	543	1168	46%

Factor	CoSM	ANU overall
Engagement	39%	40%
Leadership	47%	48%
Psychosocial Health	44%	47%
Culture	39%	39%
Wellbeing	47%	49%

Factor	Question	CoSM	ANU overall
Engagement	I would recommend ANU as a great place to work	41%	41%
Engagement	ANU motivates me to go beyond what I would in a similar role elsewhere	27%	31%
Engagement	I am proud to work for ANU	48%	50%
Engagement	I rarely think about looking for a job at another organisation	29%	31%
Engagement	I see myself still working at ANU in two years' time	49%	48%
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) demonstrate that people are important to the University's success	16%	19%
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) keep people informed about what is happening	29%	28%
Leadership Psychosocial Health	My College/Portfolio leaders demonstrate that people are important to the University's success	50%	52%
Leadership Psychosocial Health	My College/Portfolio leaders keep people informed about what is happening	52%	53%
Leadership Psychosocial Health	My local area leaders demonstrate that people are important to the University's success	68%	69%
Leadership Psychosocial Health	My local area leaders keep people informed about what is happening	67%	68%
Psychosocial Health Culture	At ANU there is open and honest two-way communication	17%	20%
Psychosocial Health Culture	I feel respected at ANU	38%	40%
Psychosocial Health Wellbeing	I believe employee wellbeing is a priority at ANU	25%	31%
Psychosocial Health Wellbeing	I can voice a contrary opinion without fear of negative consequences	38%	38%
Psychosocial Health Wellbeing	I am able to make necessary changes in how I work to improve my own wellbeing	54%	55%
Psychosocial Health Wellbeing	I know where to raise any concerns I have in relation to my own or a colleague's wellbeing	60%	64%
Psychosocial Health	My manager checks in regularly about how I am doing	63%	68%
Culture	I can be my authentic self at work	61%	58%
Wellbeing	I feel energised at work	37%	37%
Wellbeing	We are genuinely supported if we choose to make use of flexible working arrangements	67%	68%

Factor	Percentage Score	Population	Favorable	Neutral	Unfavorable
Engagement	39%	542	39%	29%	32%
Leadership	47%	535	47%	23%	30%
Psychosocial Health	44%	533	44%	25%	31%
Culture	39%	539	39%	26%	35%
Wellbeing	47%	537	47%	25%	28%

Factor	Question	Percentage Score	Population	Favorable	Neutral	Unfavorable	Driver Strength	Driver Correlation
Engagement	I would recommend ANU as a great place to work	41%	543	41%	29%	30%	n/a	n/a
Engagement	ANU motivates me to go beyond what I would in a similar role elsewhere	27%	542	27%	34%	39%	n/a	n/a
Engagement	I am proud to work for ANU	48%	543	48%	29%	23%	n/a	n/a
Engagement	I rarely think about looking for a job at another organisation	29%	543	29%	22%	49%	n/a	n/a
Engagement	I see myself still working at ANU in two years' time	49%	543	49%	29%	22%	n/a	n/a
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) demonstrate that people are important to the University's success	16%	539	16%	27%	57%	Strong	0.482278092
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) keep people informed about what is happening	29%	539	29%	26%	45%	Moderate	0.375599425
Leadership Psychosocial Health	My College/Portfolio leaders demonstrate that people are important to the University's success	50%	541	50%	25%	25%	Moderate	0.380049726
Leadership Psychosocial Health	My College/Portfolio leaders keep people informed about what is happening	52%	541	52%	28%	20%	Moderate	0.351227104
Leadership Psychosocial Health	My local area leaders demonstrate that people are important to the University's success	68%	540	68%	15%	17%	Moderate	0.36397541
Leadership Psychosocial Health	My local area leaders keep people informed about what is happening	67%	542	67%	17%	16%	Moderate	0.342369337
Psychosocial Health Culture	At ANU there is open and honest two-way communication	17%	540	17%	30%	53%	Very Strong	0.529161403
Psychosocial Health Culture	I feel respected at ANU	38%	541	38%	29%	33%	Very Strong	0.580049726
Psychosocial Health Wellbeing	I believe employee wellbeing is a priority at ANU	25%	541	25%	27%	48%	Very Strong	0.553000686
Psychosocial Health Wellbeing	I can voice a contrary opinion without fear of negative consequences	38%	542	38%	29%	33%	Strong	0.414393145
Psychosocial Health Wellbeing	I am able to make necessary changes in how I work to improve my own wellbeing	54%	541	54%	27%	19%	Moderate	0.366580933
Psychosocial Health Wellbeing	I know where to raise any concerns I have in relation to my own or a colleague's wellbeing	60%	541	60%	21%	19%	Moderate	0.315020576
Psychosocial Health	My manager checks in regularly about how I am doing	63%	541	63%	15%	22%	Low	0.241358025
Culture	I can be my authentic self at work	61%	540	61%	21%	18%	Strong	0.473993274
Wellbeing	I feel energised at work	37%	541	37%	27%	36%	Very Strong	0.606121399
Wellbeing	We are genuinely supported if we choose to make use of flexible working arrangements	67%	538	67%	21%	12%	Low	0.298142311

Factor	Question	Option	CoSM	ANU overall	CoSM %	ANU 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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Once in a while	47E Public interest conditional	255	47E Public interest conditional	10%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Some of the time	47E Public interest conditional	215	47E Public interest conditional	9%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Monthly	47E Public interest conditional	62	47E Public interest conditional	3%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Weekly	47E Public interest conditional	80	47E Public interest conditional	3%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Almost daily	47E Public interest conditional	51	47E Public interest conditional	2%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Never	47E Public interest conditional	1423	47E Public interest conditional	58%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Rarely	47E Public interest conditional	385	47E Public interest conditional	16%

Participation	Submitted	Total	Rate
Participation	239	470	51%

Factor	CSS	ANU overall
Engagement	46%	40%
Leadership	56%	48%
Psychosocial Health	51%	47%
Culture	44%	39%
Wellbeing	51%	49%

Factor	Question	CSS	ANU overall
Engagement	I would recommend ANU as a great place to work	46%	41%
Engagement	ANU motivates me to go beyond what I would in a similar role elsewhere	36%	31%
Engagement	I am proud to work for ANU	59%	50%
Engagement	I rarely think about looking for a job at another organisation	33%	31%
Engagement	I see myself still working at ANU in two years' time	53%	48%
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) demonstrate that people are important to the University's success	22%	19%
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) keep people informed about what is happening	30%	28%
Leadership Psychosocial Health	My College/Portfolio leaders demonstrate that people are important to the University's success	68%	52%
Leadership Psychosocial Health	My College/Portfolio leaders keep people informed about what is happening	67%	53%
Leadership Psychosocial Health	My local area leaders demonstrate that people are important to the University's success	76%	69%
Leadership Psychosocial Health	My local area leaders keep people informed about what is happening	74%	68%
Psychosocial Health Culture	At ANU there is open and honest two-way communication	23%	20%
Psychosocial Health Culture	I feel respected at ANU	47%	40%
Psychosocial Health Wellbeing	I believe employee wellbeing is a priority at ANU	33%	31%
Psychosocial Health Wellbeing	I can voice a contrary opinion without fear of negative consequences	38%	38%
Psychosocial Health Wellbeing	I am able to make necessary changes in how I work to improve my own wellbeing	53%	55%
Psychosocial Health Wellbeing	I know where to raise any concerns I have in relation to my own or a colleague's wellbeing	64%	64%
Psychosocial Health	My manager checks in regularly about how I am doing	68%	68%
Culture	I can be my authentic self at work	62%	58%
Wellbeing	I feel energised at work	46%	37%
Wellbeing	We are genuinely supported if we choose to make use of flexible working arrangements	72%	68%

Factor	Percentage Score	Population	Favorable	Neutral	Unfavorable
Engagement	46%	239	46%	26%	28%
Leadership	56%	237	56%	22%	22%
Psychosocial Health	51%	237	51%	23%	26%
Culture	44%	239	44%	23%	33%
Wellbeing	51%	238	51%	24%	25%

Factor	Question	Percentage Score	Population	Favorable	Neutral	Unfavorable	Driver Strength	Driver Correlation
Engagement	I would recommend ANU as a great place to work	46%	239	46%	27%	27%	n/a	n/a
Engagement	ANU motivates me to go beyond what I would in a similar role elsewhere	36%	239	36%	33%	31%	n/a	n/a
Engagement	I am proud to work for ANU	59%	239	59%	21%	20%	n/a	n/a
Engagement	I rarely think about looking for a job at another organisation	33%	239	33%	23%	44%	n/a	n/a
Engagement	I see myself still working at ANU in two years' time	53%	239	53%	28%	19%	n/a	n/a
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) demonstrate that people are important to the University's success	22%	238	22%	29%	49%	Very Strong	0.58395417
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) keep people informed about what is happening	30%	238	30%	28%	42%	Strong	0.450886237
Leadership Psychosocial Health	My College/Portfolio leaders demonstrate that people are important to the University's success	68%	238	68%	19%	13%	Moderate	0.332824306
Leadership Psychosocial Health	My College/Portfolio leaders keep people informed about what is happening	67%	237	67%	25%	8%	Moderate	0.340134238
Leadership Psychosocial Health	My local area leaders demonstrate that people are important to the University's success	76%	239	76%	14%	10%	Low	0.25380333
Leadership Psychosocial Health	My local area leaders keep people informed about what is happening	74%	239	74%	17%	9%	Low	0.243124245
Psychosocial Health Culture	At ANU there is open and honest two-way communication	23%	239	23%	28%	49%	Very Strong	0.551023266
Psychosocial Health Culture	I feel respected at ANU	47%	239	47%	22%	31%	Very Strong	0.603149455
Psychosocial Health Wellbeing	I believe employee wellbeing is a priority at ANU	33%	239	33%	26%	41%	Very Strong	0.525507257
Psychosocial Health Wellbeing	I can voice a contrary opinion without fear of negative consequences	38%	239	38%	25%	37%	Strong	0.4132018
Psychosocial Health Wellbeing	I am able to make necessary changes in how I work to improve my own wellbeing	53%	238	53%	29%	18%	Moderate	0.392980722
Psychosocial Health Wellbeing	I know where to raise any concerns I have in relation to my own or a colleague's wellbeing	64%	239	64%	21%	15%	Moderate	0.306586019
Psychosocial Health	My manager checks in regularly about how I am doing	68%	239	68%	14%	18%	Low	0.260981075
Culture	I can be my authentic self at work	62%	239	62%	19%	19%	Strong	0.475131738
Wellbeing	I feel energised at work	46%	239	46%	26%	28%	Very Strong	0.565816425
Wellbeing	We are genuinely supported if we choose to make use of flexible working arrangements	72%	238	72%	17%	11%	Moderate	0.31503778

Factor	Question	Option	CSS	ANU overall	CSS %	ANU 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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Once in a while	§ 47E Public interest conditional	255	§ 47E Public interest conditional	10%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Some of the time	§ 47E Public interest conditional	215	§ 47E Public interest conditional	9%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Monthly	§ 47E Public interest conditional	62	§ 47E Public interest conditional	3%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Weekly	§ 47E Public interest conditional	80	§ 47E Public interest conditional	3%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Almost daily	§ 47E Public interest conditional	51	§ 47E Public interest conditional	2%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Never	§ 47E Public interest conditional	1423	§ 47E Public interest conditional	58%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Rarely	§ 47E Public interest conditional	385	§ 47E Public interest conditional	16%

Participation	Submitted	Total	Rate
Participation	16	31	52%

Factor	FNP	ANU overall
Engagement	51%	40%
Leadership	43%	48%
Psychosocial Health	44%	47%
Culture	35%	39%
Wellbeing	50%	49%

Factor	Question	FNP	ANU overall
Engagement	I would recommend ANU as a great place to work	53%	41%
Engagement	ANU motivates me to go beyond what I would in a similar role elsewhere	27%	31%
Engagement	I am proud to work for ANU	69%	50%
Engagement	I rarely think about looking for a job at another organisation	53%	31%
Engagement	I see myself still working at ANU in two years' time	53%	48%
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) demonstrate that people are important to the University's success	31%	19%
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) keep people informed about what is happening	38%	28%
Leadership Psychosocial Health	My College/Portfolio leaders demonstrate that people are important to the University's success	40%	52%
Leadership Psychosocial Health	My College/Portfolio leaders keep people informed about what is happening	40%	53%
Leadership Psychosocial Health	My local area leaders demonstrate that people are important to the University's success	63%	69%
Leadership Psychosocial Health	My local area leaders keep people informed about what is happening	50%	68%
Psychosocial Health Culture	At ANU there is open and honest two-way communication	13%	20%
Psychosocial Health Culture	I feel respected at ANU	31%	40%
Psychosocial Health Wellbeing	I believe employee wellbeing is a priority at ANU	44%	31%
Psychosocial Health Wellbeing	I can voice a contrary opinion without fear of negative consequences	38%	38%
Psychosocial Health Wellbeing	I am able to make necessary changes in how I work to improve my own wellbeing	63%	55%
Psychosocial Health Wellbeing	I know where to raise any concerns I have in relation to my own or a colleague's wellbeing	63%	64%
Psychosocial Health	My manager checks in regularly about how I am doing	69%	68%
Culture	I can be my authentic self at work	63%	58%
Wellbeing	I feel energised at work	38%	37%
Wellbeing	We are genuinely supported if we choose to make use of flexible working arrangements	56%	68%

Factor	Percentage Score	Population	Favorable	Neutral	Unfavorable
Engagement	51%	15	51%	22%	27%
Leadership	43%	15	43%	28%	29%
Psychosocial Health	44%	15	44%	22%	34%
Culture	35%	16	35%	27%	38%
Wellbeing	50%	16	50%	19%	31%

Factor	Question	Percentage Score	Population	Favorable	Neutral	Unfavorable	Driver Strength	Driver Correlation
Engagement	I would recommend ANU as a great place to work	53%	15	53%	20%	27%	n/a	n/a
Engagement	ANU motivates me to go beyond what I would in a similar role elsewhere	27%	15	27%	46%	27%	n/a	n/a
Engagement	I am proud to work for ANU	69%	16	69%	18%	13%	n/a	n/a
Engagement	I rarely think about looking for a job at another organisation	53%	15	53%	7%	40%	n/a	n/a
Engagement	I see myself still working at ANU in two years' time	53%	15	53%	20%	27%	n/a	n/a
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) demonstrate that people are important to the University's success	31%	16	31%	25%	44%	Very Strong	0.512810444
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) keep people informed about what is happening	38%	16	38%	31%	31%	Strong	0.431787546
Leadership Psychosocial Health	My College/Portfolio leaders demonstrate that people are important to the University's success	40%	15	40%	33%	27%	Strong	0.405788767
Leadership Psychosocial Health	My College/Portfolio leaders keep people informed about what is happening	40%	15	40%	33%	27%	Moderate	0.374175122
Leadership Psychosocial Health	My local area leaders demonstrate that people are important to the University's success	63%	16	63%	18%	19%	Moderate	0.318609959
Leadership Psychosocial Health	My local area leaders keep people informed about what is happening	50%	16	50%	31%	19%	Moderate	0.304161613
Psychosocial Health Culture	At ANU there is open and honest two-way communication	13%	16	13%	31%	56%	Very Strong	0.540226563
Psychosocial Health Culture	I feel respected at ANU	31%	16	31%	38%	31%	Very Strong	0.605785211
Psychosocial Health Wellbeing	I believe employee wellbeing is a priority at ANU	44%	16	44%	12%	44%	Very Strong	0.554071913
Psychosocial Health Wellbeing	I can voice a contrary opinion without fear of negative consequences	38%	16	38%	31%	31%	Strong	0.415785773
Psychosocial Health Wellbeing	I am able to make necessary changes in how I work to improve my own wellbeing	63%	16	63%	0%	37%	Strong	0.403872567
Psychosocial Health Wellbeing	I know where to raise any concerns I have in relation to my own or a colleague's wellbeing	63%	16	63%	12%	25%	Moderate	0.310433707
Psychosocial Health	My manager checks in regularly about how I am doing	69%	16	69%	6%	25%	Low	0.276372204
Culture	I can be my authentic self at work	63%	16	63%	12%	25%	Strong	0.465515334
Wellbeing	I feel energised at work	38%	16	38%	24%	38%	Very Strong	0.631273067
Wellbeing	We are genuinely supported if we choose to make use of flexible working arrangements	56%	16	56%	31%	13%	Moderate	0.318746962

Factor	Question	Option	FNP	ANU overall	FNP %	ANU 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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Once in a while	47/E Public interest condition	255	47/E Public interest condition	10%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Some of the time		215		9%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Monthly		62		3%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Weekly		80		3%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Almost daily		51		2%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Never		1423		58%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Rarely		385		16%

Participation	Submitted	Total	Rate
Participation	19	25	76%

Factor	IVC Portfolio	ANU overall
Engagement	47%	40%
Leadership	53%	48%
Psychosocial Health	51%	47%
Culture	46%	39%
Wellbeing	58%	49%

Factor	Question	IVC Portfolio	ANU overall
Engagement	I would recommend ANU as a great place to work	53%	41%
Engagement	ANU motivates me to go beyond what I would in a similar role elsewhere	47%	31%
Engagement	I am proud to work for ANU	53%	50%
Engagement	I rarely think about looking for a job at another organisation	32%	31%
Engagement	I see myself still working at ANU in two years' time	53%	48%
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) demonstrate that people are important to the University's success	26%	19%
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) keep people informed about what is happening	32%	28%
Leadership Psychosocial Health	My College/Portfolio leaders demonstrate that people are important to the University's success	53%	52%
Leadership Psychosocial Health	My College/Portfolio leaders keep people informed about what is happening	58%	53%
Leadership Psychosocial Health	My local area leaders demonstrate that people are important to the University's success	74%	69%
Leadership Psychosocial Health	My local area leaders keep people informed about what is happening	74%	68%
Psychosocial Health Culture	At ANU there is open and honest two-way communication	11%	20%
Psychosocial Health Culture	I feel respected at ANU	53%	40%
Psychosocial Health Wellbeing	I believe employee wellbeing is a priority at ANU	32%	31%
Psychosocial Health Wellbeing	I can voice a contrary opinion without fear of negative consequences	53%	38%
Psychosocial Health Wellbeing	I am able to make necessary changes in how I work to improve my own wellbeing	74%	55%
Psychosocial Health Wellbeing	I know where to raise any concerns I have in relation to my own or a colleague's wellbeing	68%	64%
Psychosocial Health	My manager checks in regularly about how I am doing	63%	68%
Culture	I can be my authentic self at work	74%	58%
Wellbeing	I feel energised at work	32%	37%
Wellbeing	We are genuinely supported if we choose to make use of flexible working arrangements	89%	68%

Factor	Percentage Score	Population	Favorable	Neutral	Unfavorable
Engagement	47%	19	47%	31%	22%
Leadership	53%	19	53%	21%	26%
Psychosocial Health	51%	19	51%	23%	26%
Culture	46%	19	46%	24%	30%
Wellbeing	58%	19	58%	21%	21%

Factor	Question	Percentage Score	Population	Favorable	Neutral	Unfavorable	Driver Strength	Driver Correlation
Engagement	I would recommend ANU as a great place to work	53%	19	53%	36%	11%	n/a	n/a
Engagement	ANU motivates me to go beyond what I would in a similar role elsewhere	47%	19	47%	48%	5%	n/a	n/a
Engagement	I am proud to work for ANU	53%	19	53%	26%	21%	n/a	n/a
Engagement	I rarely think about looking for a job at another organisation	32%	19	32%	15%	53%	n/a	n/a
Engagement	I see myself still working at ANU in two years' time	53%	19	53%	26%	21%	n/a	n/a
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) demonstrate that people are important to the University's success	26%	19	26%	37%	37%	Very Strong	0.512810444
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) keep people informed about what is happening	32%	19	32%	31%	37%	Strong	0.431787546
Leadership Psychosocial Health	My College/Portfolio leaders demonstrate that people are important to the University's success	53%	19	53%	26%	21%	Strong	0.405788767
Leadership Psychosocial Health	My College/Portfolio leaders keep people informed about what is happening	58%	19	58%	21%	21%	Moderate	0.374175122
Leadership Psychosocial Health	My local area leaders demonstrate that people are important to the University's success	74%	19	74%	5%	21%	Moderate	0.318609959
Leadership Psychosocial Health	My local area leaders keep people informed about what is happening	74%	19	74%	5%	21%	Moderate	0.304161613
Psychosocial Health Culture	At ANU there is open and honest two-way communication	11%	19	11%	36%	53%	Very Strong	0.540226563
Psychosocial Health Culture	I feel respected at ANU	53%	19	53%	26%	21%	Very Strong	0.605785211
Psychosocial Health Wellbeing	I believe employee wellbeing is a priority at ANU	32%	19	32%	21%	47%	Very Strong	0.554071913
Psychosocial Health Wellbeing	I can voice a contrary opinion without fear of negative consequences	53%	19	53%	26%	21%	Strong	0.415785773
Psychosocial Health Wellbeing	I am able to make necessary changes in how I work to improve my own wellbeing	74%	19	74%	21%	5%	Strong	0.403872567
Psychosocial Health Wellbeing	I know where to raise any concerns I have in relation to my own or a colleague's wellbeing	68%	19	68%	16%	16%	Moderate	0.310433707
Psychosocial Health	My manager checks in regularly about how I am doing	63%	19	63%	21%	16%	Low	0.276372204
Culture	I can be my authentic self at work	74%	19	74%	10%	16%	Strong	0.465515334
Wellbeing	I feel energised at work	32%	19	32%	42%	26%	Very Strong	0.631273067
Wellbeing	We are genuinely supported if we choose to make use of flexible working arrangements	89%	19	89%	0%	11%	Moderate	0.318746962

Factor	Question	Option	IVC Portfolio	ANU overall	IVC Portfolio %	ANU 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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Once in a while	47E Public interest conditional exposure	255	5 47E Public interest conditional exposure	10%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Some of the time		215		9%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Monthly		62		3%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Weekly		80		3%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Almost daily		51		2%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Never		1423		58%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Rarely		385		16%

Participation	Submitted	Total	Rate
Participation	190	341	56%

Factor	R+I Portfolio	ANU overall
Engagement	39%	40%
Leadership	45%	48%
Psychosocial Health	46%	47%
Culture	36%	39%
Wellbeing	51%	49%

Factor	Question	R+I Portfolio	ANU overall
Engagement	I would recommend ANU as a great place to work	38%	41%
Engagement	ANU motivates me to go beyond what I would in a similar role elsewhere	30%	31%
Engagement	I am proud to work for ANU	48%	50%
Engagement	I rarely think about looking for a job at another organisation	29%	31%
Engagement	I see myself still working at ANU in two years' time	50%	48%
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) demonstrate that people are important to the University's success	16%	19%
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) keep people informed about what is happening	27%	28%
Leadership Psychosocial Health	My College/Portfolio leaders demonstrate that people are important to the University's success	44%	52%
Leadership Psychosocial Health	My College/Portfolio leaders keep people informed about what is happening	43%	53%
Leadership Psychosocial Health	My local area leaders demonstrate that people are important to the University's success	71%	69%
Leadership Psychosocial Health	My local area leaders keep people informed about what is happening	73%	68%
Psychosocial Health Culture	At ANU there is open and honest two-way communication	17%	20%
Psychosocial Health Culture	I feel respected at ANU	38%	40%
Psychosocial Health Wellbeing	I believe employee wellbeing is a priority at ANU	31%	31%
Psychosocial Health Wellbeing	I can voice a contrary opinion without fear of negative consequences	40%	38%
Psychosocial Health Wellbeing	I am able to make necessary changes in how I work to improve my own wellbeing	61%	55%
Psychosocial Health Wellbeing	I know where to raise any concerns I have in relation to my own or a colleague's wellbeing	69%	64%
Psychosocial Health	My manager checks in regularly about how I am doing	73%	68%
Culture	I can be my authentic self at work	53%	58%
Wellbeing	I feel energised at work	37%	37%
Wellbeing	We are genuinely supported if we choose to make use of flexible working arrangements	70%	68%

Factor	Percentage Score	Population	Favorable	Neutral	Unfavorable
Engagement	39%	189	39%	31%	30%
Leadership	45%	185	45%	25%	30%
Psychosocial Health	46%	183	46%	24%	30%
Culture	36%	189	36%	29%	35%
Wellbeing	51%	188	51%	26%	23%

Factor	Question	Percentage Score	Population	Favorable	Neutral	Unfavorable	Driver Strength	Driver Correlation
Engagement	I would recommend ANU as a great place to work	38%	189	38%	38%	24%	n/a	n/a
Engagement	ANU motivates me to go beyond what I would in a similar role elsewhere	30%	190	30%	31%	39%	n/a	n/a
Engagement	I am proud to work for ANU	48%	190	48%	33%	19%	n/a	n/a
Engagement	I rarely think about looking for a job at another organisation	29%	190	29%	20%	51%	n/a	n/a
Engagement	I see myself still working at ANU in two years' time	50%	190	50%	33%	17%	n/a	n/a
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) demonstrate that people are important to the University's success	16%	187	16%	28%	56%	Strong	0.47801769
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) keep people informed about what is happening	27%	188	27%	32%	41%	Moderate	0.374617518
Leadership Psychosocial Health	My College/Portfolio leaders demonstrate that people are important to the University's success	44%	189	44%	25%	31%	Moderate	0.337115211
Leadership Psychosocial Health	My College/Portfolio leaders keep people informed about what is happening	43%	188	43%	31%	26%	Low	0.254010695
Leadership Psychosocial Health	My local area leaders demonstrate that people are important to the University's success	71%	190	71%	16%	13%	Low	0.288695725
Leadership Psychosocial Health	My local area leaders keep people informed about what is happening	73%	190	73%	15%	12%	Low	0.221718317
Psychosocial Health Culture	At ANU there is open and honest two-way communication	17%	189	17%	29%	54%	Strong	0.48452354
Psychosocial Health Culture	I feel respected at ANU	38%	190	38%	27%	35%	Very Strong	0.536099213
Psychosocial Health Wellbeing	I believe employee wellbeing is a priority at ANU	31%	189	31%	28%	41%	Strong	0.431756451
Psychosocial Health Wellbeing	I can voice a contrary opinion without fear of negative consequences	40%	189	40%	29%	31%	Moderate	0.316814735
Psychosocial Health Wellbeing	I am able to make necessary changes in how I work to improve my own wellbeing	61%	189	61%	23%	16%	Strong	0.406009507
Psychosocial Health Wellbeing	I know where to raise any concerns I have in relation to my own or a colleague's wellbeing	69%	189	69%	18%	13%	Low	0.219273427
Psychosocial Health	My manager checks in regularly about how I am doing	73%	190	73%	14%	13%	None	0.192323843
Culture	I can be my authentic self at work	53%	190	53%	32%	15%	Moderate	0.367011002
Wellbeing	I feel energised at work	37%	190	37%	30%	33%	Very Strong	0.659136082
Wellbeing	We are genuinely supported if we choose to make use of flexible working arrangements	70%	190	70%	24%	6%	Low	0.237955264

Factor	Question	Option	R+I Portfolio	ANU overall	R+I Portfolio %	ANU 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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Once in a while	§ 47E Public interest conditional exemption	255	§ 47E Public interest conditional exemption	10%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Some of the time	§ 47E Public interest conditional exemption	215	§ 47E Public interest conditional exemption	9%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Monthly	§ 47E Public interest conditional exemption	62	§ 47E Public interest conditional exemption	3%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Weekly	§ 47E Public interest conditional exemption	80	§ 47E Public interest conditional exemption	3%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Almost daily	§ 47E Public interest conditional exemption	51	§ 47E Public interest conditional exemption	2%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Never	§ 47E Public interest conditional exemption	1423	§ 47E Public interest conditional exemption	58%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Rarely	§ 47E Public interest conditional exemption	385	§ 47E Public interest conditional exemption	16%

Participation	Submitted	Total	Rate
Participation	543	877	62%

Factor	Services Portfolio	ANU overall
Engagement	47%	40%
Leadership	50%	48%
Psychosocial Health	52%	47%
Culture	47%	39%
Wellbeing	57%	49%

Factor	Question	Services Portfolio	ANU overall
Engagement	I would recommend ANU as a great place to work	51%	41%
Engagement	ANU motivates me to go beyond what I would in a similar role elsewhere	40%	31%
Engagement	I am proud to work for ANU	58%	50%
Engagement	I rarely think about looking for a job at another organisation	36%	31%
Engagement	I see myself still working at ANU in two years' time	50%	48%
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) demonstrate that people are important to the University's success	27%	19%
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) keep people informed about what is happening	35%	28%
Leadership Psychosocial Health	My College/Portfolio leaders demonstrate that people are important to the University's success	53%	52%
Leadership Psychosocial Health	My College/Portfolio leaders keep people informed about what is happening	55%	53%
Leadership Psychosocial Health	My local area leaders demonstrate that people are important to the University's success	66%	69%
Leadership Psychosocial Health	My local area leaders keep people informed about what is happening	66%	68%
Psychosocial Health Culture	At ANU there is open and honest two-way communication	28%	20%
Psychosocial Health Culture	I feel respected at ANU	51%	40%
Psychosocial Health Wellbeing	I believe employee wellbeing is a priority at ANU	45%	31%
Psychosocial Health Wellbeing	I can voice a contrary opinion without fear of negative consequences	46%	38%
Psychosocial Health Wellbeing	I am able to make necessary changes in how I work to improve my own wellbeing	62%	55%
Psychosocial Health Wellbeing	I know where to raise any concerns I have in relation to my own or a colleague's wellbeing	72%	64%
Psychosocial Health	My manager checks in regularly about how I am doing	75%	68%
Culture	I can be my authentic self at work	62%	58%
Wellbeing	I feel energised at work	40%	37%
Wellbeing	We are genuinely supported if we choose to make use of flexible working arrangements	73%	68%

Factor	Percentage Score	Population	Favorable	Neutral	Unfavorable
Engagement	47%	541	47%	27%	26%
Leadership	50%	536	50%	25%	25%
Psychosocial Health	52%	535	52%	24%	24%
Culture	47%	539	47%	27%	26%
Wellbeing	57%	540	57%	22%	21%

Factor	Question	Percentage Score	Population	Favorable	Neutral	Unfavorable	Driver Strength	Driver Correlation
Engagement	I would recommend ANU as a great place to work	51%	542	51%	26%	23%	n/a	n/a
Engagement	ANU motivates me to go beyond what I would in a similar role elsewhere	40%	542	40%	32%	28%	n/a	n/a
Engagement	I am proud to work for ANU	58%	542	58%	26%	16%	n/a	n/a
Engagement	I rarely think about looking for a job at another organisation	36%	542	36%	22%	42%	n/a	n/a
Engagement	I see myself still working at ANU in two years' time	50%	541	50%	28%	22%	n/a	n/a
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) demonstrate that people are important to the University's success	27%	541	27%	34%	39%	Very Strong	0.507621742
Leadership Psychosocial Health	The ANU Strategic Leadership Group (SLG) keep people informed about what is happening	35%	540	35%	31%	34%	Strong	0.450595654
Leadership Psychosocial Health	My College/Portfolio leaders demonstrate that people are important to the University's success	53%	539	53%	25%	22%	Very Strong	0.50759387
Leadership Psychosocial Health	My College/Portfolio leaders keep people informed about what is happening	55%	540	55%	24%	21%	Strong	0.455380162
Leadership Psychosocial Health	My local area leaders demonstrate that people are important to the University's success	66%	539	66%	16%	18%	Strong	0.43135287
Leadership Psychosocial Health	My local area leaders keep people informed about what is happening	66%	539	66%	18%	16%	Moderate	0.386024585
Psychosocial Health Culture	At ANU there is open and honest two-way communication	28%	541	28%	33%	39%	Very Strong	0.541769547
Psychosocial Health Culture	I feel respected at ANU	51%	542	51%	26%	23%	Very Strong	0.60663316
Psychosocial Health Wellbeing	I believe employee wellbeing is a priority at ANU	45%	541	45%	24%	31%	Very Strong	0.556078532
Psychosocial Health Wellbeing	I can voice a contrary opinion without fear of negative consequences	46%	542	46%	29%	25%	Strong	0.409097277
Psychosocial Health Wellbeing	I am able to make necessary changes in how I work to improve my own wellbeing	62%	540	62%	22%	16%	Strong	0.411777462
Psychosocial Health Wellbeing	I know where to raise any concerns I have in relation to my own or a colleague's wellbeing	72%	541	72%	15%	13%	Moderate	0.316203704
Psychosocial Health	My manager checks in regularly about how I am doing	75%	542	75%	13%	12%	Moderate	0.324406094
Culture	I can be my authentic self at work	62%	540	62%	22%	16%	Strong	0.492881754
Wellbeing	I feel energised at work	40%	541	40%	27%	33%	Very Strong	0.66247428
Wellbeing	We are genuinely supported if we choose to make use of flexible working arrangements	73%	542	73%	16%	11%	Low	0.29949843

Factor	Question	Option	Services Portfolio	ANU overall	Services Portfolio %	ANU 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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Once in a while	47/E Public interest conditional	255	47/E Public interest conditional	10%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Some of the time	47/E Public interest conditional	215	47/E Public interest conditional	9%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Monthly	47/E Public interest conditional	62	47/E Public interest conditional	3%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Weekly	47/E Public interest conditional	80	47/E Public interest conditional	3%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Almost daily	47/E Public interest conditional	51	47/E Public interest conditional	2%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Never	47/E Public interest conditional	1423	47/E Public interest conditional	58%
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. Workplace harassment can refer to treating a person less favourably on the basis of particular protected attributes such as a person's sex, race, disability or age.)	Rarely	47/E Public interest conditional	385	47/E Public interest conditional	16%