



wevox

Energize your team with honest communication cycle

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How to Navigate Wevox Engagement.

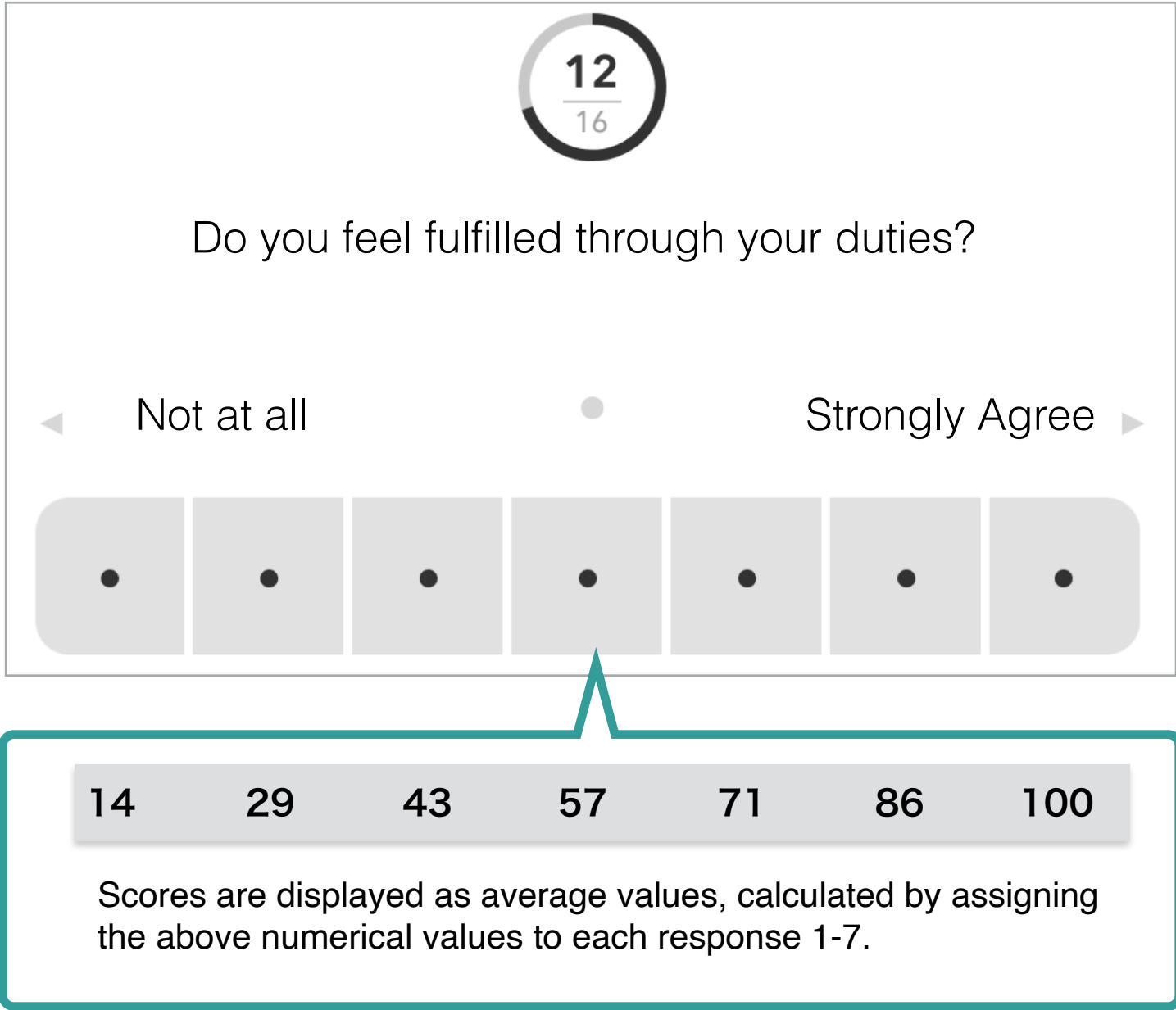
To open the **Wevox Engagement** screen, click **Service** in the upper right-hand of the screen and select **Engagement Survey** from the menu.

Various survey analytics and results can be viewed by clicking on a category under **Analytics** on the left-hand side of the screen.

The screenshot shows the Wevox Engagement Survey interface. The top navigation bar includes a menu icon, the title "Engagement Survey", and icons for refresh, help, a services grid (highlighted with a red box and a callout), notifications, and a user profile. A red callout points to the services grid icon with the text "Click here to see available Services." The left sidebar, under the "Analytics" section, lists various options: Overview (highlighted with a red box), Score, Comparison, Transition, Data Analysis, Comments, and Member Support. A red callout points to this sidebar with the text "Various Wevox Survey analytics can viewed here." The main content area displays a grid of service cards. Under the "Interview, Insight" category, the "Engagement Survey" card is highlighted with a red box and a callout that says "Select Engagement Survey." Other cards include "Culture Survey" and "Settings Admin". The "Dialogue" category shows a "Board" card, and the "Efficacy" category shows a "Quest" card. The background features a large question mark icon and a line graph.

Score - What is a Wevox Score?

The **Wevox Score** is calculated based on survey responses.



To help you interpret scores, they are broken down into graphs, trends and other easy-to-understand analytics.

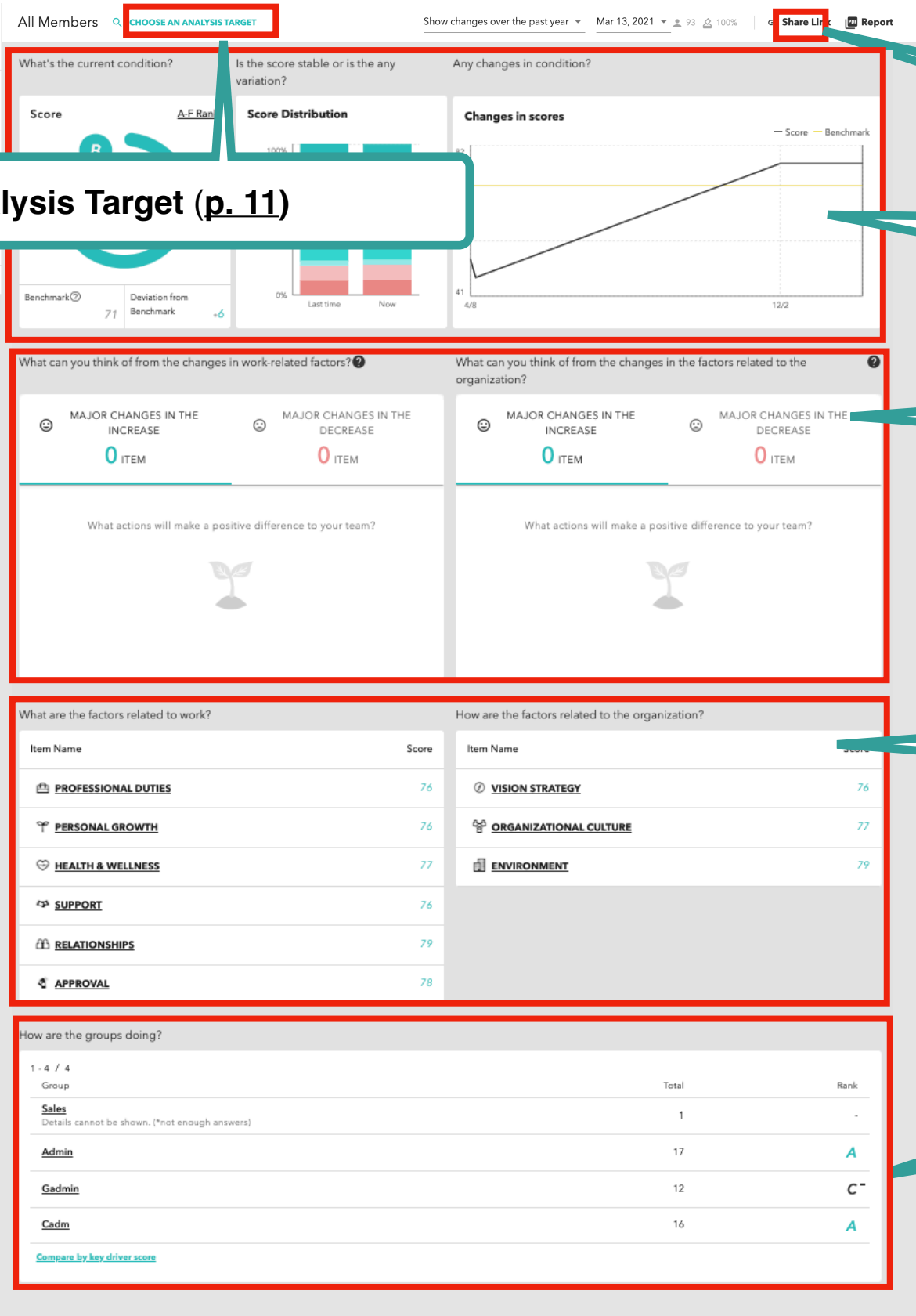
Tips for Understanding Scores

Always check score distribution.

In some cases, responses will be evenly distributed between the seven choices, while other times they may be polarized between positive and negative.

→ **Score Distribution** can be reviewed on the **Overview** page. (See [p.6](#))

Make use of benchmark and internal comparisons to identify the unique characteristics of your organization. (See [p.12](#))



Choose an Analysis Target (p. 11)

Share results (p. 10)

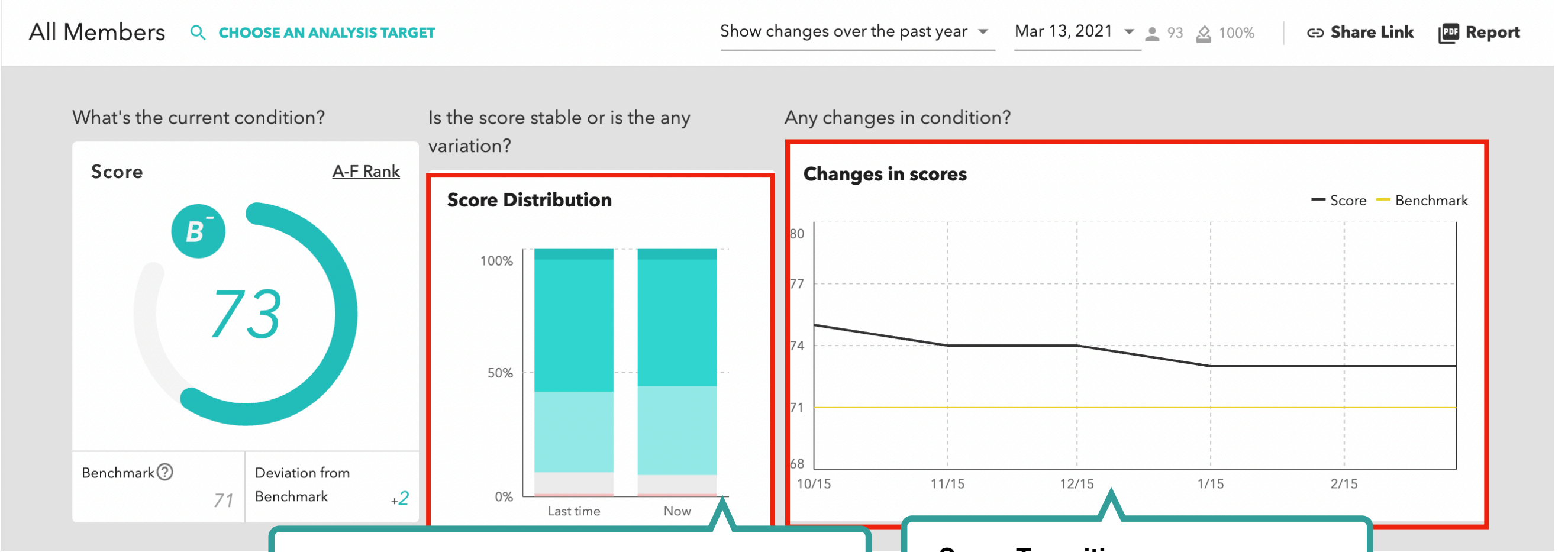
Score changes and distribution (p. 6)

Major changes in score (p.7)

Work Driver and Organizational Drivers (p.8)


Other group scores (p.9)


Overview - Score Changes and Distribution




Overview - Major changes in the increase/decrease of items

What can you think of from the changes in work-related factors?[?]

 MAJOR CHANGES IN THE INCREASE
0 ITEM

 MAJOR CHANGES IN THE DECREASE
0 ITEM


What actions will make a positive difference to your team?




Significant Changes in work-related factors (p.23)

This is the driver that you feel towards work. Number of sub-items with an upward or downward trend that have changed and the details of the sub-item will be displayed.

What can you think of from the changes in the factors related to the organization?[?]

 MAJOR CHANGES IN THE INCREASE
0 ITEM

 MAJOR CHANGES IN THE DECREASE
Stress Reaction
1 ITEM

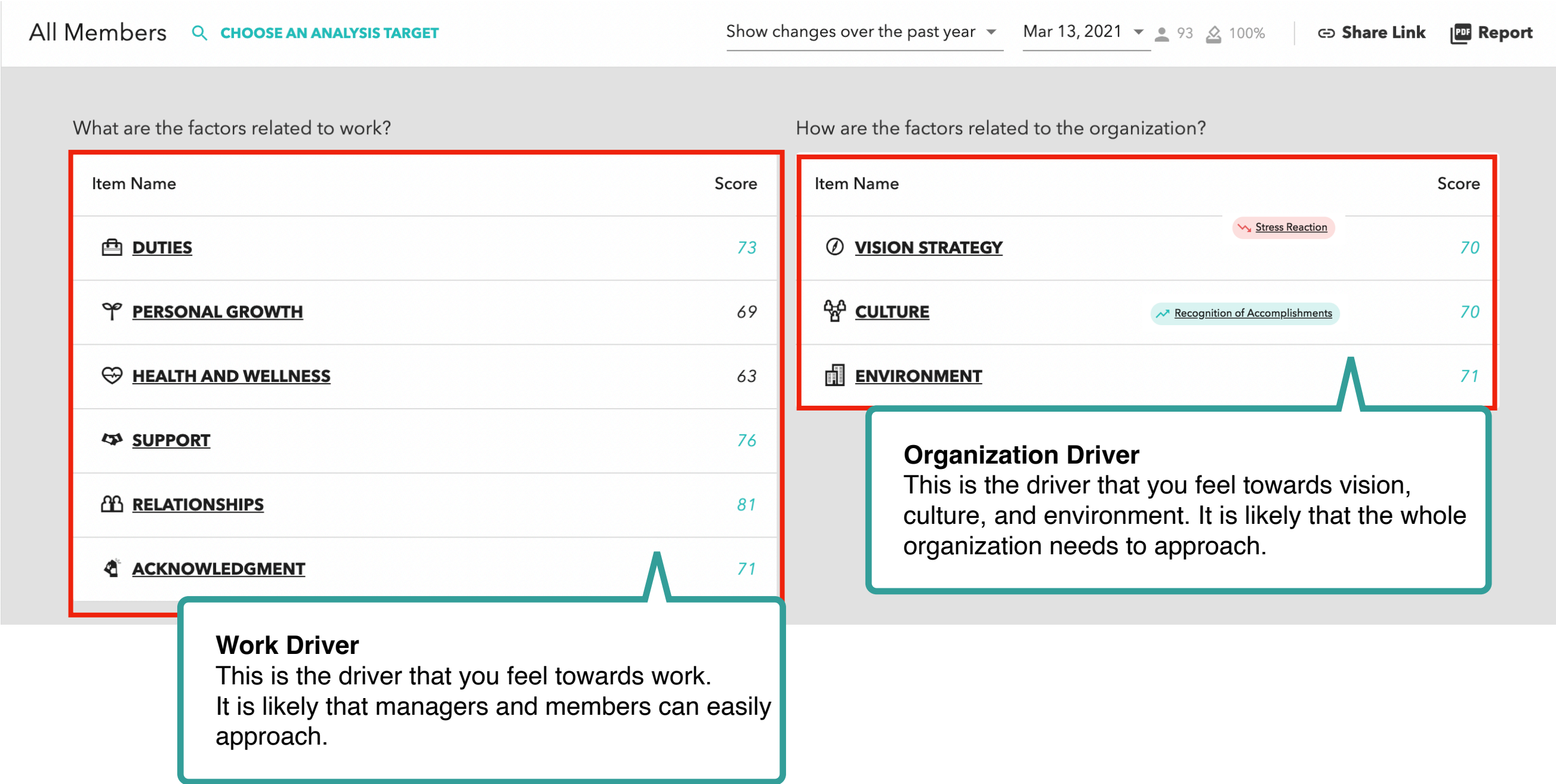
Recognition of Accomplishments

Have you been able to take balance of work and life? >

Work-Life Balance : Click here for details and examples of improvements

Significant Changes in factors related to organization (p.23)
This is the driver that you feel towards vision, culture, and environment. It is likely that the whole organization needs to approach. Number of sub-items with an upward or downward trend that have changed and the details of the sub-item will be displayed.

Overview - Work Driver and Organization Driver



Overview - List of Other Groups with Access

How are the groups doing?

1 - 3 / 3

Group	Total	Rank
<u>Human Resource</u>	61	B ⁻
<u>Engineers</u>	26	B
<u>Designers</u>	6	B ⁻
Compare by key driver score		

Compare the key driver score
Click to compare the groups scores with access permission.

Attribute selection
Group

Mar 13, 2021

☒ Absolute Value ☐ Relative Value ☐ Deviation from Benchmark

Significant changes
Increase Decrease

Total Response Rate

Overall Evaluation

Duties

Personal Growth

Health and Wellness

Support

Relationships

Acknowledgment

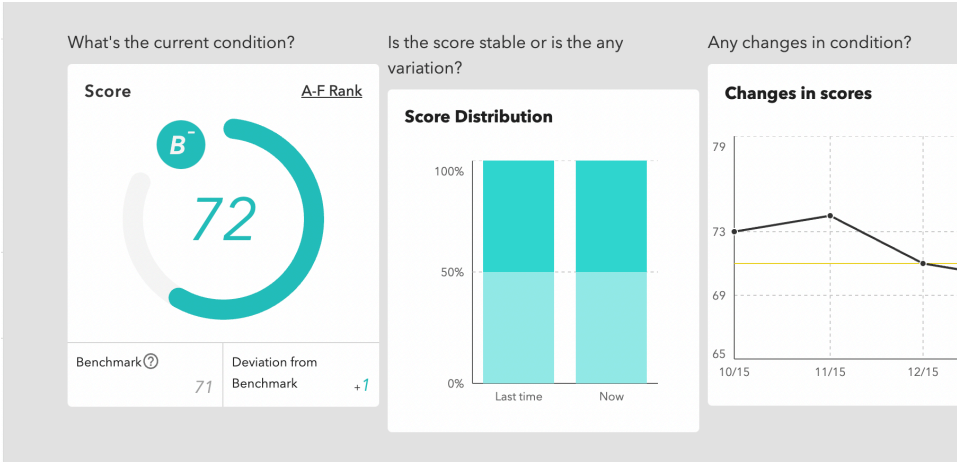
Vision Strategy

Culture

Environment

All Members	93	100%	B ⁻	73	69	63	76	81	71	70	70	71
Human Resource	61	100%	B ⁻	70	68	63	76	81	69	69	67	70
Engineers	26	100%	B	77	70	63	77	83	75	73	76	76
Designers	6	100%	B ⁻	79	78	64	76	78	67	70	67	64

Select group
Click to see the overview results for each group.



Overview - Link for Sharing Results

Create a link to share the results for any member regardless of access permission.

All Members

CHOOSE AN ANALYSIS TARGET

Show changes over the past year

Mar 13, 2021

93

100%

Share Link

Report

What's the current condition?

Score

A-F Rank

B⁻

73

Benchmark

71

Deviation from Benchmark

+2

What can you think of from the changes in work-

MAJOR CHANGES IN THE INCREASE

0 ITEM

Is the score stable or is the any variation?

Any changes in condition?

Let's start building a team together!

Share the Wevox results with members and other managers to discuss the team's strengths and challenges.

ISSUE A SHARED LINK

Shared link issued.

Copy Link

https://[redacted]eae9f7007bf6be872

It's visible to all the people who know the link to Nov 28, 2021

DELETE

Show results for Groups with access permission

ON

Tips

Three points to consider when sharing results with team members.

Overview - Choose Analysis Target

When you select a group that you have permission to view, you will be taken to the over view of that group.

The screenshot shows the 'All Members' dashboard. At the top, there's a navigation bar with 'All Members', a search bar containing 'CHOOSE AN ANALYSIS TARGET', and filters for 'er the past year', 'Feb 03, 2022', '35', and '2%'. There are also links for 'Share Link' and 'Report'. Below the navigation bar, the main content area is titled 'What's the current condition?'. It features a large circular gauge showing a score of 77 with a grade 'B'. To the right of the gauge is a table with columns 'Score' and 'A-F Rank'. The table has one row with a score of 71 and a deviation from benchmark of +6. Below the table, there's a section titled 'What can you think of from the changes' with a smiley face icon and the text 'MAJOR CHANGES IN THE INCREASE'. At the bottom, there are four cards, each with a title 'What actions will make a positive difference to your team?' and a count of '0 ITEM'. A modal titled 'Choose an analysis target' is open, showing a search bar with 'Search groups' and a 'SEARCH' button. Below the search bar, there's a list of groups: 'All Members', 'Sales', 'Admin', 'Gadmin', and 'Cadm'. The 'Sales' group is highlighted with a red box. A red speech bubble points to the 'CHOOSE AN ANALYSIS TARGET' button in the navigation bar, and another red speech bubble points to the 'Sales' group in the modal.

All Members

er the past year ▾ Feb 03, 2022 ▾ 35 2% [Share Link](#) [Report](#)

What's the current condition?

variation?

Score A-F Rank

B

77

Benchmark? 71 Deviation from Benchmark +6

What can you think of from the changes

MAJOR CHANGES IN THE INCREASE

0 ITEM

0 ITEM

0 ITEM

0 ITEM

What actions will make a positive difference to your team?

What actions will make a positive difference to your team?

Choose an analysis target

SEARCH

All Members

Sales

Admin

Gadmin

Cadm

Comparison - About

View and compare key driver results for each group.

Attribute selection

Group

About the drop-down menu (p.16)

Feb 03, 2022

☒ Absolute Value ☐ Relative Value ☐ Deviation from Benchmark ?

Significant changes

Increase Decrease

Total Number of Targets Response Rate

Overall Assessment

Professional Duties Personal Growth Health & Wellness Support Environment

Display comparison results by:
- Absolute Value (p.13)
- Relative Value (p.14)
- Deviation from Benchmark (p.15)

Click to see Affiliated Groups.

Admin

Affiliated Group

Gadmin

Cadm

Click to see Overview (p.5)

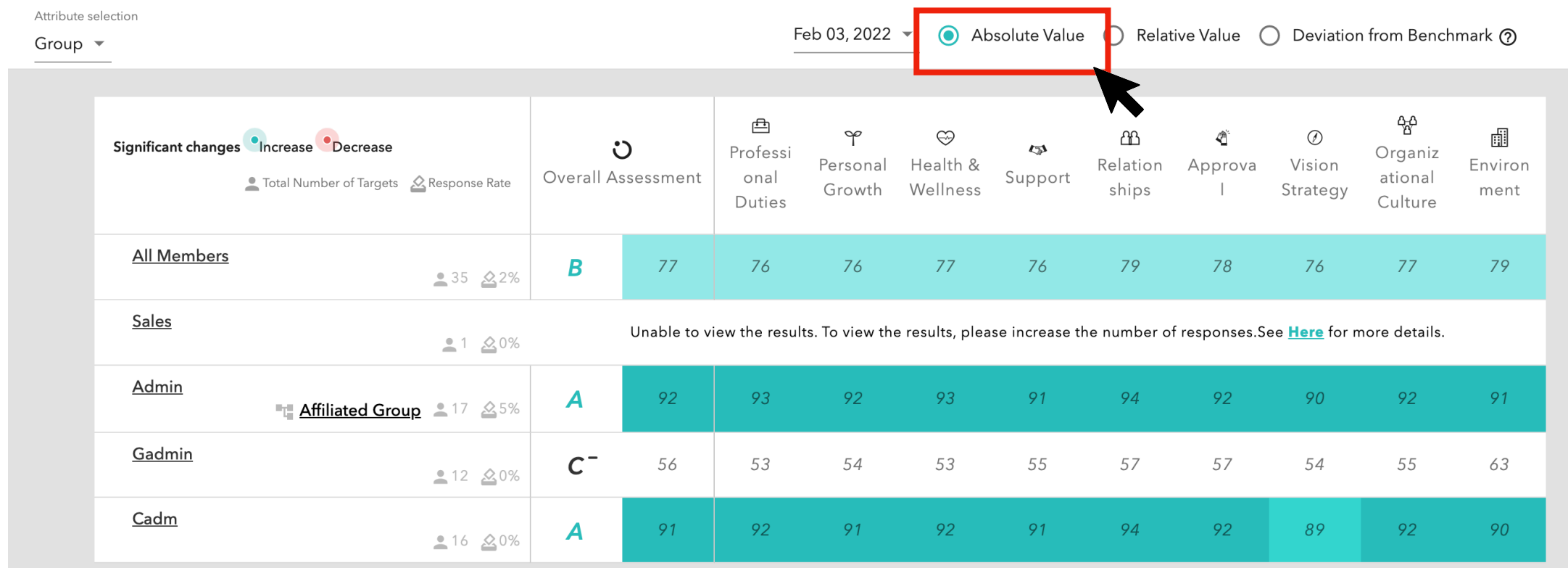
B	77	76	76	77	76	79	78	76	77	79
Unable to view the results. To view the results, please increase the number of responses. See Here for more details.										
A	92	93	92	93	91	94	92	90	92	91
C-	56	53	54	53	55	57	57	54	55	63
A	91	92	91	92	91	94	92	89	92	90

Click rank or score to see Overall Assessment details (p.22)

About Rank and Score (p.17)

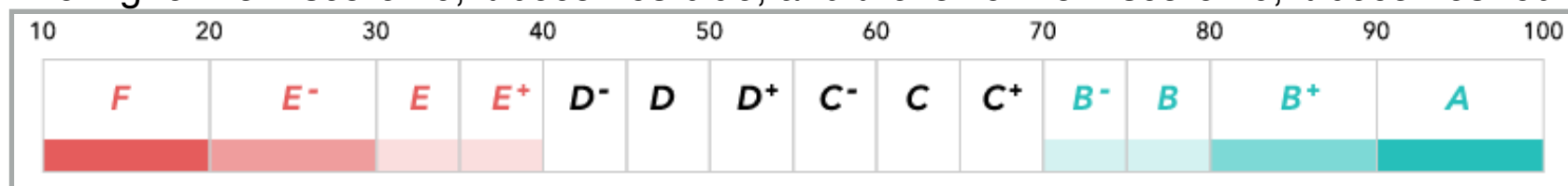
Comparison - Absolute Value

Each group and attributes' average score is displayed.



Color Criteria

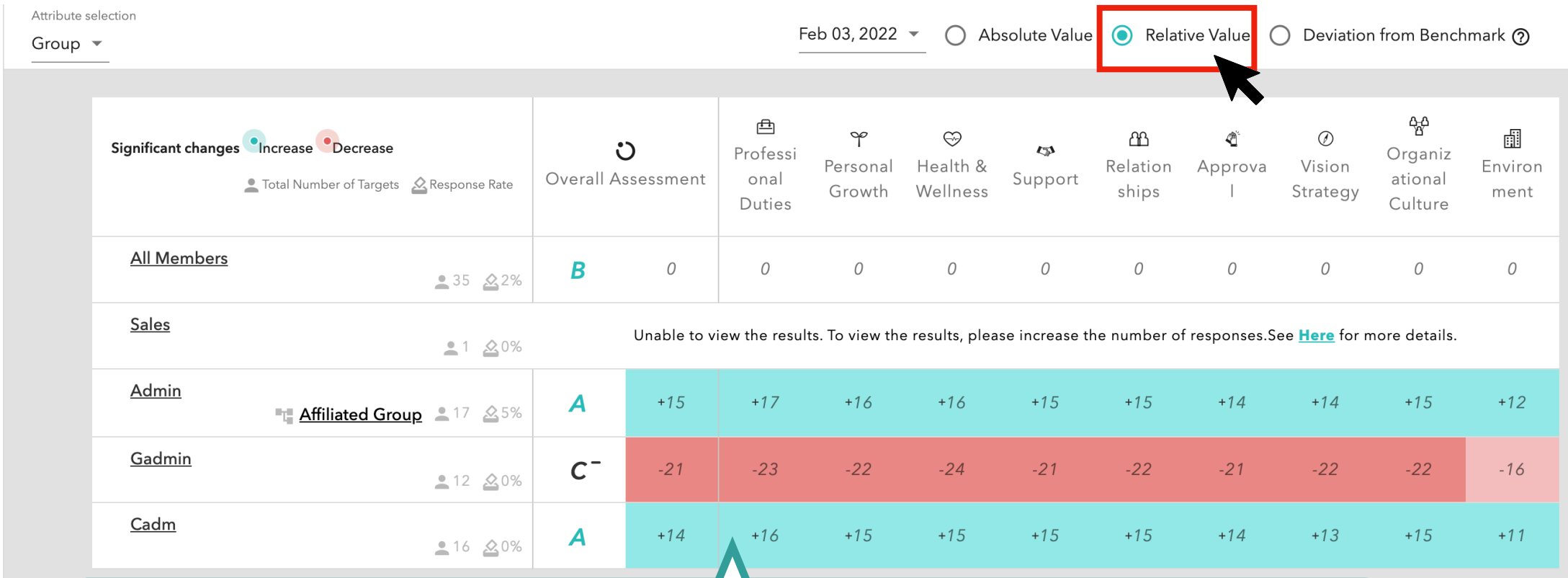
The higher from score 70, it becomes blue, and the lower from score 40, it becomes red.



※The middle score is 57

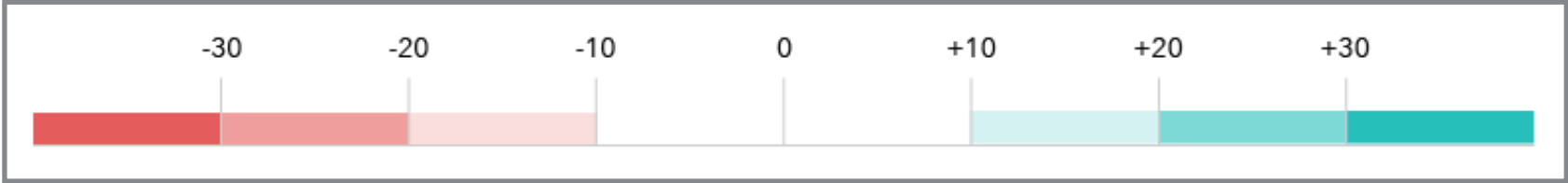
Comparison - Relative Value

It shows the relative value of each group when the **score of all members is set to “0”**.



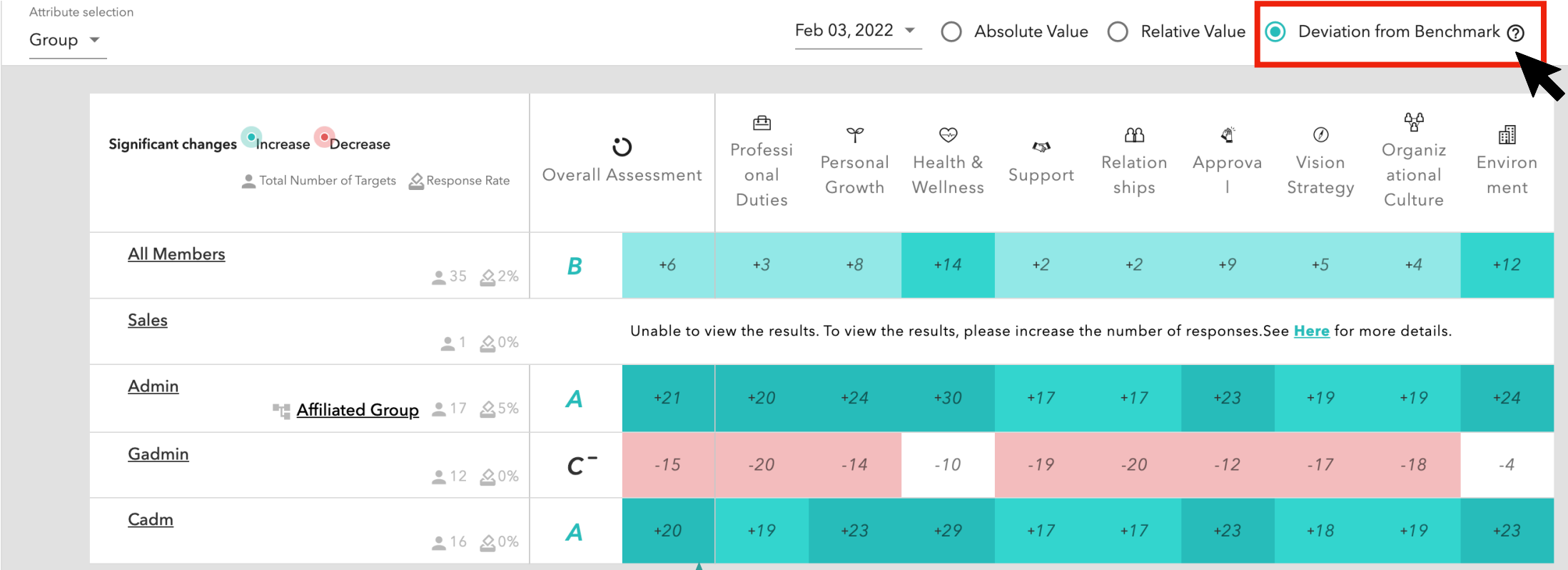
Color Criteria

The higher it gets from 10, it becomes blue, the lower it gets from -10, it becomes red.



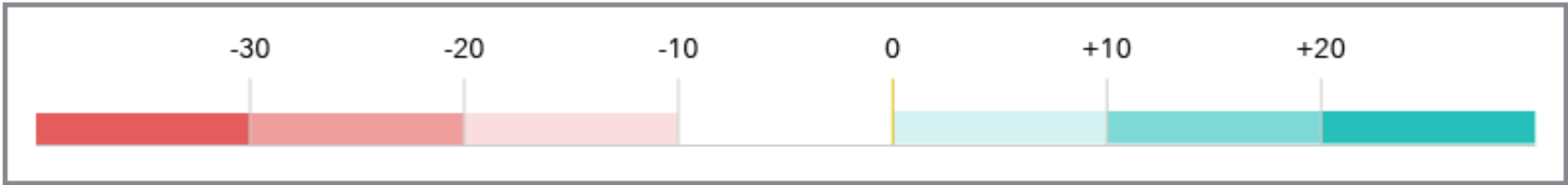
Comparison - Deviation from Benchmark

The deviation between group scores and benchmark is calculated with the benchmark set to “0.” About the benchmark (See p.33)



Color Key

Blue indicates scores above 0, while red indicates scores below 0. Colors get darker in 10-point increments.



Comparison - Drop-Down Menu

Select a group or attribute to display its score for comparison. Member results can be viewed if Individual Viewing Permission has been granted.

Attribute selection

Group ▾

Attribute selection

Group

Gender

Age

Job category

POSITION

EMPLOYMENT CLASSIFICATION

New graduates / Experienced

Year joined

Members

Mar 13, 2021 ▾

☒ Absolute Value

☐ Relative Value

☐ Deviation from Benchmark ?

⋮

Age

Attribute selection

Age ▾

Feb 03, 2022 ▾

☐ At

Significant changes

● Increase ● Decrease

⏱ Total Number of Targets ⏱ Response Rate

Overall Assessment

Professional Duties

Personal Growth

Health & Wellness

All Members	35 2%	B	+6	+3	+8	+14
30's	30 3%	B	+6	+3	+8	+14

79

78

64

76

78

67

70

67

64

New Graduates/Experienced

Attribute selection

New graduat... ▾

Significant changes

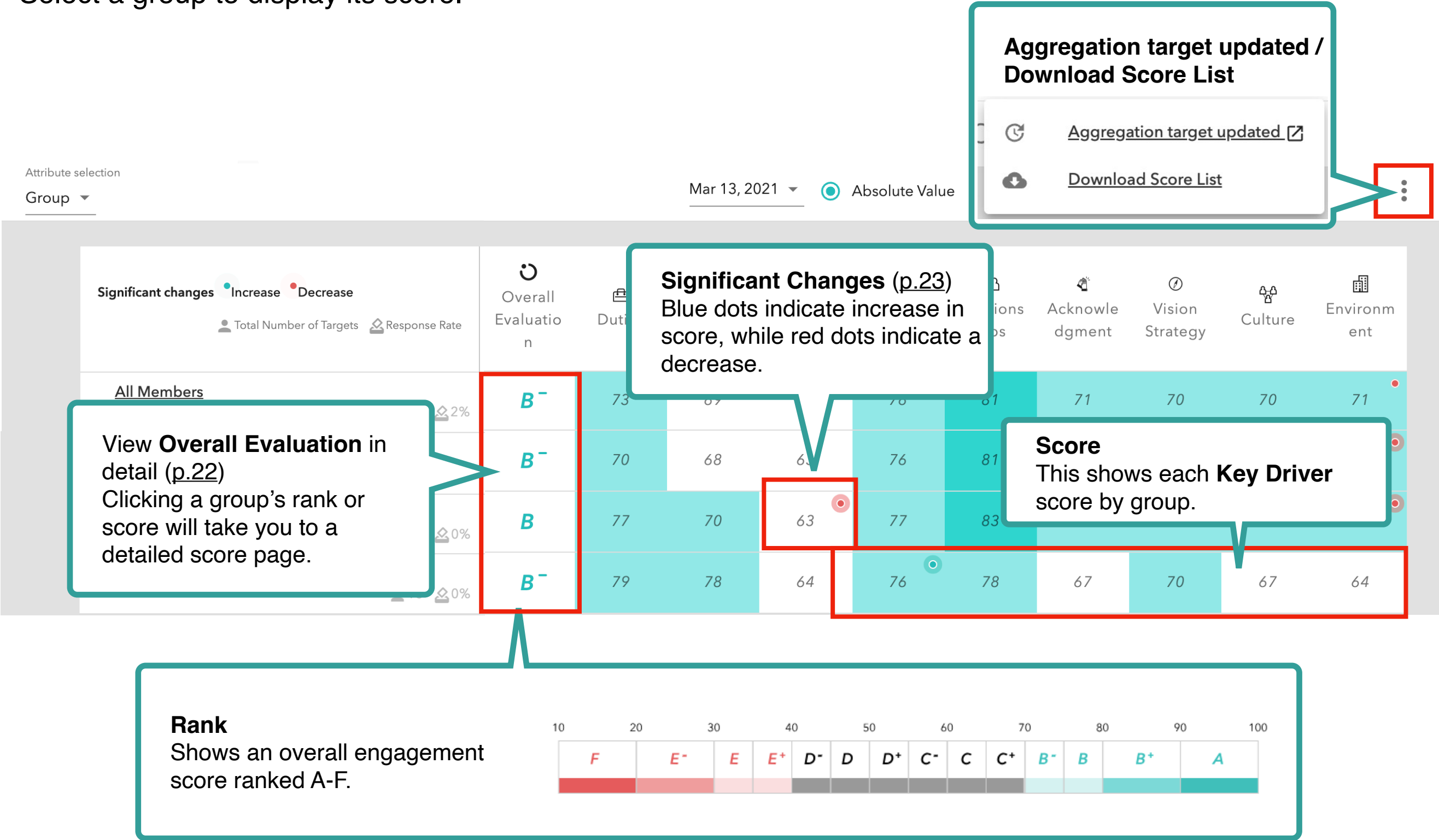
● Increase ● Decrease

⏱ Total Number of Targets ⏱ Response Rate

Overall Assessment

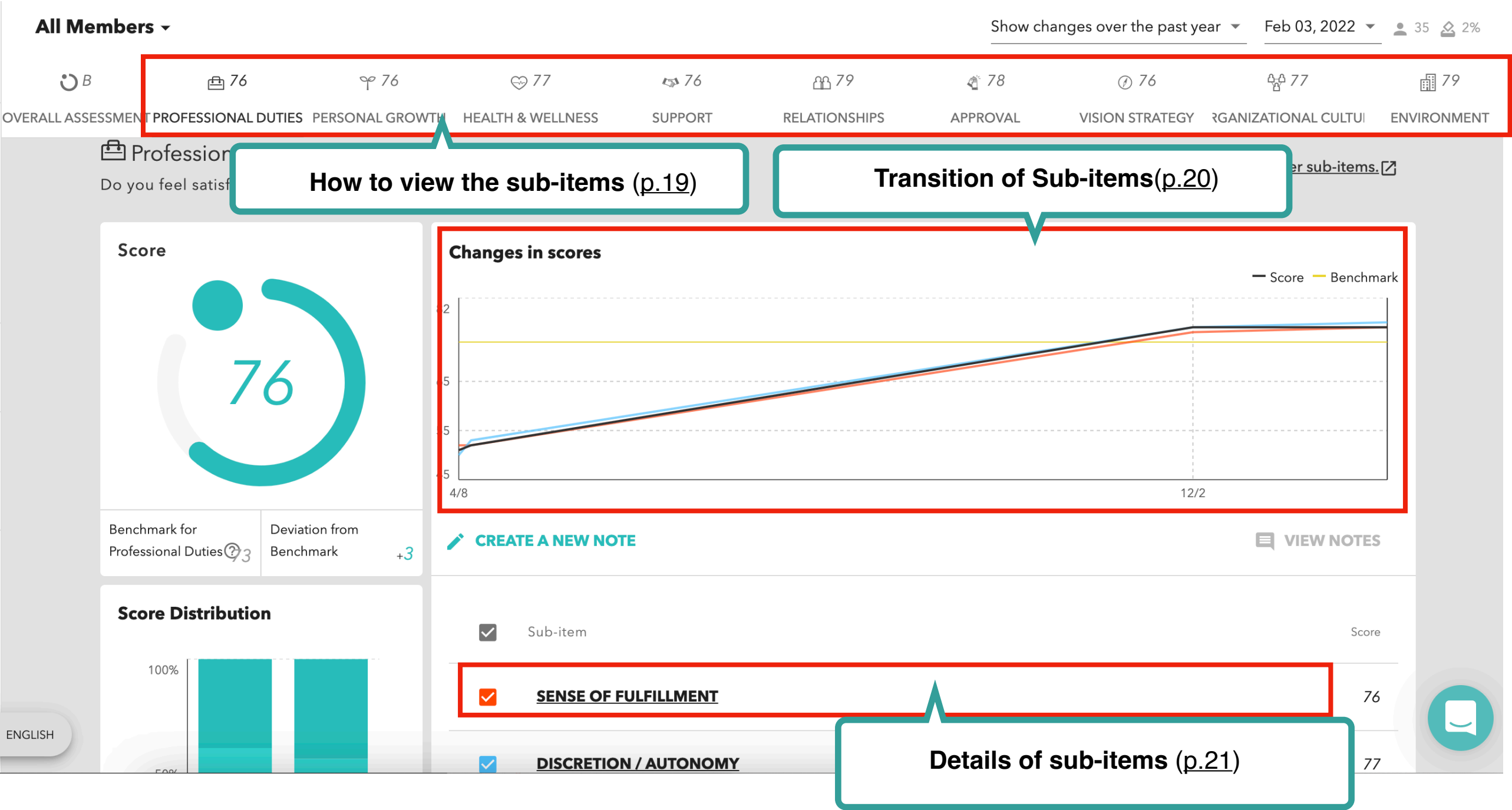
Comparison - Rank and Score

Select a group to display its score.



Analysis of Sub-Items - Analysis of sub-items

You can view the score details of the sub-items that make up the key driver.

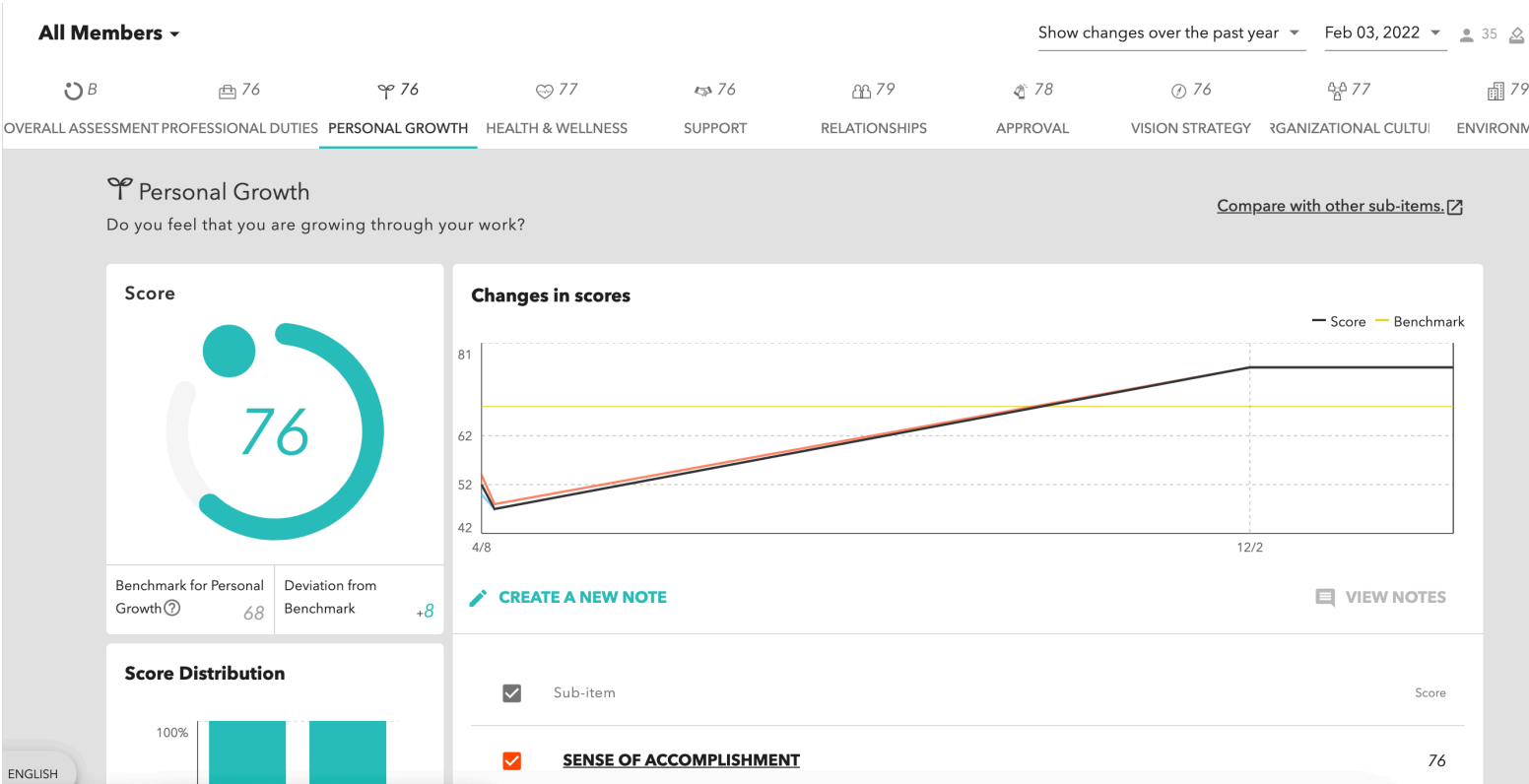


Analysis of Sub-Items - How to view the Sub-items

A. Select the key driver in the overview screen

What are the factors related to work?

Item Name	Score
PROFESSIONAL DUTIES	76
PERSONAL GROWTH	76
HEALTH & WELLNESS	77
SUPPORT	76
RELATIONSHIPS	79
APPROVAL	78

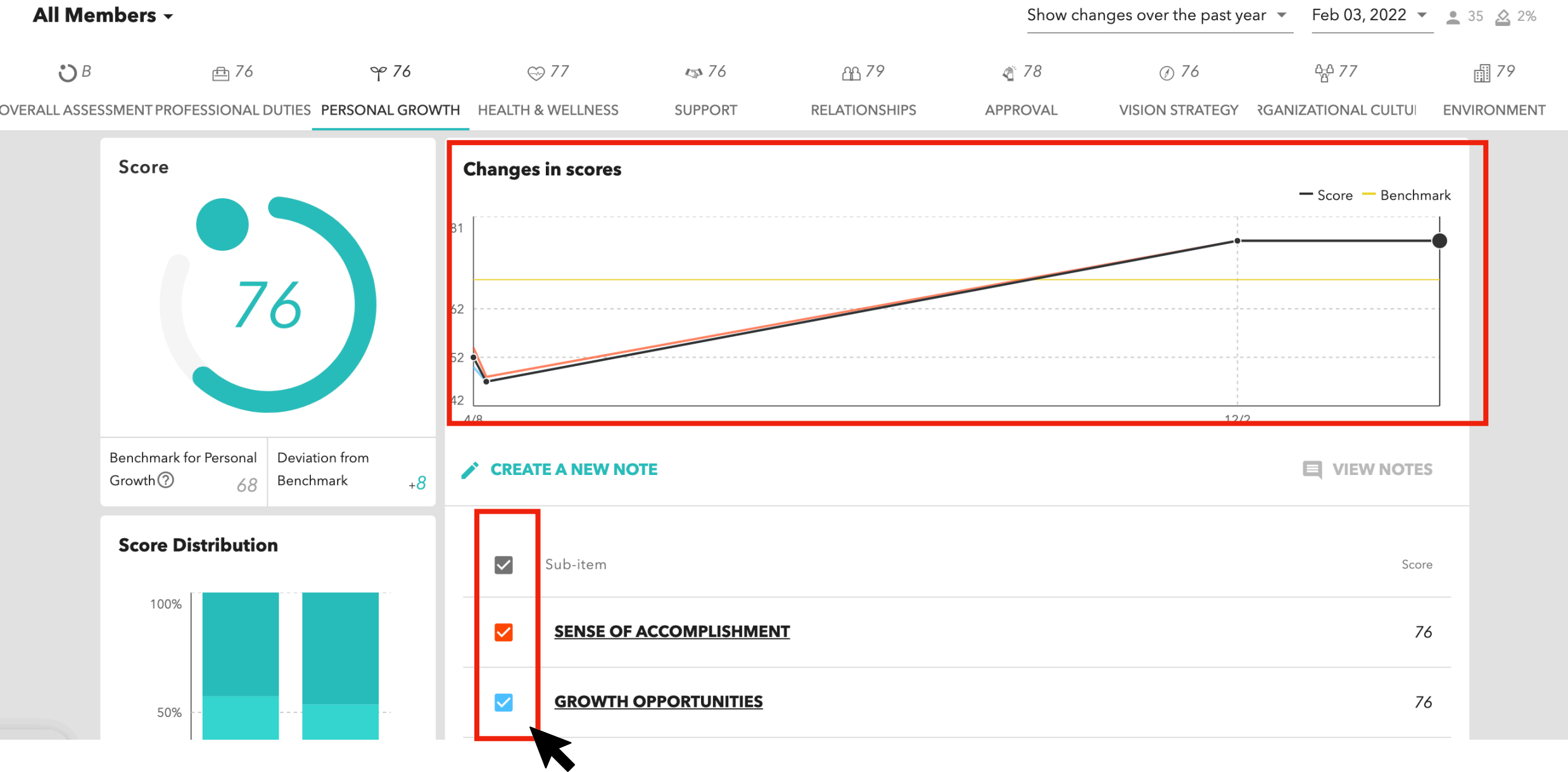


B. Select the numerical value for each key driver on the comparison screen.

Significant changes Increase Decrease		Total Number of Targets Response Rate		Overall Assessment		Professional Duties	Personal Growth	Health & Wellness
All Members	35	2%		B	77	76	76	77
Sales	1	0%		Unable to view the results. To view the results, please				
Admin	17	5%		A	92	93	92	93
Gadmin	12	0%		C-	56	53	54	53

Analysis of Sub-Items - Transition of Sub-items

Click on the item to display the item’s score distribution, transition. Click on the checkbox of a sub-item allows you to switch between showing and hiding the transition of the key driver and the transition of the sub-item that is mainly displayed.



Analysis of Sub-Items - Details

Click on a category to display its score distribution and changes.

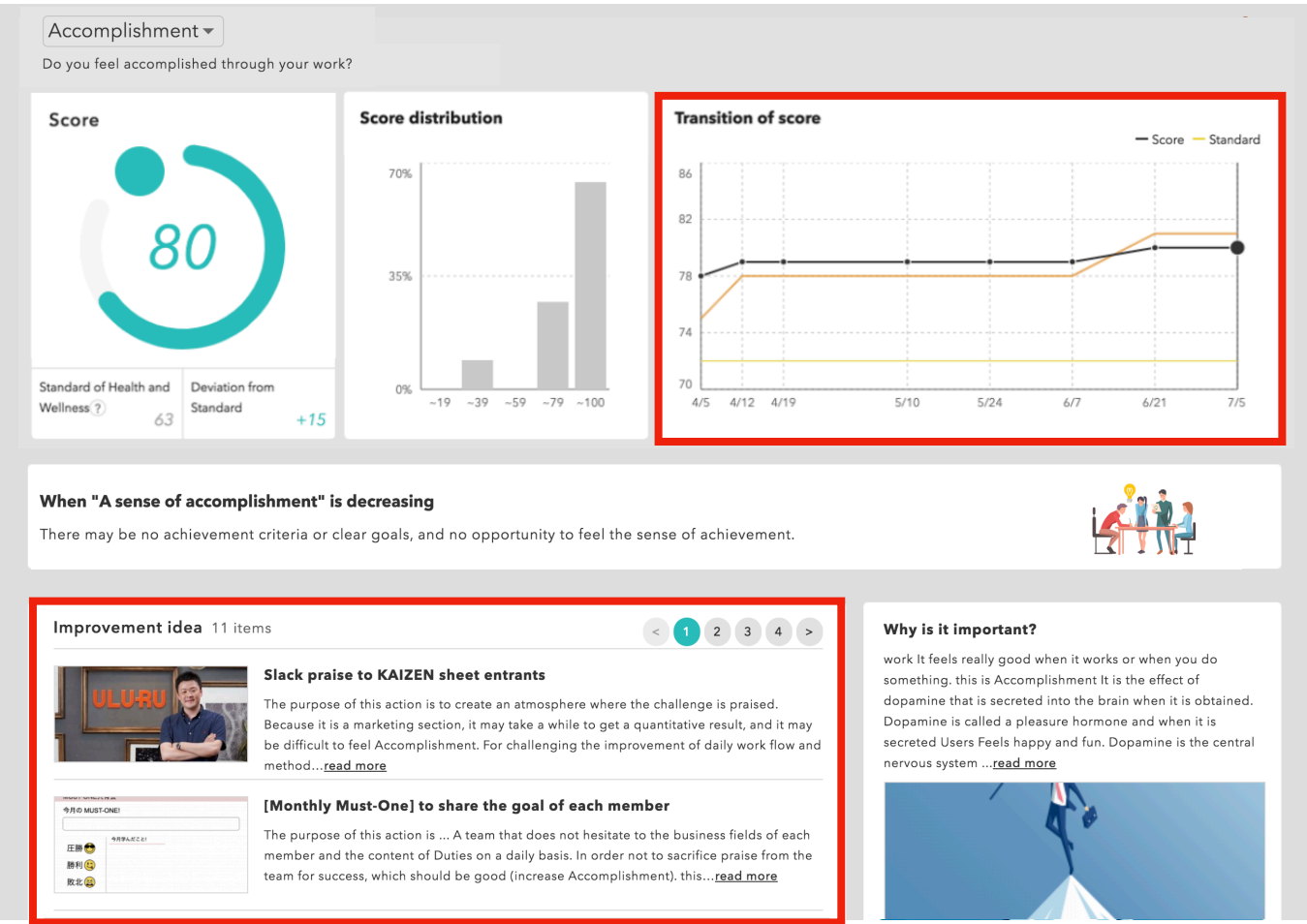
<input checked="" type="checkbox"/>	Sub-item	Score
<input checked="" type="checkbox"/>	SENSE OF ACCOMPLISHMENT	76
<input checked="" type="checkbox"/>	GROWTH OPPORTUNITIES	76

Click a Category

The category's score distribution, changes and ideas for improvement will be displayed.

Ideas for Improvement

Ideas for each key driver and category will be displayed.



Analysis of Sub-Items - Overall Evaluation

Check the comparisons and trends for each group.

Overall Evaluation

This section provides an overview of the group.

Key Driver Score

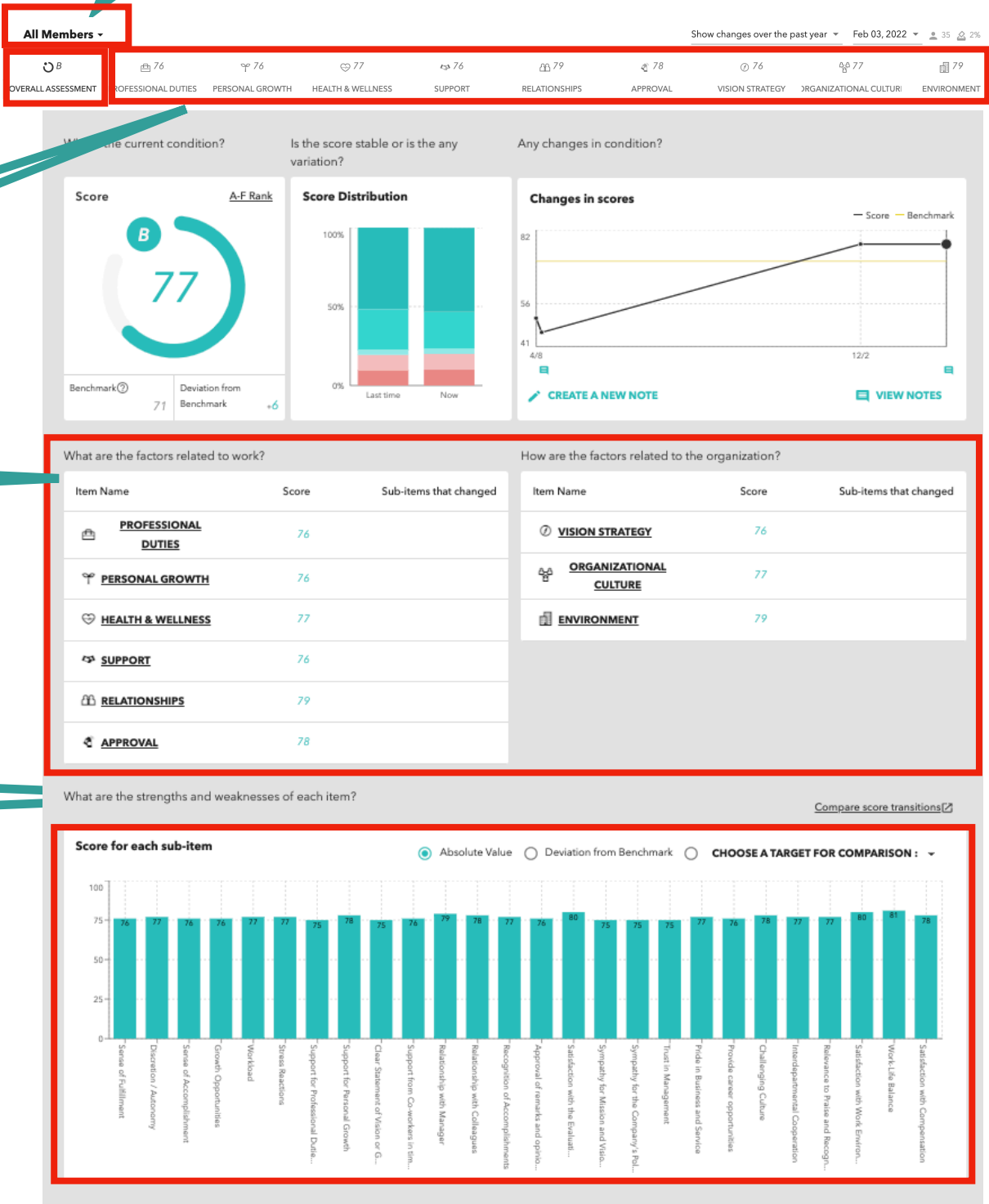
Click to view details (p.20), including sub-items for the key driver in question.

Score for each small item

A list of all 26 sub-item scores (p.36) associated with the nine key drivers can be viewed. You can also switch between "absolute value / benchmark / comparison with any group" in the upper right corner of the graph.

Select Group

If you want to view the scores of a specific group, you can select it from the ▼ mark.



Significant Changes

Take a closer look at significant changes in scores over time.
When reviewing scores, start by focusing on items with **Significant Changes**.

What can you think of from the changes in work-related factors?

MAJOR CHANGES IN THE INCREASE
0 ITEM

MAJOR CHANGES IN THE DECREASE
0 ITEM

What actions will make a positive difference to your team?

What can you think of from the changes in the factors related to the organization?

MAJOR CHANGES IN THE INCREASE
0 ITEM

MAJOR CHANGES IN THE DECREASE
1 ITEM

Have you been able to take balance of work and life?

Work-Life Balance : Click here for details and examples of improvements

Click any of the listen items to see details of any significant changes. (p.18)

Work-Life Balance

Is it an environment where you can work according to your personal lifestyle, if necessary?

Score

74

Benchmark for Work-Life Balance 67

Deviation from Benchmark +7

Score Distribution

100%
50%
0%

Last time Now

Changes in scores

Score Benchmark

90
81
75
69

10/15 11/15 12/15 1/15 2/15

CREATE A NEW NOTE VIEW NOTES

Have you been able to take balance of work and life?

Calculation method

Wevox calculates the statistical significance of score changes based on variability in individual responses. Changes that exceed a certain threshold and are deemed significant will be displayed as **Significant Changes**.

Data Analysis - About

A detailed analysis designed to help improve engagement scores.

Impact Analysis (p.25)



Export Score (p.28)

[illegible]

Data Analysis

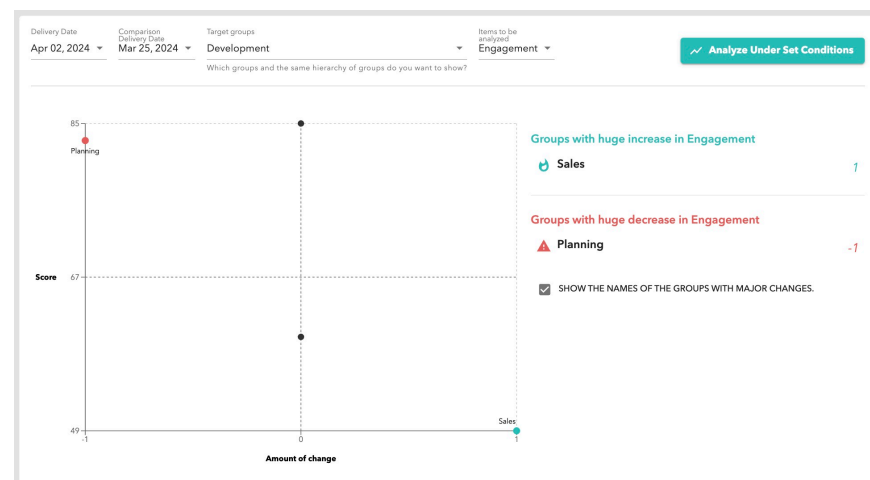
Impact Analysis

Group Analysis

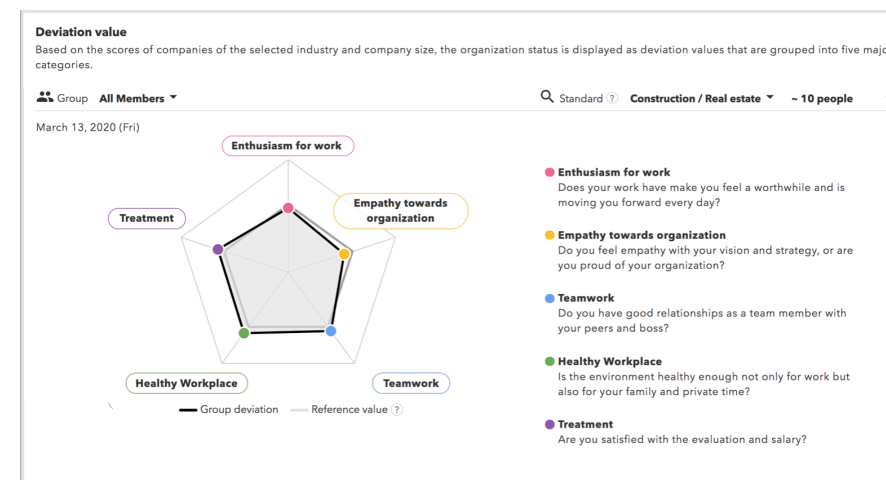
Balance Analysis

[Download Score List](#)

Group Analysis (p.26)

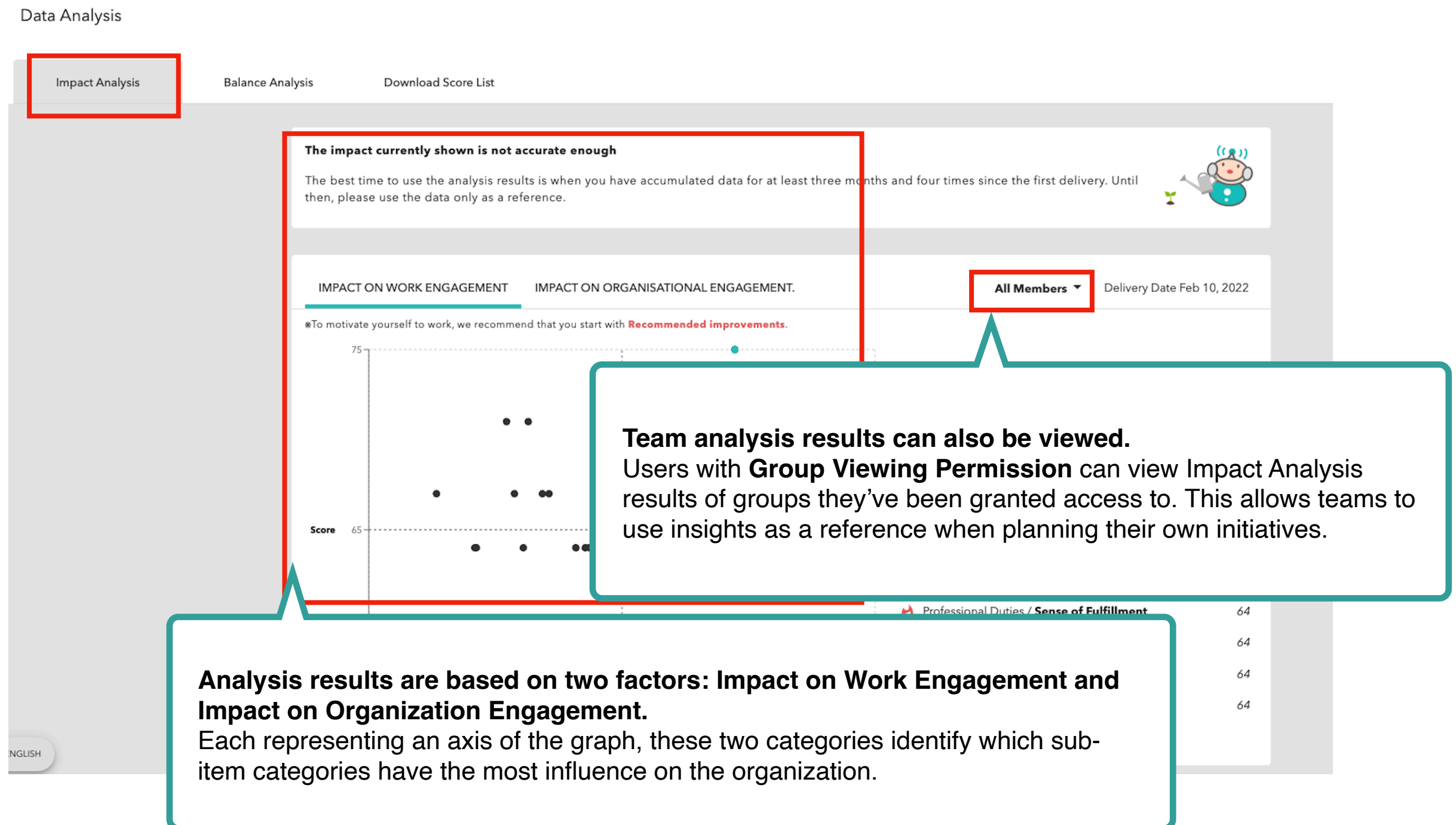


Balance Analysis (p.27)



Data Analysis - Impact Analysis

This analysis function calculates which factors will have the most impact in improving engagement. Comparing impact and score, **Strengths** and **Recommended Improvements** are displayed in a simple four-quadrant matrix.



Data Analysis - Group Analysis

Select any two surveys to compare score changes over time.

Data Analysis

Impact Analysis

Group Analysis

Balance Analysis

Download Score List

Export The Results To Excel

Delivery Date

Apr 02, 2024

Comparison Delivery Date

Mar 25, 2024

Target groups

Development

Items to be analyzed

Engagement

Analyze Under Set Conditions

Select two surveys.

Specify a time period to compare. This feature will be available after results from at least two surveys have been collected.

Select a target group.

Selecting a group will show results compared with other groups at the same level.

Select items to be analyzed.

In addition to the overall engagement score, sub-item categories can also be compared. (See p. 36).

Engagement

Sense of Fulfillment

Discretion / Autonomy

Sense of Accomplishment

Growth Opportunities

Workload

Stress Reactions

Support for Professional Duties

Support for Personal Growth

Clear Statement of Vision or Goals

Support from Co-workers in times of Need

49

-1

0

1

Amount of change

SHOW THE NAMES OF

Sales

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26

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Data Analysis - Balance Analysis

The feature groups the 9 key drivers into 5 categories and shows performance as deviation scores, based on filters like industry and company size. The gray line represents the benchmark for the chosen industry or employee size group.

Deviation value

Based on the scores of companies in the selected industry and company size, the organizational status is summarized in five broad categories of deviation.

Group **All Members**

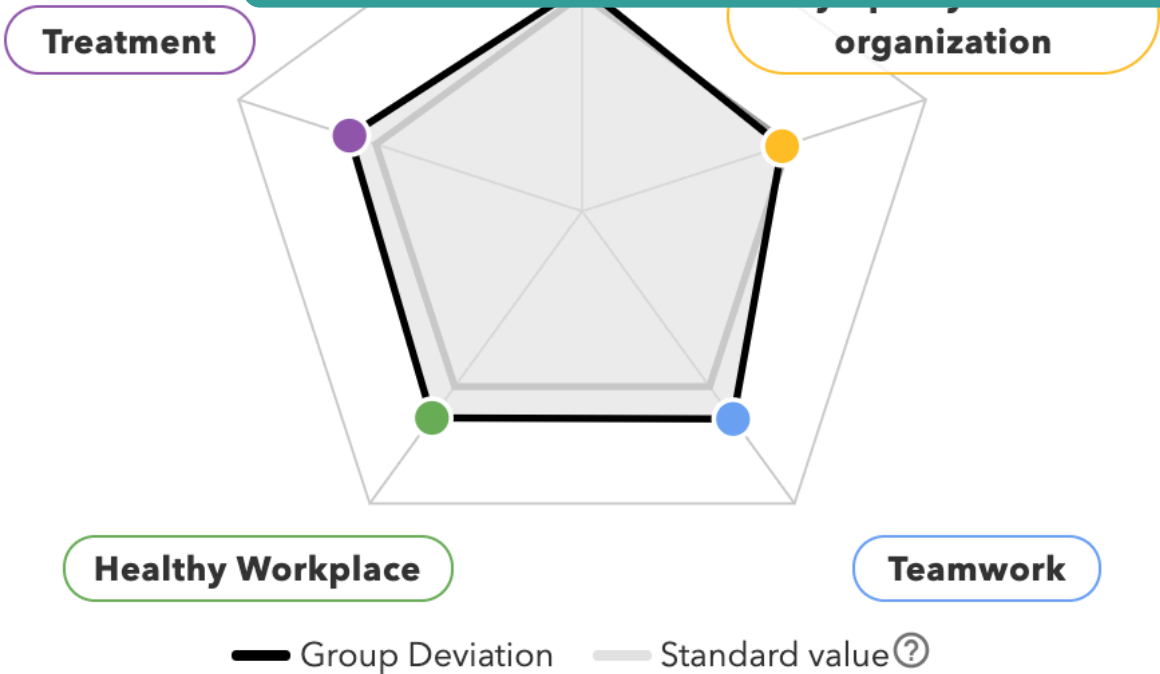
Standard/ Criteria / Benchmark

Construction and Real Estate

1-10 people

Mar 13, 2021

Team analysis results can also be viewed with Group Viewing Permission.



- Enthusiasm for work**
Does your work have make you feel a worthwhile and is moving you forward every day?
- Sympathy for the organization**
Do you feel empathy with your vision and strategy, or are you proud of your organization?
- Teamwork**
Do you have good relationships as a team member with your peers and boss?
- Healthy Workplace**
In the environment healthy enough not only for work but also for your family and private time?
- Treatment**
Are you satisfied with the evaluation and salary?

Data Analysis - Export Scores

Results can be exported as an excel or .pdf file.
Users with **Individual Viewing Permission** will be able to export **Member** results.

Data Analysis

Impact Analysis

Group Analysis

Balance Analysis

Download Score List

Download Score List?

Delivery Date

Mar 28, 2025

Comparison Delivery Date(Any)?

Choose a comparative delivery date

Analysis Target

Group

Display Format

integer

☒ Excel

☐ PDF

Download

It may take a while to download the score list.

File for download from [download page](#).

Format is integer only.

Enter the date of a past survey to compare scores to.

Analysis Target will be set to **Group** by default, but companies conducting individual surveys and users with **Individual Viewing Permission** will be able to set the target to **Member**.

The **Display Format** can be changed to export results by **Integer** or **One decimal place**. *Surveys conducted before April 1, 2024 can only display results by integer.

All Members
GroupA
GroupB
GroupC

Note If the number of responses is insufficient, “0” will be displayed in the exported list. Similarly, if no group is available for comparison, “0” will be displayed.

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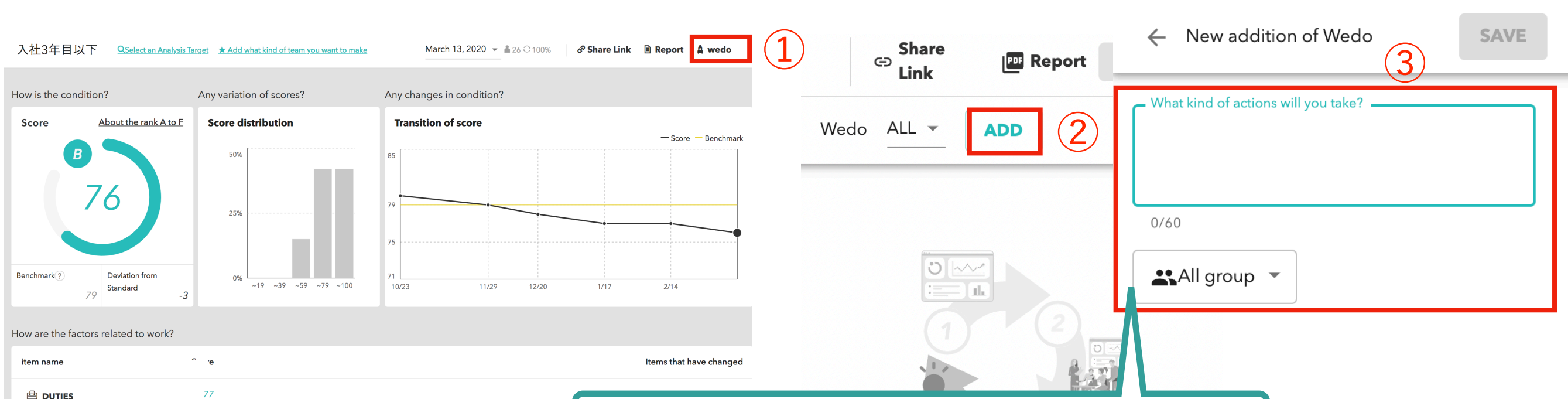
Wevox Quest provides users with a treasure trove of knowledge tailored to help their teams overcome problem points and move forward collectively. A wide range of content is available, from free resources to premium options in **Engagement Run! Booster** and **Engagement Run! Lite**.



We library is a resource site for Wevox users, offering various resources and public classes that cover key elements for improving engagement. In addition to detailed explanations of the Wevox system, users can learn more about the concept of engagement with real-world examples.. Visit the We library to learn how you can make a difference!



Wedo is a place to plan and keep track of your Improvement Actions.
Comments left in Wedo can be sent out to all members of your team.



Insert NEXT ACTIONS to improve your organization.
There are ideas to refer to from other companies.

[Actions for Middle Management".](#)
[DIO](#)



Wedo - Reflect and Grow

Deliver reflection questions to your team at any time.

★ Add An Ideal Image.

Show changes over the past year Jun 26, 2... 3 66%

Personalities Share Link Report Wedo

Wedo ALL Add

Let's have a team-wide discussion. ... 2025/04/03

Send A Retrospective Survey

Let's give thanks. ... 2024/06/27

All group 1 people answered 0People


50% 62

Click **Send a Retrospective Survey** to immediately deliver a survey regarding **Action Status**.

Once respondents have completed their input, the review results and comments (optional) will be displayed.

***Regarding Action Status questions:**
Each Wedo includes two parts: a rating and an optional comment. Text entered in Wedo will be displayed as-is in the survey question.

Review



Let's review your wedo !

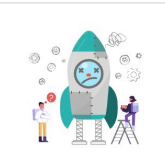
Answer The Survey

Evaluate

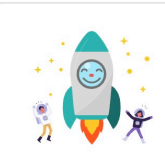
グループD-1

How was 「Let's have a team-wide discussion.」 ?

Posted at Apr 03, 2025




Still Need Improvement



Well Done

Comment (optional)

Looking for more ideas!



How can we make it a better wedo?

0/250

Skip Send Your Comment

Benchmark - About

A benchmark is a reference point used to analyze performance compared against a specific score. There are two types: **Data Reference**, which compares your scores with those of other companies, and **Custom**, which compares with a target score set within your organization. Owners can change these settings.

Benchmark

Settings

Setting Data

See data

Set benchmarks by referring to data from a variety of industries and sizes

Edit

Edit and set the benchmark

Financing

more than 10,000 people

Standard

Average Team

High-Performance

Top 20% of teams

Leading

Top 5% of teams

Details

Key Drivers	Score	Benchmark	Deviation between score and Benchmark
<div><div></div>Professional Duties</div>	69	68	+1
<div><div></div>Personal Growth</div>	67	63	+4
<div><div></div>Health & Wellness</div>	66	60	+6

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Benchmark - Advanced Settings

The following settings can be used to make more precise comparisons.

Click the ► on a **Key Driver** to see scores of each sub-item.

Benchmark

Settings

Setting Date : Apr 04, 2025

See data

Set benchmarks by referring to data from a variety of industries and sizes

Edit

Edit and set the benchmark

Financing

more than 10,000 people

Standard

Average Team

High-Performance

Top 20% of teams

Leading

Top 5% of teams

Details

Key Drivers	Score	Benchmark	Deviation between score and Benchmark
► Professional Duties	69	68	+1
▼ Personal Growth	67	63	+4
Sense of Accomplishment	60	60	±0
Growth Opportunities	73	66	+7
► Health & Wellness	66	60	+6
► Support	70	70	±0
► Relationships	76	72	+4
► Approval	69	65	+4
► Vision Strategy	72	66	+6
► Organizational Culture	74	66	+8
► Environment	69	65	+4
Overall Assessment	71	66	+5

Results can be filtered by both **Industry** and **Company Size**.

Benchmark

Settings

Setting Date : Apr 04, 2025

See data

Set benchmarks by referring to data from a variety of industries and sizes

Edit

Edit and set the benchmark

Financing

more than 10,000 people

All industries

Construction and Real Estate

Natural Resources and Energy

Materials and processed materials

Machinery & Electric Products

Transportation equipment

Food Supply

Household goods

Pharmaceuticals and Biotechnology

Wholesale

Retail

Food and drink

Financing

Transportation Services

Communication Infrastructure

Broadcasting & Publishing

Advertising and Events

All company sizes

1-10 people

11 to 50 people

51-100 people

101-200 people

201-500 people

501-1,000 people

1001-5,000 people

5001-10,000 people







more than 10,000 people

Leading

Top 5% of teams

Key Drivers	Score	Benchmark	Deviation between score and Benchmark
Health & Wellness	66	60	+6
Support	70	70	±0
Relationships	76	72	+4
Approval	69	65	+4
Vision Strategy	72	66	+6
Organizational Culture	74	66	+8
Environment	69	65	+4
Overall Assessment	71	66	+5

About the Key Drivers

<u>Name of Key Driver</u>	<u>Definition</u>	<u>Cause Examples</u>
 Professional Duties	Do you feel rewarded through your duties? Are you given the discretion you need to perform your duties?	<ul style="list-style-type: none"> • Not understanding the purpose of the duties • Managers hasn't delegated authority
 Personal Growth	Do you feel accomplished through your work? Are you improving your competencies and skills through your work?	<ul style="list-style-type: none"> • Goals are not set well • Doing the same thing every day
 Health & Wellness	Is your workload adequate? Are there any stress reactions such as headaches, irritation, or frustration?	<ul style="list-style-type: none"> • Too much workload • Using too much concentration and physical strength
 Support	Are you receiving support from your boss or co-workers for your job or growth?	<ul style="list-style-type: none"> • Lack of communication for support • Lack of leadership of manager
 Relationships	Do you have a good relationship with your manager or co-workers?	<ul style="list-style-type: none"> • Lack of communication • Lack of trust
 Approval	Do you feel recognized by your surroundings?	<ul style="list-style-type: none"> • Employees may not be receiving attention from their surroundings • Not enough praise for results and action
 Vision Strategy	Are you confident and sympathetic to the company's ideology, strategy, and business content?	<ul style="list-style-type: none"> • Vision and mission is not well installed • Employees do not have trust in the board
 Organizational Culture	Whether the company's culture is good for employees	<ul style="list-style-type: none"> • Too much sectionalism between department • Difficult to challenge because of the accuse when failing
 Environment	Are you satisfied with your business environment, such as salary, benefits, and work environment?	<ul style="list-style-type: none"> • Too much noise at the workplace • Not enough compensation compared to the work

About the Key Drivers and Items

<u>Name of Key Driver</u>	<u>Name of Item</u>	<u>Definition</u>
 Professional Duties	Sense of Fulfillment	Do you feel fulfilled through your duties?
	Discretion/Autonomy	Are you given the discretion necessary to carry out your duties?
 Personal Growth	Sense of Accomplishment	Do you get a sense of accomplishment through your work?
	Growth Opportunities	Are you able to improve your abilities and skills through your work?
 Health & Wellness	Workload	Is your workload appropriate?
	Stress Reaction	Are you experiencing stress reactions such as headaches, irritation, or irritability?
 Support	Support for Professional Duties	Do you have the support you need to carry out your duties?
	Support for Personal Growth	Are you receiving support for your growth?
	Clear Statement of Vision or Goal	Do you communicate the mission and goals of your department and individuals in an easy-to-understand manner?
	Support from Co-workers in times of Need	Are your colleagues willing to help you when you're in trouble?
 Relationships	Relationship with Manager	Do you have a good relationship with your manager?
	Relationship with Colleagues	Do you have a good relationship with your workmates?
 Approval	Approval of Remarks and Opinions	Do you think people around you are listening to your opinions or comments?
	Recognition of Accomplishments	Are you recognized and praised for your achievements?
	Satisfaction with the Evaluation	Is your evaluation appropriate to your results and contributions?
 Vision Strategy	Sympathy for Mission and Vision	Do you sympathize with the company's corporate philosophy and management philosophy?
	Sympathy for the Company's Policies or Business Strategies	Are you satisfied with the company's policies and strategies?
	Pride in Business and Service	Do you feel proud of the business and services in your company?
	Trust in Management	Do you trust the management team?
 Organizational Culture	Provide Career Opportunities	If you are motivated, does the company give you a chance?
	Challenging Culture	Is it a company that celebrates challenging things more than failure?
	Interdepartmental Cooperation	Are other departments cooperative in achieving goals?
	Relevance to Praise and Recognition	Do you feel appropriate when someone is praised in your company?
 Environment	Satisfaction with Work Environment	Is it a comfortable work environment?
	Work-Life Balance	Can you work in a way that fits your lifestyle if necessary?
	Satisfaction with Compensation	Do you feel that you are paid a salary and bonus worthy of your work?