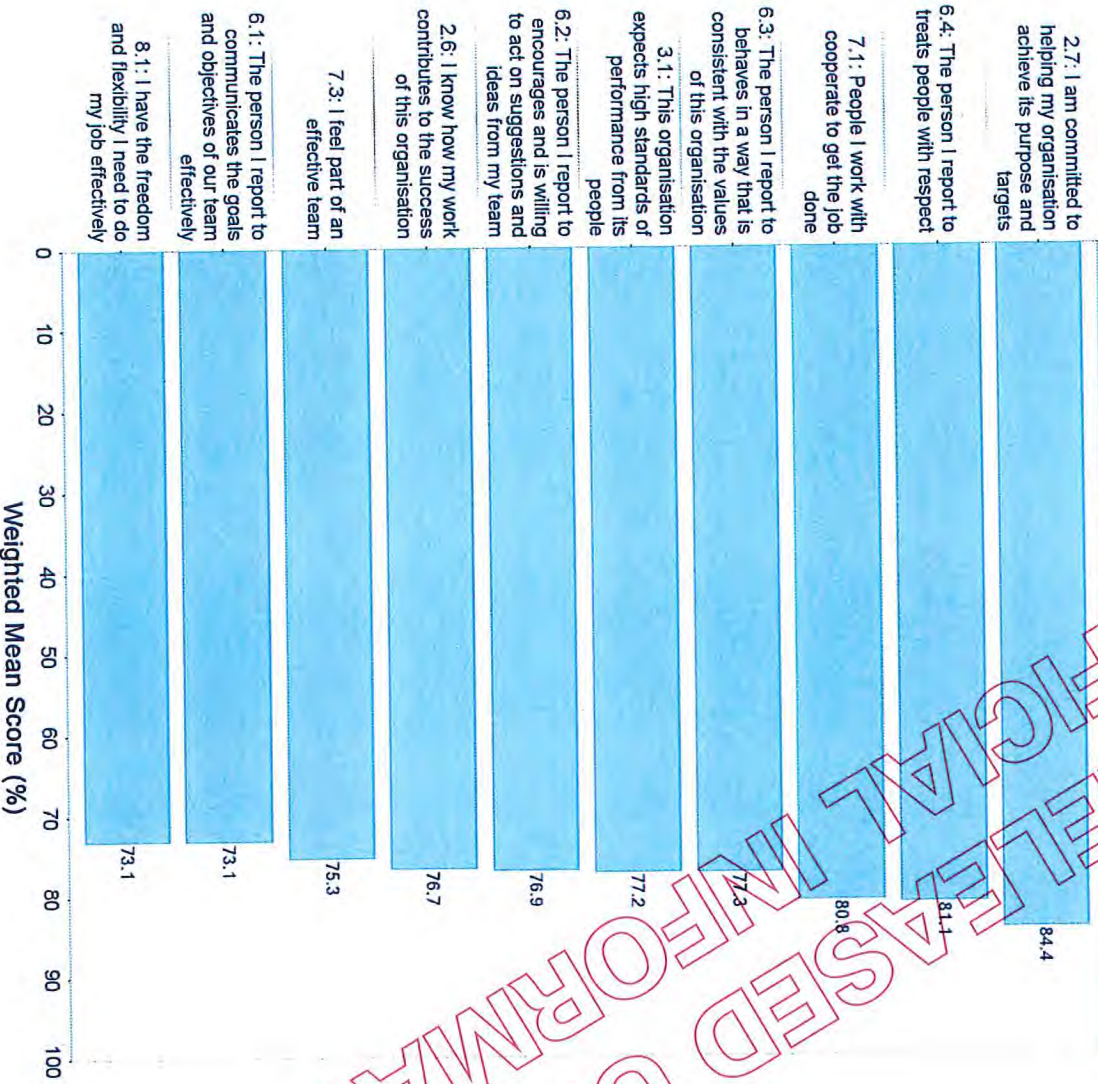


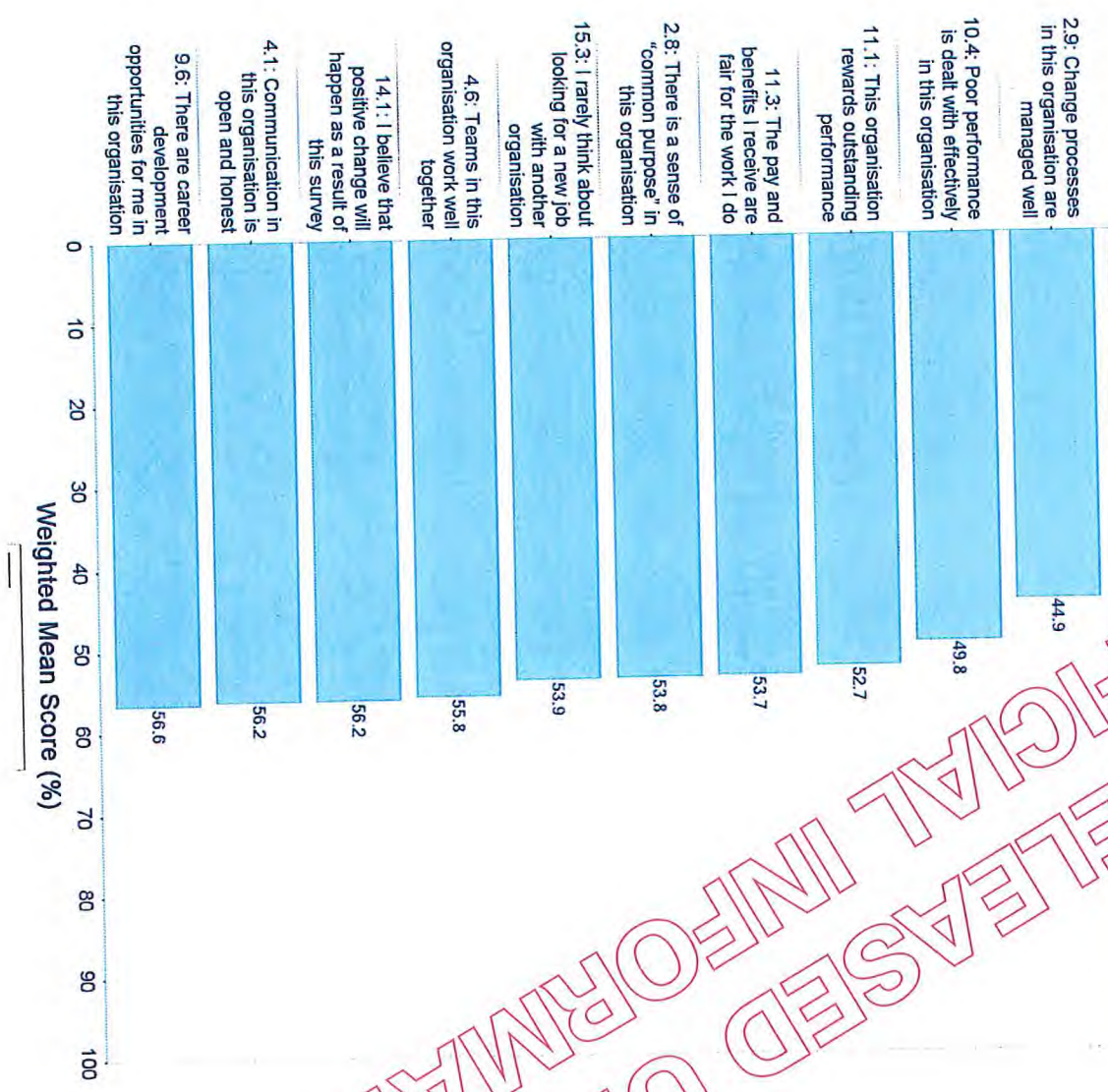
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Highest Rated Questions
MBIE Engagement Survey 2014



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Lowest Rated Questions
MBIE Engagement Survey 2014



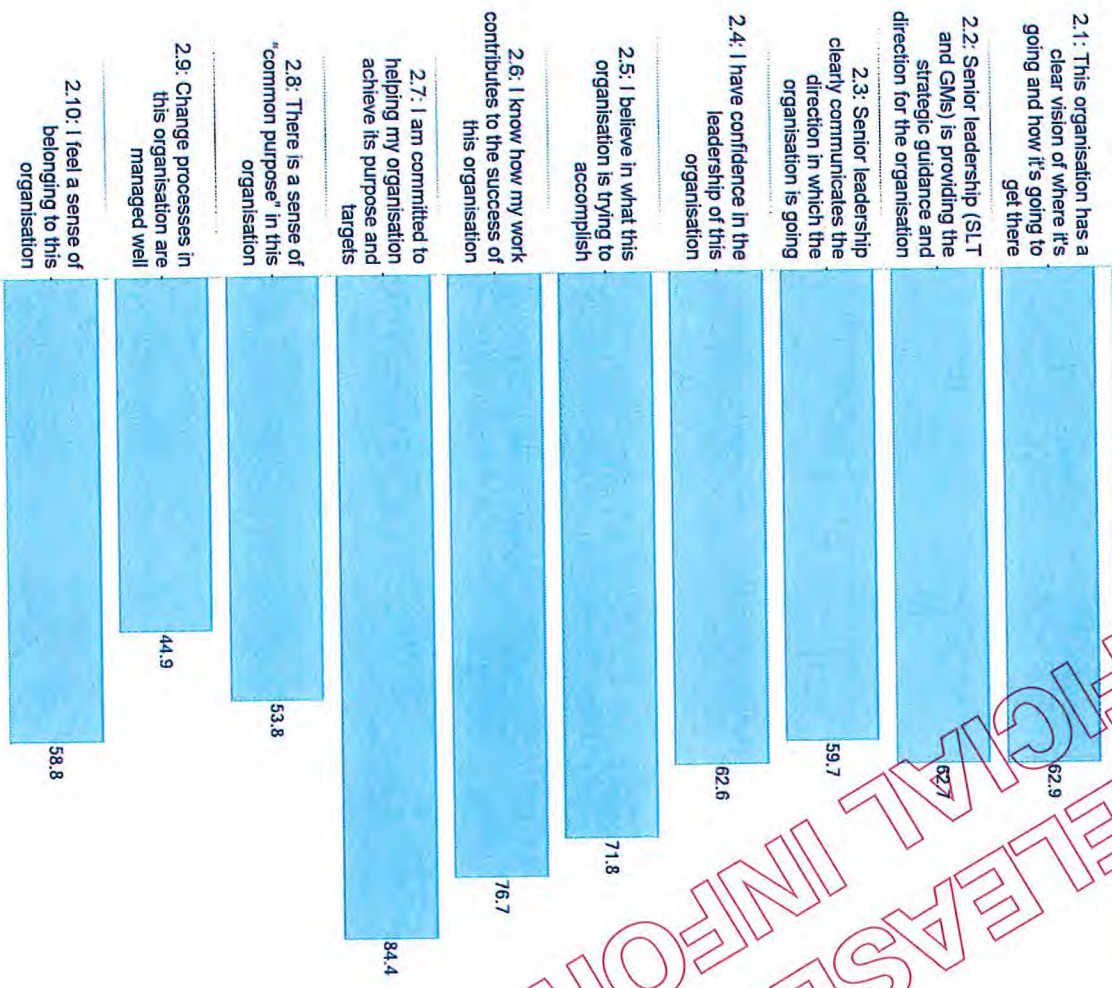
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The results above were calculated using 6 Engagement Questions.

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Section Analysis - Common Purpose
MBIE Engagement Survey 2014



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2.1: This organisation has a clear vision of where it's going and how it's going to get there

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	2.7%	11.8%	28.5%	40.3%	13.4%	3.3%

2.2: Senior leadership (SLT and GMS) is providing the strategic guidance and direction for the organisation

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	3.0%	11.5%	27.2%	40.8%	12.6%	4.9%

2.3: Senior leadership clearly communicates the direction in which the organisation is going

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	4.4%	15.1%	28.8%	36.1%	12.9%	2.7%

2.4: I have confidence in the leadership of this organisation

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	3.8%	11.6%	28.5%	38.5%	14.9%	2.7%

2.5: I believe in what this organisation is trying to accomplish

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	1.5%	5.6%	20.7%	45.6%	24.1%	2.5%

2.6: I know how my work contributes to the success of this organisation

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	1.1%	4.9%	12.7%	47.6%	32.6%	1.0%

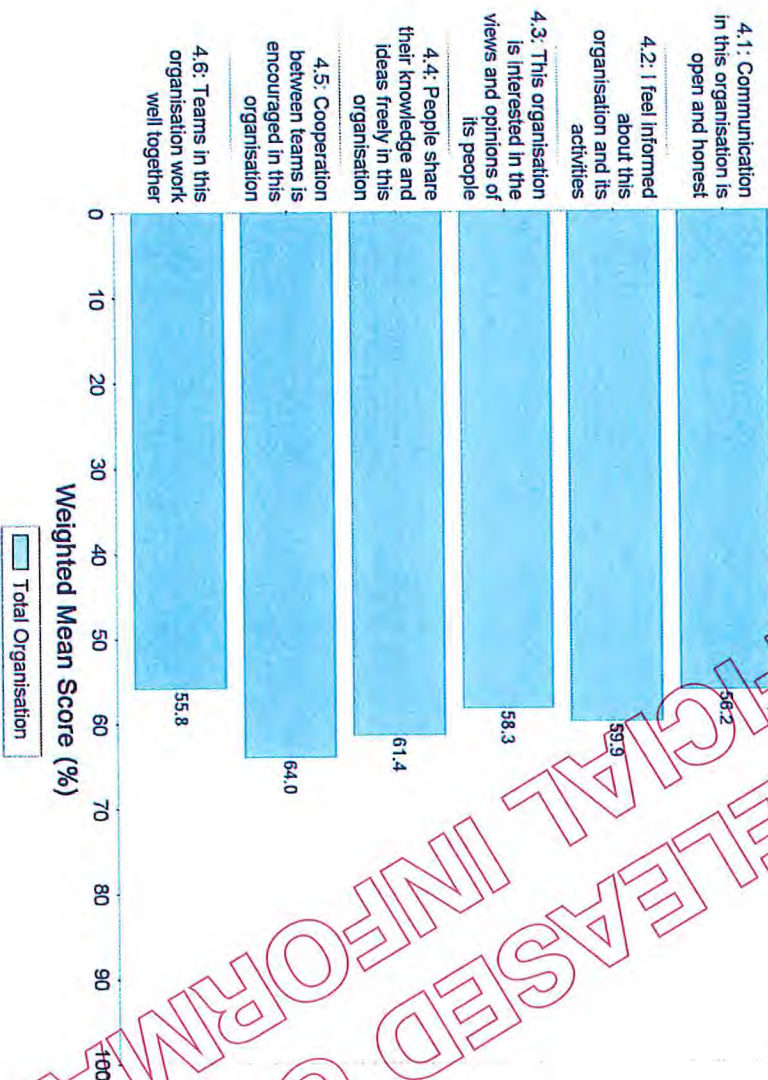
2.7: I am committed to helping my organisation achieve its purpose and targets

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	0.3%	0.9%	7.5%	42.9%	47.4%	1.0%

2.8: There is a sense of "common purpose" in this organisation

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	0.3%	0.9%	7.5%	42.9%	47.4%	1.0%

Section Analysis - Communication and Cooperation
MBIE Engagement Survey 2014



4.1: Communication in this organisation is open and honest

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	6.0%	16.8%	31.2%	34.5%	9.3%	2.2%

4.2: I feel informed about this organisation and its activities

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	6.0%	16.8%	31.2%	34.5%	9.3%	2.2%

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Total Organisation	4.0%	14.9%	28.9%	40.7%	10.7%	0.9%
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4.3: This organisation is interested in the views and opinions of its people

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	5.2%	15.0%	29.7%	38.0%	9.9%	2.2%

4.4: People share their knowledge and ideas freely in this organisation

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	2.9%	14.0%	27.9%	40.6%	14.8%	2.7%

4.5: Cooperation between teams is encouraged in this organisation

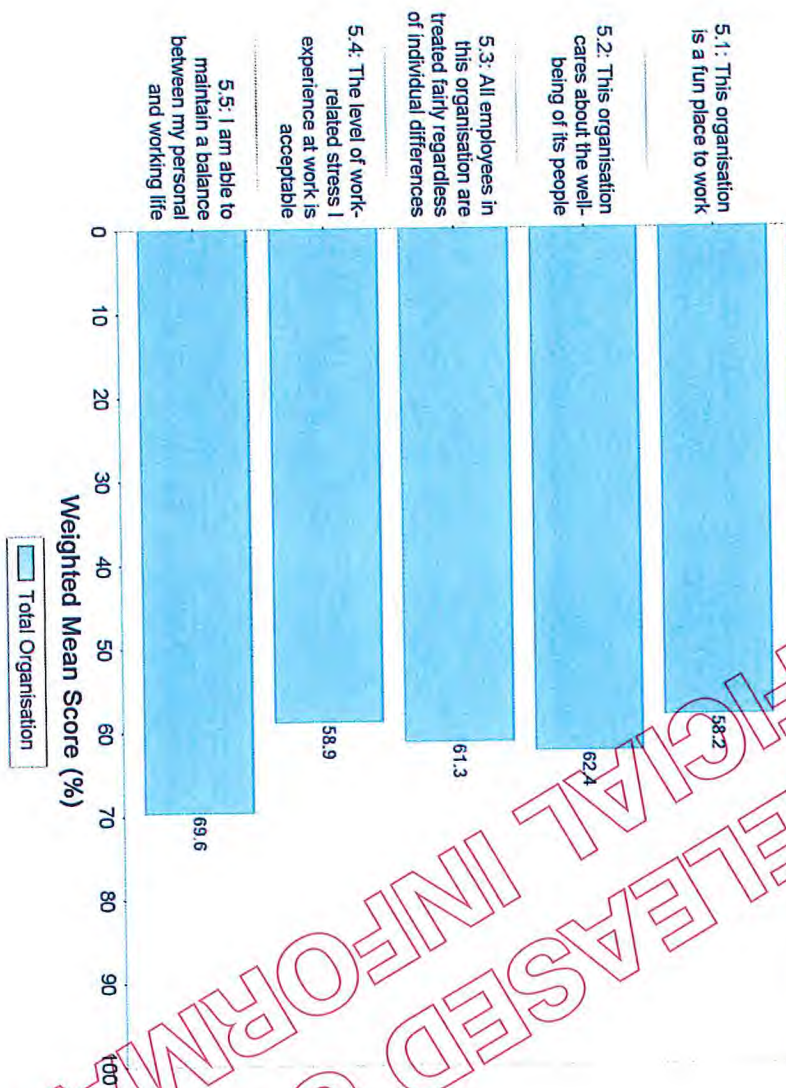
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	3.7%	11.4%	24.5%	43.3%	15.1%	2.0%

4.6: Teams in this organisation work well together

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	4.9%	18.2%	32.7%	31.6%	9.5%	3.0%

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Section Analysis - Wellbeing
MBIE Engagement Survey 2014



5.1: This organisation is a fun place to work

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	5.4%	13.5%	34.0%	35.3%	10.8%	0.9%

5.2: This organisation cares about the well-being of its people

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	5.4%	13.5%	34.0%	35.3%	10.8%	0.9%

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Total Organisation	4.6%	12.5%	23.4%	41.8%	14.4%	1.3%
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5.3: All employees in this organisation are treated fairly regardless of individual differences

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	6.0%	12.4%	24.9%	37.6%	15.1%	4.0%

5.4: The level of work-related stress I experience at work is acceptable

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	6.3%	16.5%	24.1%	40.2%	12.1%	0.8%

5.5: I am able to maintain a balance between my personal and working life

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	2.5%	9.2%	18.6%	46.4%	23.1%	0.2%

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	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	3.0%	4.8%	12.9%	39.4%	39.0%	1.0%

6.3: The person I report to behaves in a way that is consistent with the values of this organisation

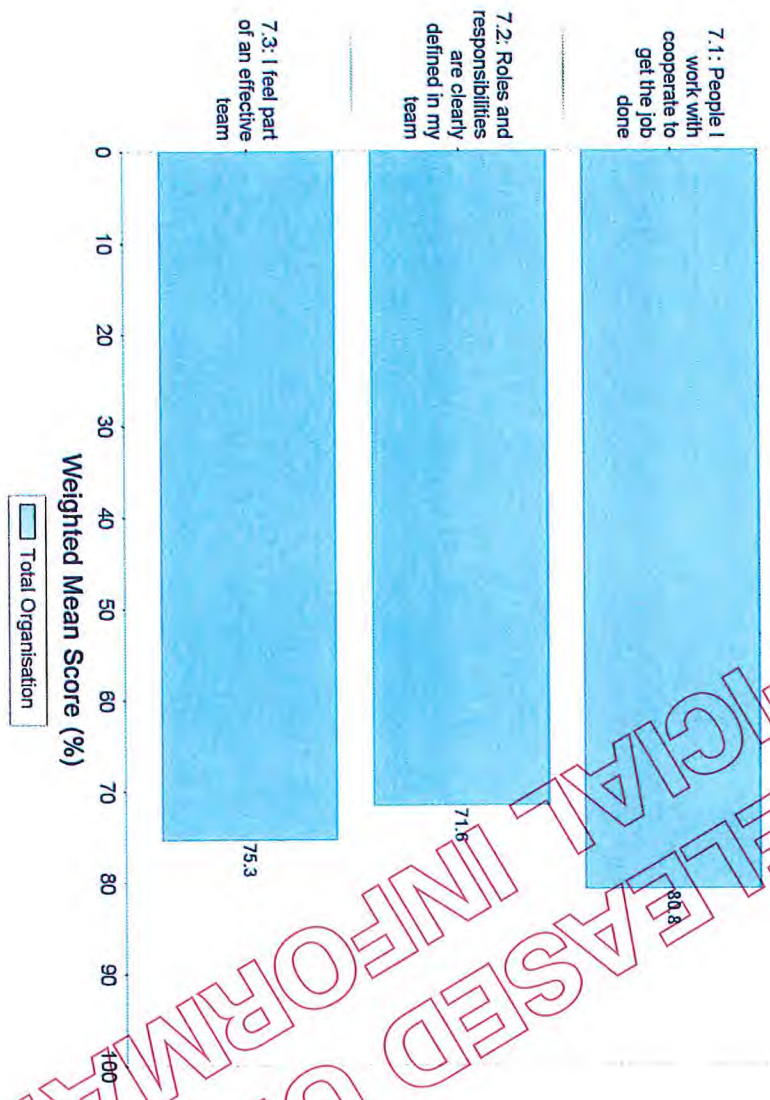
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	2.4%	4.7%	12.7%	39.9%	38.4%	1.8%

6.4: The person I report to treats people with respect

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	1.9%	4.2%	10.7%	33.9%	48.8%	0.7%

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Section Analysis - My Team
MBIE Engagement Survey 2014



7.1: People I work with cooperate to get the job done

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	0.7%	3.3%	9.8%	44.3%	41.4%	0.6%

7.2: Roles and responsibilities are clearly defined in my team

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	0.7%	3.3%	9.8%	44.3%	41.4%	0.6%

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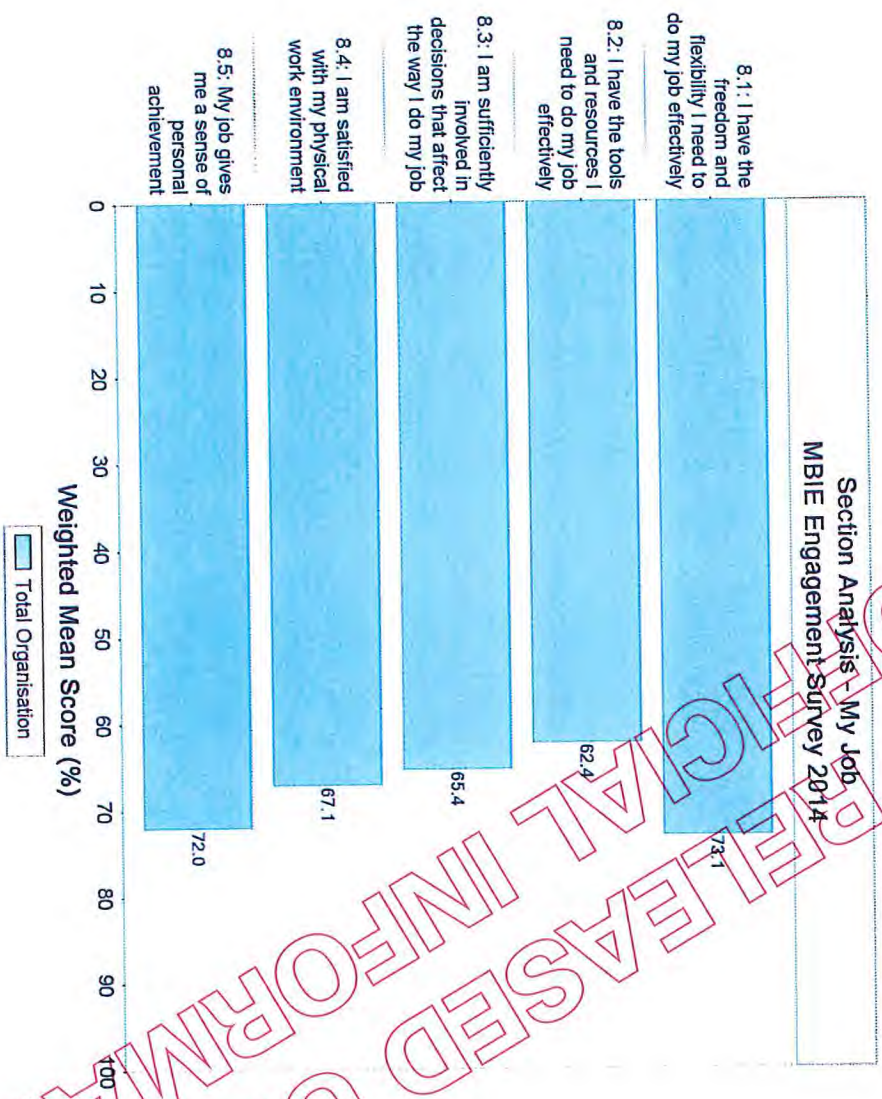
Total Organisation	2.9%	9.0%	15.4%	43.6%	28.5%	0.6%
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7.3: I feel part of an effective team

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	2.1%	6.2%	15.1%	41.1%	34.9%	0.7%

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Section Analysis - My Job
MBIE Engagement Survey 2014



8.1: I have the freedom and flexibility I need to do my job effectively

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	2.0%	7.2%	15.4%	46.3%	28.4%	0.7%

8.2: I have the tools and resources I need to do my job effectively

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	2.0%	7.2%	15.4%	46.3%	28.4%	0.7%

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Total Organisation	5.2%	14.8%	22.2%	40.6%	16.9%	0.3%
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8.3: I am sufficiently involved in decisions that affect the way I do my job

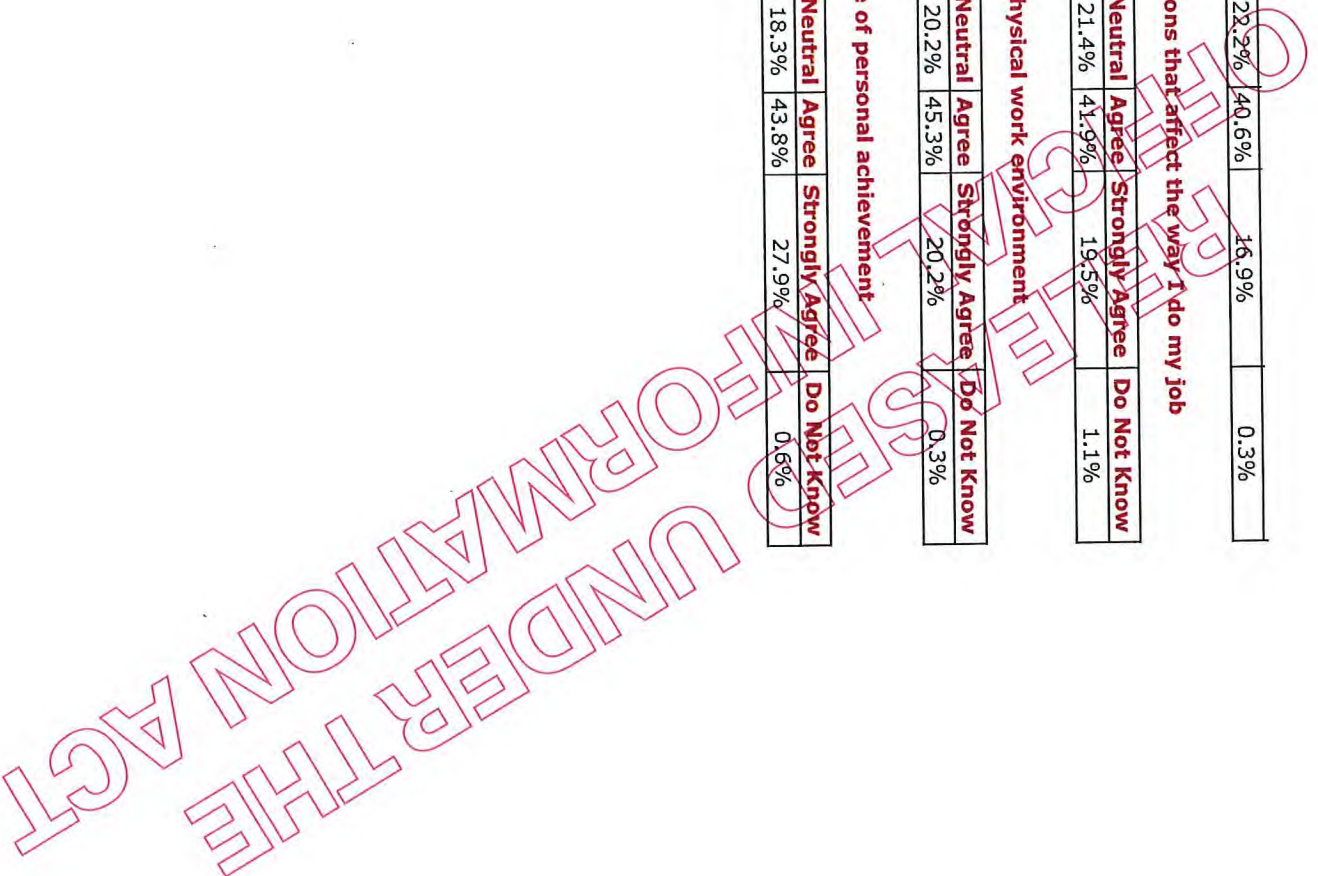
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	3.9%	12.2%	21.4%	41.9%	19.5%	1.1%

8.4: I am satisfied with my physical work environment

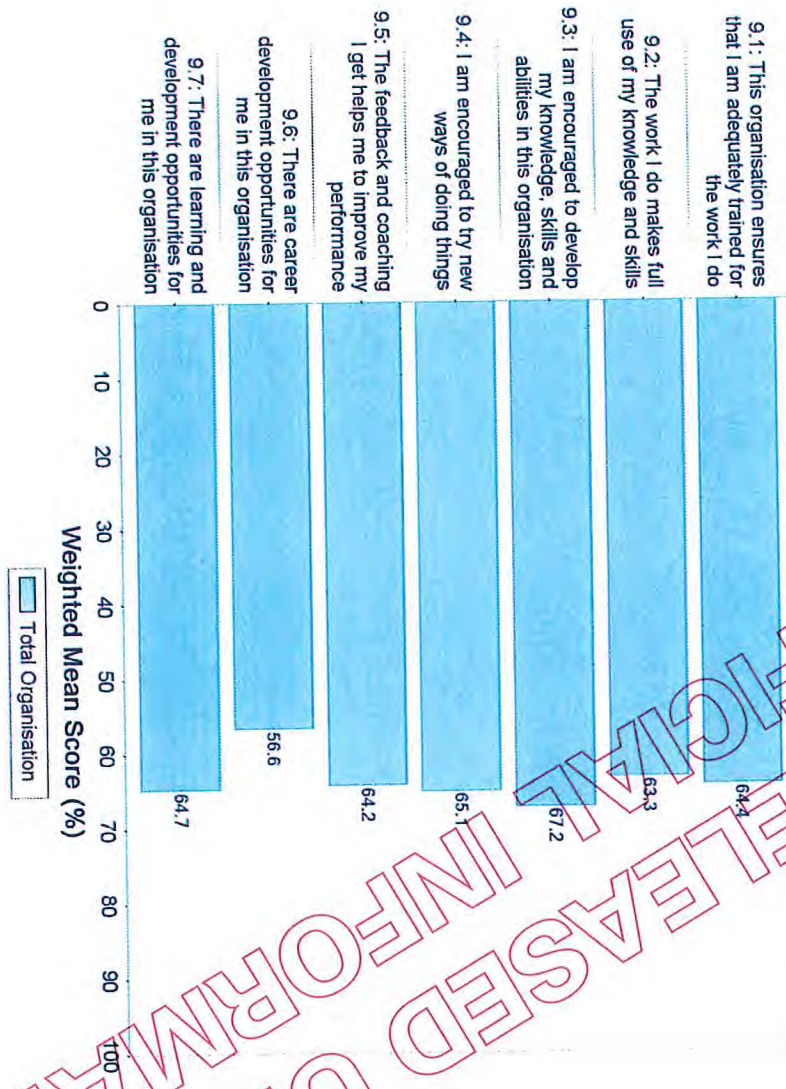
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	3.5%	10.5%	20.2%	45.3%	20.2%	0.3%

8.5: My job gives me a sense of personal achievement

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	2.5%	6.8%	18.3%	43.8%	27.9%	0.6%



Section Analysis - Learning and Development
MBIE Engagement Survey 2014



9.1: This organisation ensures that I am adequately trained for the work I do

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	3.1%	10.3%	27.1%	43.2%	15.1%	1.2%

9.2: The work I do makes full use of my knowledge and skills

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	3.1%	10.3%	27.1%	43.2%	15.1%	1.2%

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Total Organisation	4.9%	14.9%	19.7%	42.1%	17.8%	0.6%
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9.3: I am encouraged to develop my knowledge, skills and abilities in this organisation

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	3.5%	9.7%	21.9%	43.0%	20.8%	1.2%

9.4: I am encouraged to try new ways of doing things

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	2.6%	10.7%	26.8%	41.7%	16.9%	1.3%

9.5: The feedback and coaching I get helps me to improve my performance

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	4.1%	10.9%	25.6%	40.2%	17.4%	1.8%

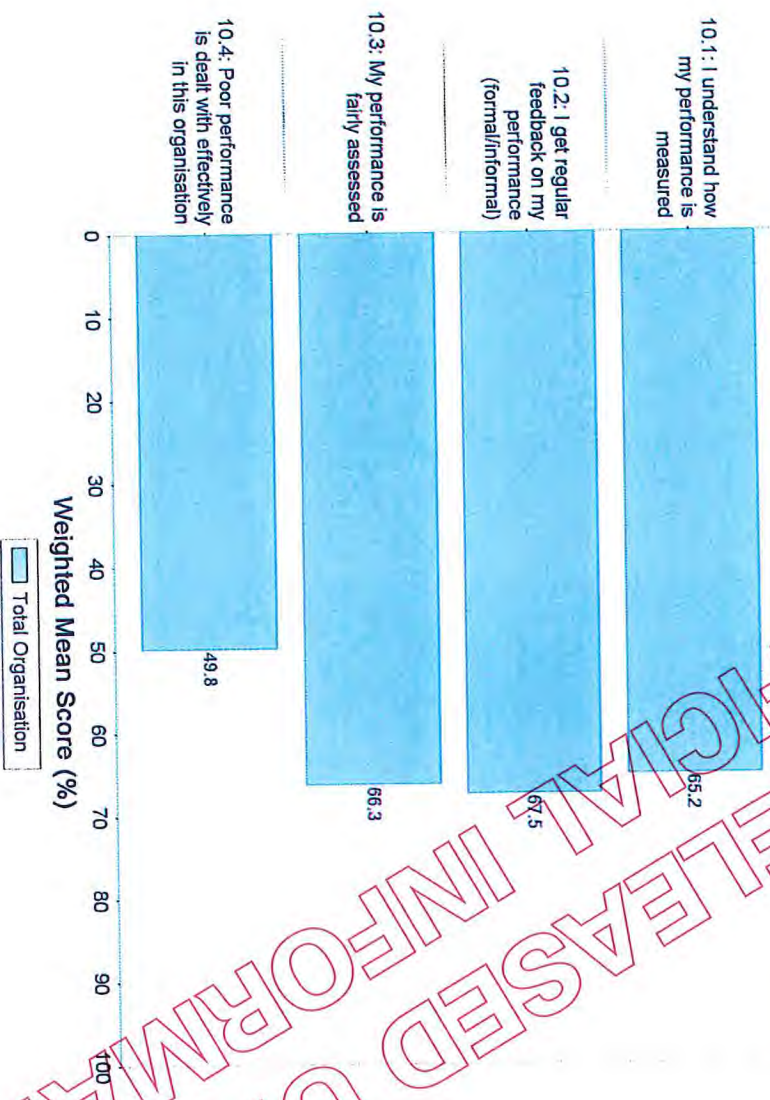
9.6: There are career development opportunities for me in this organisation

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	8.8%	16.0%	27.3%	30.2%	14.4%	3.2%

9.7: There are learning and development opportunities for me in this organisation

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	4.5%	9.7%	24.9%	40.7%	17.7%	2.4%

Section Analysis - Performance and Feedback
MBIE Engagement Survey 2014



10.1: I understand how my performance is measured

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	4.4%	10.9%	20.7%	45.0%	17.2%	1.8%

10.2: I get regular feedback on my performance (formal/informal)

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	4.4%	10.9%	20.7%	45.0%	17.2%	1.8%

ORIGINAL INFORMATION UNDER THE OFFICIAL INFORMATION ACT

Total Organisation	3.5%	10.0%	19.6%	45.3%	20.4%	1.1%
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10.3: My performance is fairly assessed

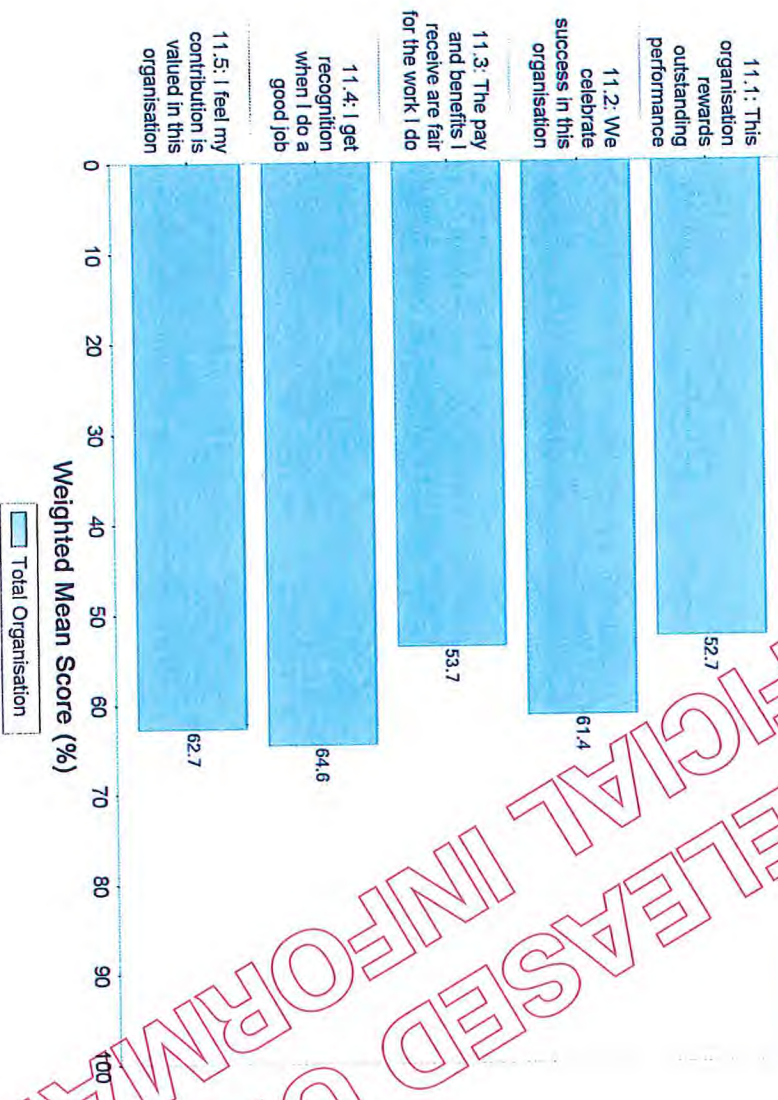
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	4.1%	8.0%	23.0%	41.8%	18.0%	5.1%

10.4: Poor performance is dealt with effectively in this organisation

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	10.9%	16.9%	29.6%	22.0%	8.1%	12.6%

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Section Analysis - Reward and Recognition
MBIE Engagement Survey 2014



11.1: This organisation rewards outstanding performance

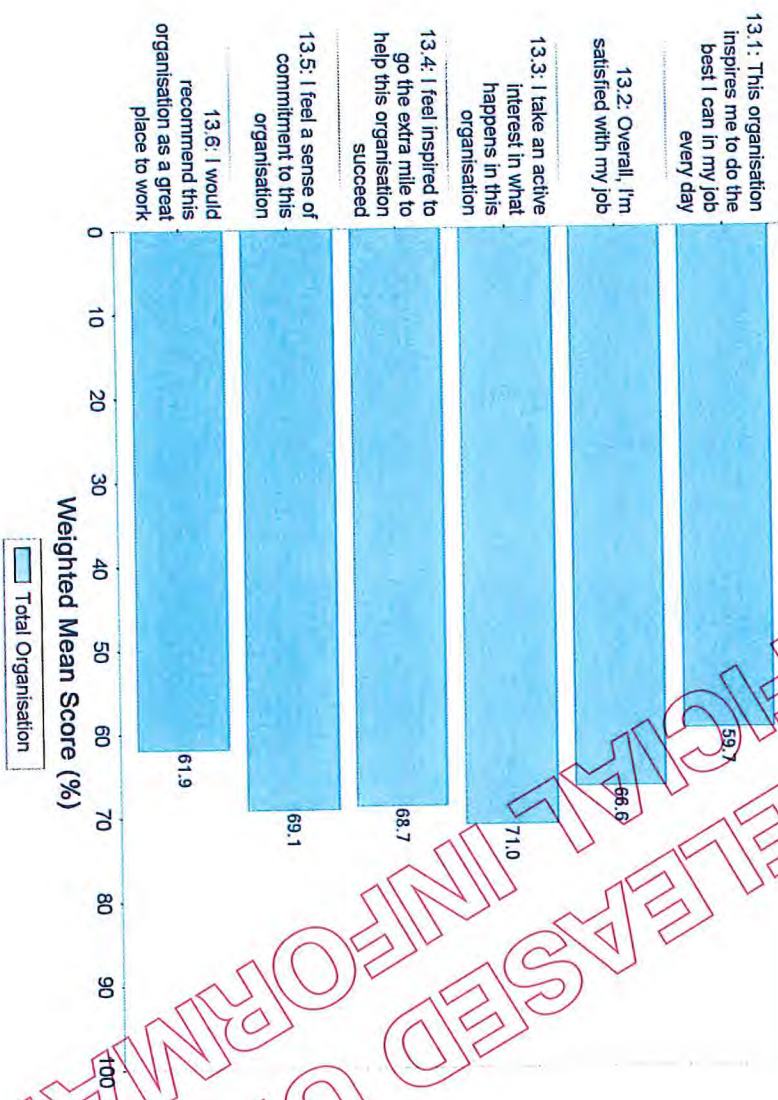
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	7.3%	17.0%	31.4%	27.2%	7.0%	10.2%

11.2: We celebrate success in this organisation

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	7.3%	17.0%	31.4%	27.2%	7.0%	10.2%

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Section Analysis - Overall Perceptions
MBIE Engagement Survey 2014



13.1: This organisation inspires me to do the best I can in my job every day

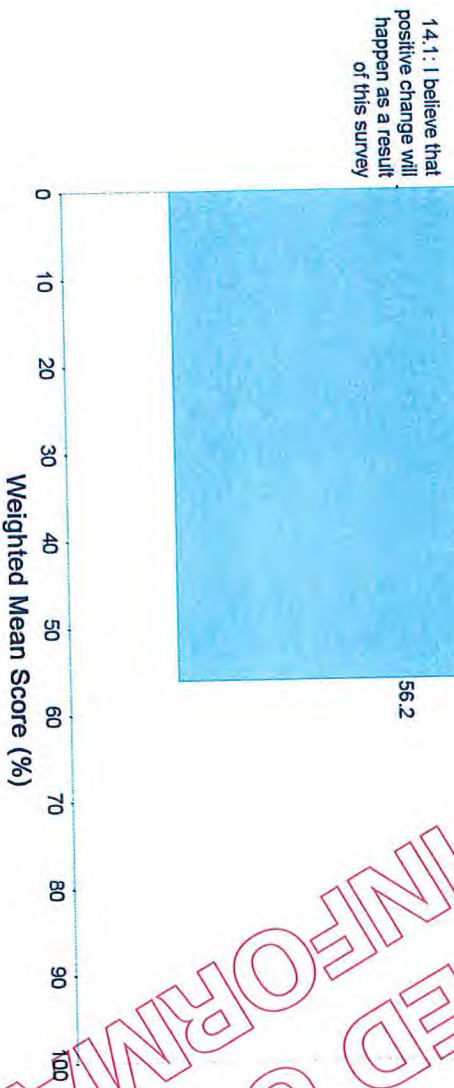
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	3.1%	14.6%	33.3%	36.6%	11.4%	0.9%

13.2: Overall, I'm satisfied with my job

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	3.1%	14.6%	33.3%	36.6%	11.4%	0.9%

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Section Analysis - Taking Action
 MBIE Engagement Survey 2014

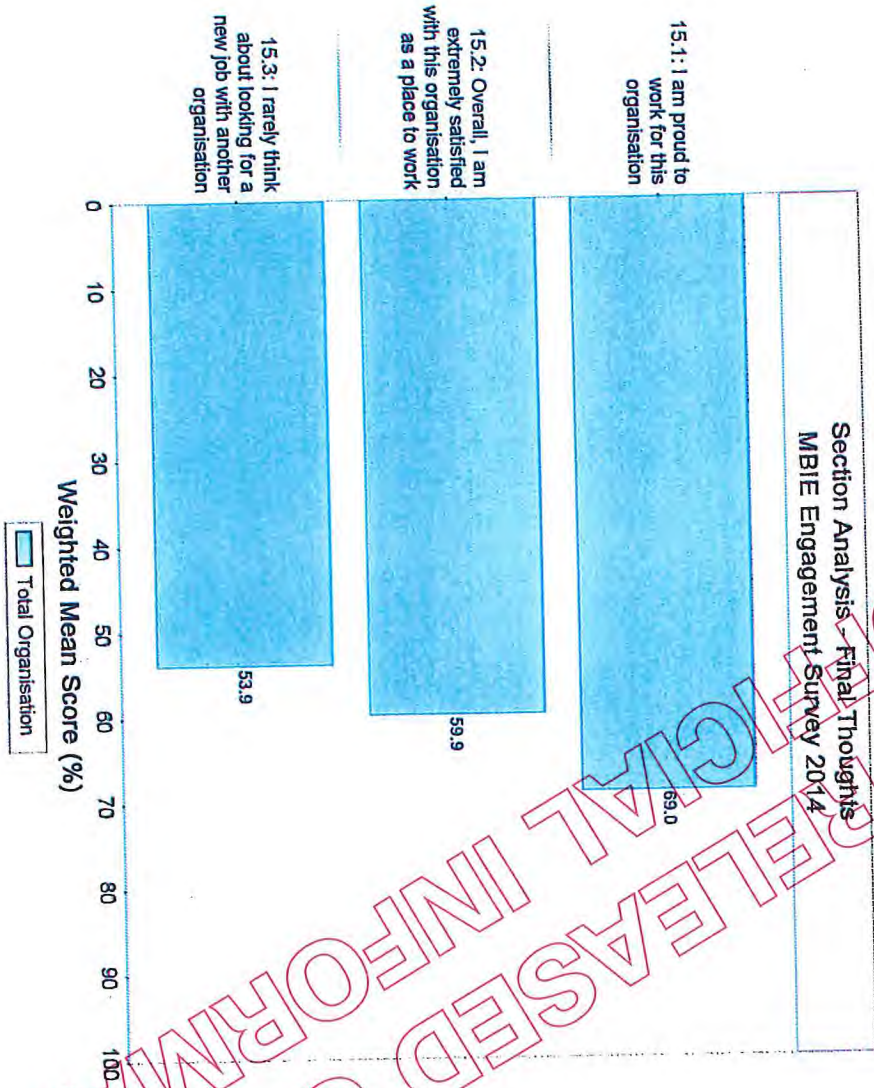


14.1: I believe that positive change will happen as a result of this survey

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	7.4%	14.5%	30.1%	27.4%	12.3%	8.3%

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Section Analysis - Final Thoughts
MBIE Engagement Survey 2014



15.1: I am proud to work for this organisation

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	1.2%	5.0%	30.7%	41.6%	20.4%	1.1%

15.2: Overall, I am extremely satisfied with this organisation as a place to work

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	1.2%	5.0%	30.7%	41.6%	20.4%	1.1%

ORIGINAL INFORMATION UNDER THE INFORMATION ACT

Total Organisation	3.0%	10.3%	28.4%	43.7%	12.8%	1.7%
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17.3: I have regular discussions with my manager and my team about implementing INZ's Vision 2015

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Do Not Know
Total Organisation	6.0%	13.0%	28.1%	36.7%	15.1%	1.1%

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