

Overall Scorecard

The scorecard shows all scores for all categories within the survey. Expand each category via the arrow to see the individual scores for all questions in a category.

Blue represents the % of favourable responses (agree and strongly agree)

Grey represents the % percentage of neutral responses

Red represents the % of unfavourable responses (disagree & strongly disagree)

Name	Responses	Distribution	NZDF Overall 2022	NZDF Overall 2021	Global
▼ NZDF / Service Purpose		<div style="display: flex; justify-content: space-between;"><div style="width: 70%;"></div><div style="width: 16%;"></div><div style="width: 13%;"></div></div>	67%	-	-
I know what the NZDF is trying to achieve.*	630	<div style="display: flex; justify-content: space-between;"><div style="width: 64%;"></div><div style="width: 16%;"></div><div style="width: 21%;"></div></div>	65%	75% ▼	74% ▼
I know how the (Service/Portfolio) contributes to the purpose of the NZDF.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 79%;"></div><div style="width: 12%;"></div><div style="width: 10%;"></div></div>	72% ^	-	79%
I use NZDF's core values to help me make decisions.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 75%;"></div><div style="width: 18%;"></div><div style="width: 7%;"></div></div>	73%	78%	-
I understand that increased diversity will improve NZDF performance.*	629	<div style="display: flex; justify-content: space-between;"><div style="width: 64%;"></div><div style="width: 21%;"></div><div style="width: 15%;"></div></div>	59% ^	72% ▼	-
▼ Organisational Leadership		<div style="display: flex; justify-content: space-between;"><div style="width: 44%;"></div><div style="width: 27%;"></div><div style="width: 28%;"></div></div>	48%	-	-
I trust senior/organisational leadership (COL(E) and above)*	630	<div style="display: flex; justify-content: space-between;"><div style="width: 34%;"></div><div style="width: 28%;"></div><div style="width: 38%;"></div></div>	40% ▼	49% ▼	68% ▼
I have seen senior/organisational leadership (COL(E) and above) consistently modelling the behaviours expected from me.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 35%;"></div><div style="width: 34%;"></div><div style="width: 31%;"></div></div>	39% ▼	-	69% ▼
The NZDF visibly supports diversity in the workplace.	629	<div style="display: flex; justify-content: space-between;"><div style="width: 74%;"></div><div style="width: 17%;"></div><div style="width: 9%;"></div></div>	73%	79% ▼	72%
The communication I receive is clear and consistent.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 35%;"></div><div style="width: 30%;"></div><div style="width: 35%;"></div></div>	40% ▼	-	-
▼ Unit Leadership		<div style="display: flex; justify-content: space-between;"><div style="width: 81%;"></div><div style="width: 11%;"></div><div style="width: 8%;"></div></div>	77% ^	-	-
I trust my unit leadership.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 79%;"></div><div style="width: 10%;"></div><div style="width: 11%;"></div></div>	73% ^	-	78%
I have seen my unit leadership consistently modelling the behaviours expected of me.	629	<div style="display: flex; justify-content: space-between;"><div style="width: 78%;"></div><div style="width: 11%;"></div><div style="width: 10%;"></div></div>	70% ^	-	73% ^
The person I report to encourages and accepts different perspectives and new ways of doing things.*	629	<div style="display: flex; justify-content: space-between;"><div style="width: 82%;"></div><div style="width: 10%;"></div><div style="width: 8%;"></div></div>	81%	79%	74% ^
I trust the person I report to.	629	<div style="display: flex; justify-content: space-between;"><div style="width: 85%;"></div><div style="width: 10%;"></div><div style="width: 5%;"></div></div>	83%	-	81% ^
I have seen the person I report to consistently modelling the behaviours expected of me.	629	<div style="display: flex; justify-content: space-between;"><div style="width: 82%;"></div><div style="width: 11%;"></div><div style="width: 7%;"></div></div>	79%	-	82%
I feel valued by the person I report to.	629	<div style="display: flex; justify-content: space-between;"><div style="width: 81%;"></div><div style="width: 11%;"></div><div style="width: 8%;"></div></div>	77% ^	86% ▼	-
▼ My Workplace		<div style="display: flex; justify-content: space-between;"><div style="width: 69%;"></div><div style="width: 19%;"></div><div style="width: 12%;"></div></div>	68%	71%	-
I feel comfortable to be myself at work.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 78%;"></div><div style="width: 13%;"></div><div style="width: 9%;"></div></div>	81%	81%	80%
How would you rate the current level of morale in your unit/workplace?	630	<div style="display: flex; justify-content: space-between;"><div style="width: 28%;"></div><div style="width: 44%;"></div><div style="width: 28%;"></div></div>	30%	36% ▼	-
I feel confident to challenge or call out behaviours that are not in line with our values or make me uncomfortable (either during or outside of work)*	630	<div style="display: flex; justify-content: space-between;"><div style="width: 79%;"></div><div style="width: 13%;"></div><div style="width: 8%;"></div></div>	77%	78%	-
I am able to question commanders/managers or voice an alternative perspective in my workplace.*	630	<div style="display: flex; justify-content: space-between;"><div style="width: 76%;"></div><div style="width: 13%;"></div><div style="width: 11%;"></div></div>	71% ^	76%	76%
If I raise health and safety concerns they are taken seriously.*	630	<div style="display: flex; justify-content: space-between;"><div style="width: 83%;"></div><div style="width: 11%;"></div><div style="width: 5%;"></div></div>	79% ^	84%	85%
▼ My Team		<div style="display: flex; justify-content: space-between;"><div style="width: 77%;"></div><div style="width: 15%;"></div><div style="width: 7%;"></div></div>	73% ^	-	-
I feel included by my work mates / colleagues.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 89%;"></div><div style="width: 7%;"></div><div style="width: 4%;"></div></div>	86%	84% ^	81% ^
My team takes the time to celebrate our success.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 66%;"></div><div style="width: 23%;"></div><div style="width: 11%;"></div></div>	62% ^	-	-
I see my work mates/ colleagues consistently role modelling the behaviours expected from me.*	630	<div style="display: flex; justify-content: space-between;"><div style="width: 77%;"></div><div style="width: 16%;"></div><div style="width: 7%;"></div></div>	71% ^	67% ^	-
▼ My Job		<div style="display: flex; justify-content: space-between;"><div style="width: 66%;"></div><div style="width: 17%;"></div><div style="width: 17%;"></div></div>	67%	-	-
I know how my work contributes to the success of the NZDF.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 77%;"></div><div style="width: 13%;"></div><div style="width: 10%;"></div></div>	79%	87% ▼	88% ▼
I am empowered to make decisions about the way I do my job.*	630	<div style="display: flex; justify-content: space-between;"><div style="width: 73%;"></div><div style="width: 16%;"></div><div style="width: 11%;"></div></div>	72%	70%	-
I have the tools and resources I need to do my job effectively.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 46%;"></div><div style="width: 20%;"></div><div style="width: 34%;"></div></div>	46%	57% ▼	75% ▼

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Name	Responses	Distribution	NZDF Overall 2022	NZDF Overall 2021	Global
I have the knowledge and skills I need to do my job effectively.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 71%; background-color: #0070C0; height: 15px;"></div><div style="width: 18%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 11%; background-color: #C00000; height: 15px;"></div></div>	80% ▾	-	75% ▾
I am able to work remotely when my job allows.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 68%; background-color: #0070C0; height: 15px;"></div><div style="width: 15%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 17%; background-color: #C00000; height: 15px;"></div></div>	67%	-	-
Overall, I am satisfied with my job.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 61%; background-color: #0070C0; height: 15px;"></div><div style="width: 22%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 17%; background-color: #C00000; height: 15px;"></div></div>	58%	65% ▾	78% ▾
▼ Performance		<div style="display: flex; justify-content: space-between;"><div style="width: 66%; background-color: #0070C0; height: 15px;"></div><div style="width: 22%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 13%; background-color: #C00000; height: 15px;"></div></div>	64%	-	-
I am involved in setting the performance objectives in my PDR.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 75%; background-color: #0070C0; height: 15px;"></div><div style="width: 19%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 7%; background-color: #C00000; height: 15px;"></div></div>	70% ▲	-	-
The feedback I get helps me to improve my performance.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 65%; background-color: #0070C0; height: 15px;"></div><div style="width: 23%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 13%; background-color: #C00000; height: 15px;"></div></div>	66%	69% ▾	72% ▾
I get positive feedback or recognition when I do a good job.*	630	<div style="display: flex; justify-content: space-between;"><div style="width: 72%; background-color: #0070C0; height: 15px;"></div><div style="width: 17%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 12%; background-color: #C00000; height: 15px;"></div></div>	70%	66% ▲	67% ▲
The person I report to talks to me regularly about my performance and development.*	630	<div style="display: flex; justify-content: space-between;"><div style="width: 51%; background-color: #0070C0; height: 15px;"></div><div style="width: 29%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 20%; background-color: #C00000; height: 15px;"></div></div>	51%	61% ▾	72% ▾
▼ Respectful Workplace		<div style="display: flex; justify-content: space-between;"><div style="width: 75%; background-color: #0070C0; height: 15px;"></div><div style="width: 13%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 12%; background-color: #C00000; height: 15px;"></div></div>	77%	77%	-
Within the NZDF I am able to perform my duties free from inappropriate and harmful behaviour.	629	<div style="display: flex; justify-content: space-between;"><div style="width: 89%; background-color: #0070C0; height: 15px;"></div><div style="width: 7%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 4%; background-color: #C00000; height: 15px;"></div></div>	89%	85% ▲	-
Within the NZDF I have witnessed inappropriate and harmful behaviour towards others in the last 12 months. (Reverse Scoring)	627	<div style="display: flex; justify-content: space-between;"><div style="width: 64%; background-color: #0070C0; height: 15px;"></div><div style="width: 15%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 21%; background-color: #C00000; height: 15px;"></div></div>	71% ▾	68% ▾	-
If I experience inappropriate behaviour in my workplace, I feel comfortable reporting the issue.*	629	<div style="display: flex; justify-content: space-between;"><div style="width: 83%; background-color: #0070C0; height: 15px;"></div><div style="width: 10%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 7%; background-color: #C00000; height: 15px;"></div></div>	81%	89% ▾	-
If I raise a complaint about inappropriate behaviour in my workplace, I trust that the complaint will be handled effectively by the NZDF	629	<div style="display: flex; justify-content: space-between;"><div style="width: 64%; background-color: #0070C0; height: 15px;"></div><div style="width: 19%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 17%; background-color: #C00000; height: 15px;"></div></div>	66%	67%	-
▼ Career Development		<div style="display: flex; justify-content: space-between;"><div style="width: 57%; background-color: #0070C0; height: 15px;"></div><div style="width: 23%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 20%; background-color: #C00000; height: 15px;"></div></div>	56%	-	-
I understand how Career/ Promotion decisions are made at my level. (MIL only)	629	<div style="display: flex; justify-content: space-between;"><div style="width: 65%; background-color: #0070C0; height: 15px;"></div><div style="width: 17%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 19%; background-color: #C00000; height: 15px;"></div></div>	62%	-	-
I understand the Development opportunities available to me.	629	<div style="display: flex; justify-content: space-between;"><div style="width: 68%; background-color: #0070C0; height: 15px;"></div><div style="width: 18%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 14%; background-color: #C00000; height: 15px;"></div></div>	66%	-	-
I feel able to influence career management decisions made about me. (MIL only)	629	<div style="display: flex; justify-content: space-between;"><div style="width: 45%; background-color: #0070C0; height: 15px;"></div><div style="width: 27%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 28%; background-color: #C00000; height: 15px;"></div></div>	45%	45%	-
I know where to find information to support my career planning.	629	<div style="display: flex; justify-content: space-between;"><div style="width: 64%; background-color: #0070C0; height: 15px;"></div><div style="width: 19%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 17%; background-color: #C00000; height: 15px;"></div></div>	60%	-	59% ▲
All things considered, how satisfied are you with the way your career is being managed? (MIL only)	629	<div style="display: flex; justify-content: space-between;"><div style="width: 43%; background-color: #0070C0; height: 15px;"></div><div style="width: 34%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 24%; background-color: #C00000; height: 15px;"></div></div>	41%	46%	-
▼ Pay and Benefits		<div style="display: flex; justify-content: space-between;"><div style="width: 40%; background-color: #0070C0; height: 15px;"></div><div style="width: 16%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 44%; background-color: #C00000; height: 15px;"></div></div>	36%	-	-
I understand the NZDF remuneration framework.	629	<div style="display: flex; justify-content: space-between;"><div style="width: 74%; background-color: #0070C0; height: 15px;"></div><div style="width: 11%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 15%; background-color: #C00000; height: 15px;"></div></div>	63% ▲	-	65% ▲
The pay I receive is fair for the work I do.	629	<div style="display: flex; justify-content: space-between;"><div style="width: 28%; background-color: #0070C0; height: 15px;"></div><div style="width: 16%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 57%; background-color: #C00000; height: 15px;"></div></div>	23% ▲	45% ▾	55% ▾
The benefits I receive are fair for the work I do.	629	<div style="display: flex; justify-content: space-between;"><div style="width: 34%; background-color: #0070C0; height: 15px;"></div><div style="width: 15%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 50%; background-color: #C00000; height: 15px;"></div></div>	34%	54% ▾	68% ▾
The housing/accommodation assistance I receive is fair for my situation. (MIL only)	626	<div style="display: flex; justify-content: space-between;"><div style="width: 24%; background-color: #0070C0; height: 15px;"></div><div style="width: 22%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 54%; background-color: #C00000; height: 15px;"></div></div>	23%	41% ▾	-
▼ Wellbeing		<div style="display: flex; justify-content: space-between;"><div style="width: 54%; background-color: #0070C0; height: 15px;"></div><div style="width: 26%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 21%; background-color: #C00000; height: 15px;"></div></div>	53%	-	-
I am able to maintain a balance between my personal and working life.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 50%; background-color: #0070C0; height: 15px;"></div><div style="width: 22%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 28%; background-color: #C00000; height: 15px;"></div></div>	59% ▾	64% ▾	79% ▾
I spend too much time away from home. (Reverse Scoring)	630	<div style="display: flex; justify-content: space-between;"><div style="width: 40%; background-color: #0070C0; height: 15px;"></div><div style="width: 37%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 23%; background-color: #C00000; height: 15px;"></div></div>	47% ▾	50% ▾	-
The level of work related stress I experience is acceptable.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 56%; background-color: #0070C0; height: 15px;"></div><div style="width: 23%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 21%; background-color: #C00000; height: 15px;"></div></div>	54%	61% ▾	-
I am supported to manage my work related stress well.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 59%; background-color: #0070C0; height: 15px;"></div><div style="width: 25%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 16%; background-color: #C00000; height: 15px;"></div></div>	55% ▲	-	82% ▾
My family supports my career in the NZDF. (MIL only)	630	<div style="display: flex; justify-content: space-between;"><div style="width: 78%; background-color: #0070C0; height: 15px;"></div><div style="width: 13%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 9%; background-color: #C00000; height: 15px;"></div></div>	75%	83% ▾	-
I feel supported by the NZDF to manage the family/personal challenges that come from being in the military. (MIL only)	629	<div style="display: flex; justify-content: space-between;"><div style="width: 55%; background-color: #0070C0; height: 15px;"></div><div style="width: 23%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 21%; background-color: #C00000; height: 15px;"></div></div>	53%	-	-
How would you rate your current individual level of morale?	630	<div style="display: flex; justify-content: space-between;"><div style="width: 37%; background-color: #0070C0; height: 15px;"></div><div style="width: 38%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 25%; background-color: #C00000; height: 15px;"></div></div>	34%	43% ▾	-

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Name	Responses	Distribution	NZDF Overall 2022	NZDF Overall 2021	Global
▼ Organisational Commitment <div style="display: flex; justify-content: space-between; margin-top: 5px;"> 69% 22% 10% </div>			57%	66% ▼	-
I feel a sense of commitment to the NZDF.	631	<div style="display: flex; justify-content: space-between; margin-top: 5px;"> 66% 18% 17% </div>	66%	72% ▼	-
I am proud to be in the NZDF.	631	<div style="display: flex; justify-content: space-between; margin-top: 5px;"> 81% 12% 7% </div>	75% ^	82%	81%
I would recommend the NZDF as a great place to work.	630	<div style="display: flex; justify-content: space-between; margin-top: 5px;"> 47% 29% 24% </div>	48%	63% ▼	73% ▼
I am actively looking at leaving the NZDF. (Reverse Scoring)	631	<div style="display: flex; justify-content: space-between; margin-top: 5px;"> 41% 30% 30% </div>	38%	48% ▼	60% ▼
▼ Questions for Leaders <div style="display: flex; justify-content: space-between; margin-top: 5px;"> 67% 15% 18% </div>			70%	-	-
I understand how to action performance management processes if required.	246	<div style="display: flex; justify-content: space-between; margin-top: 5px;"> 72% 13% 14% </div>	75%	-	-
I feel confident having difficult conversations with my team when required.	246	<div style="display: flex; justify-content: space-between; margin-top: 5px;"> 87% 8% </div>	89%	-	-
I have received adequate training and understand the policies and processes required to be an NZDF people manager.	246	<div style="display: flex; justify-content: space-between; margin-top: 5px;"> 51% 20% 29% </div>	59% ▼	-	-
I am able to effectively balance the demands of my units output delivery and my people management responsibilities.	246	<div style="display: flex; justify-content: space-between; margin-top: 5px;"> 56% 20% 24% </div>	60%	-	-