

Insight report

Focal point	Response favourability	Comparison
Engagement		+10

Theme headlines

Themes	Response favourability	Comparison
Goal Clarity		+8
My Job		+11
Employee Involvement		+5
Teamwork		+9
Learning & Development		+10
Recognition & Reward		+9
Management Effectiveness		+11
Culture & Values		+9
Change Management		+7
Health and Wellbeing		+4
COVID-19 Related Questions		n/a
Engagement		+10
Yes/No Questions		n/a

Driver items

5 questions most impacting Engagement

Impact	Question	Theme	Response favourability	Comparison
🎯	I feel valued	Culture & Values		n/a
🎯	I get a sense of personal accomplishment from my work	My Job		+14
🎯	I feel supported in my role	My Job		n/a
🎯	I have confidence in the future of MFRA	Management Effectiveness		+32
🎯	I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	Culture & Values		0

Appendix

Dashboard:	Merseyside Fire & Rescue Census 2020
Dashboard hierarchy type:	none
Response count:	637
Panel count:	1039
Participation:	61%
Comparison:	All sector
Report produced:	22 January 2021