

## Insight report

Focal point	Response favourability	Comparison
Engagement		

## Theme headlines

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

## Driver items

5 questions most impacting Engagement

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



## Appendix

Dashboard:	Merseyside Fire & Rescue Census 2020
Dashboard hierarchy type:	none
Response count:	637
Panel count:	1039
Participation:	61%
Comparison:	Merseyside Fire & Rescue 2018
Report produced:	22 January 2021