

# #BeHeard Engagement Survey



# Sparck

In partnership with Integral Talent Systems, Inc., Sparck is able to measure how passionate and committed your employees are to their jobs and the organization. In addition to your engagement score, our survey also measures effectiveness within the leading engagement drivers and potential turnover.

## Uncover Key Employee Insights to Increase Business Outcomes



### ALIGNMENT

Do your employees believe in the mission, values, and goals of the organization?



### GROWTH

Do your employees have the tools they need to personally and professionally grow?



### VALUING

How appreciated do your employees feel?



### TEAM

How well is the organization collaborating across different departments and teams?



### FIT

Are the right people in the right seats?



### TURNOVER

What's the likelihood your employees will leave within the next 12+ months?

## TWO OPTIONS TO ACCESS YOUR RESULTS

1

### GET STARTED FOR FREE

Our Free Report will give your employees a confidential voice and equip you with your Engagement Score, Effectiveness Scores within the 5 key engagement drivers, Turnover Forecast, and your customized questions.

2

### UPGRADE TO THE PREMIUM REPORT

Our Premium Report will give you a more strategic look at your #BeHeard results by providing personalized recommendations and workplace demographic insights. With our dual scale rating system, we can pinpoint exactly how to increase engagement within every area of your organization.

## SURVEY FEATURES

Five-point Likert Scale

Dual rating for importance and effectiveness

Engagement score per demographic group



## SURVEY VALIDATION

Helping employers since 1997

Developed from 10 years of research

.93 statistical reliability score for 19 items

## UNLOCK YOUR PREMIUM REPORT

### NUMBER OF EMPLOYEES

Up to 1,000

1,000+ employees

### INVESTMENT

\$19/ employee

Custom Quote

Want to maximize your investment with a dedicated Sparck Partner? [Learn More!](#)



## WHAT'S INCLUDED?

BENEFITS	FREE REPORT	PREMIUM REPORT
Company Engagement Score	✓	✓
Real-Time Participation Rates by Workplace Demographics	✓	✓
Custom Questions (Open-Ended + 5-Star Rating)	✓	✓
Team Collaboration Score	✓	✓
Job Fit Score	✓	✓
Employee Appreciation Score	✓	✓
Organizational Alignment Score	✓	✓
Employee Development Score	✓	✓
Long-Term Turnover Risk	✓	✓
Immediate Turnover Risk		✓
Uncover What's Most Important to Your Employees		✓
Get the Greatest ROI with Personalized Action Plans		✓
Pinpoint the Unique Strengths Throughout Your Organization		✓
Generate Unlimited Custom Reports		✓
Filter by Workplace Demographics (e.g. Tenure, Department, Generation, etc)		✓
Compare Engagement Challenges + Strengths Across the Organization		✓
Improve Engagement with Individualized Recommendations (Included in Every Report)		✓