



John Smith

Your remote worker well-being report

March 2020

 Your feedback

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 Detailed results

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Your feedback

This report brings together feedback given by:

Direct reports	3 responses
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Summary of top strengths and areas to improve

The goal of this Remote Worker Well-being assessment is to help you understand the challenges facing your team, and take action. It's also useful to know what's working relatively well.

You were given feedback on 12 different areas. We recommend that you focus on the top strengths and areas to improve, listed below.

Your top 5 strengths

1. Support from colleagues
2. Manager support and feedback
3. Clear direction
4. Manager listening and empathy
5. Effective meetings

Each person gave you a score (out of 5) for each of the areas in the assessment. Your top 5 strengths are the areas for which, on average, you were given the highest scores.

Your top 5 areas to improve

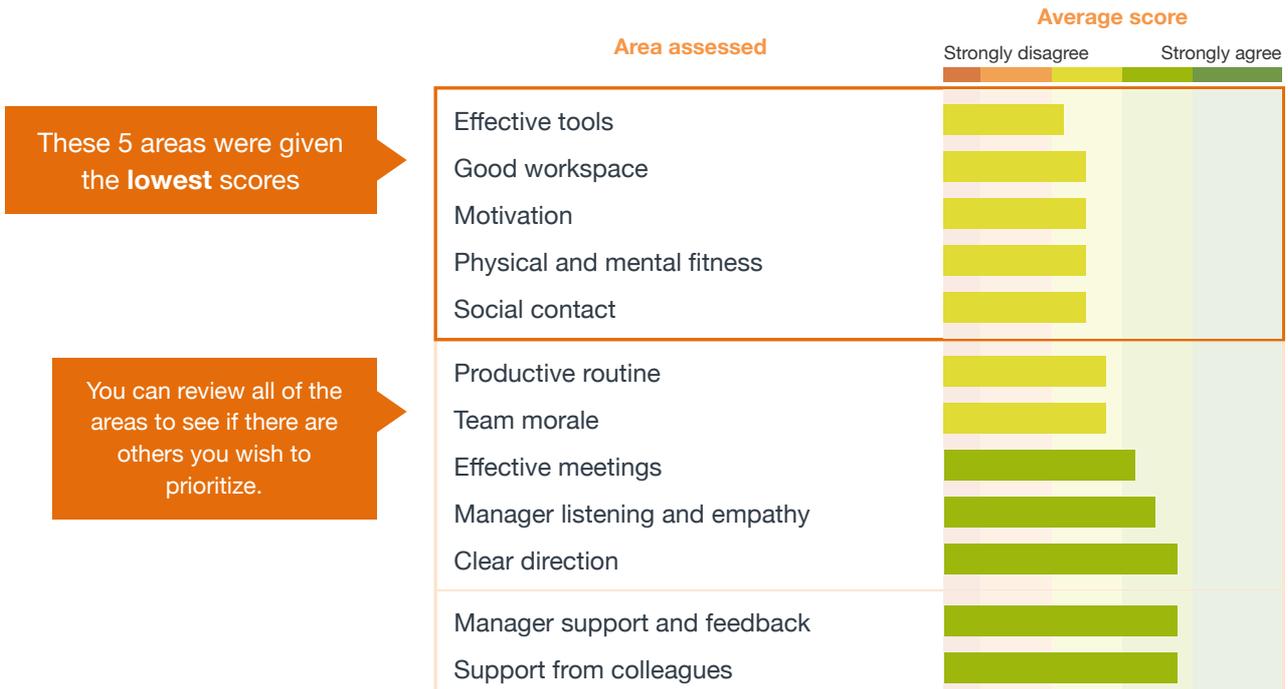
1. Effective tools
2. Good workspace
3. Motivation
4. Physical and mental fitness
5. Social contact

These are the areas for which people gave the lowest scores. You should dig into why these areas came top, and create a plan to address these.

Top areas to improve

Your colleagues were asked to rate the remote working experience across 12 different areas. We recommend focusing on the areas that were given the lowest scores, as shown below.

As well as reviewing the overall results, you may wish to dig into the scores given by each individual in the detailed results at the end of this report.



What people said about remote working

We asked respondents to summarize and provide examples of what's working well, and what needs improvement.

If you're not clear on any of the feedback, then do reach out to the feedback provider and ask for more details.

What's been working well and should be encouraged in future?

- | | |
|----------------------|--|
| Per Jakobsson | I feel like people are trying their hardest, from leadership down to others in the team. It's a bad situation and we're pulling together. |
| Jane O'Grady | <p>The frequency of communications over the last few days has been great. We're clear on what's happening and why.</p> <p>I also feel really well supported by the team. Ivan's gone beyond the call of duty to make this as painless as possible.</p> |
| Ivan Roberts | I already worked remotely so the transition hasn't been so hard. I'd be happy to share tips with others. |

What's not working well and could be improved? Please provide examples if possible

- | | |
|----------------------|--|
| Ivan Roberts | <p>The VPN — yikes!</p> <p>Also it'd be great if meetings could be a little more positive. Let's focus on the successes as well as the challenges. We've seen the team doing amazing stuff over the last few days — we could do more to share this.</p> |
| Per Jakobsson | I'm working from home with 3 young ones and a bad internet connection. I've struggled to join meetings and the background noise of kids screaming makes it painful when I do. I don't see any obvious solution here, but would really appreciate any help. |
| Jane O'Grady | <p>I don't have somewhere quiet to work, and am struggling to find time to get "mental space". This isn't helping during a time that's already very stressful.</p> <p>Some of our tools are working well, but the VPN issues are driving me mad!</p> |

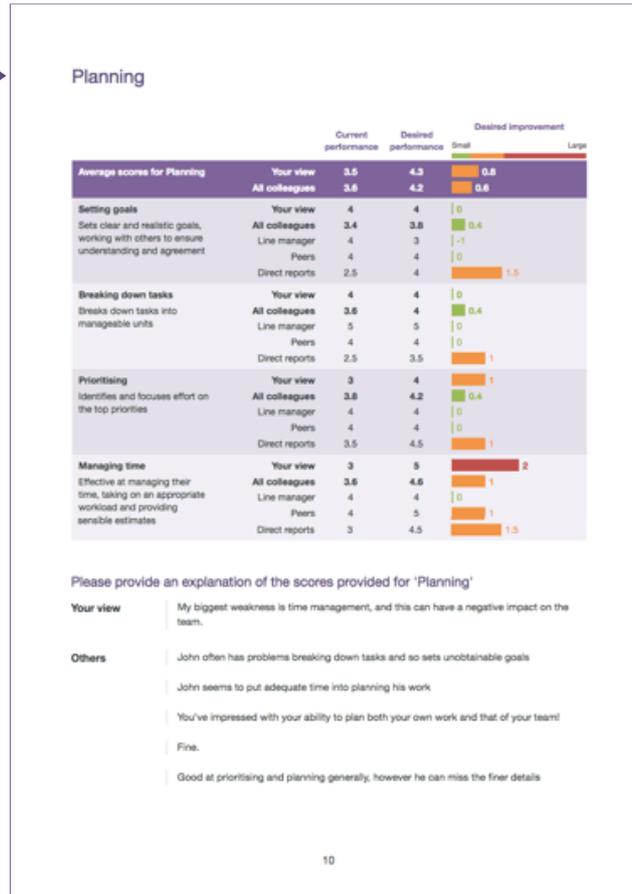
Do you have any other comments?

- | | |
|---------------------|----------------------------------|
| Jane O'Grady | Thanks for asking for feedback!! |
|---------------------|----------------------------------|

Appendix: Detailed results

The detailed results give you a complete breakdown of the feedback given. To find feedback on specific areas, use the index located at the end of this report.

The feedback is grouped into 3 sections



At the top of each section, you'll see the scores provided

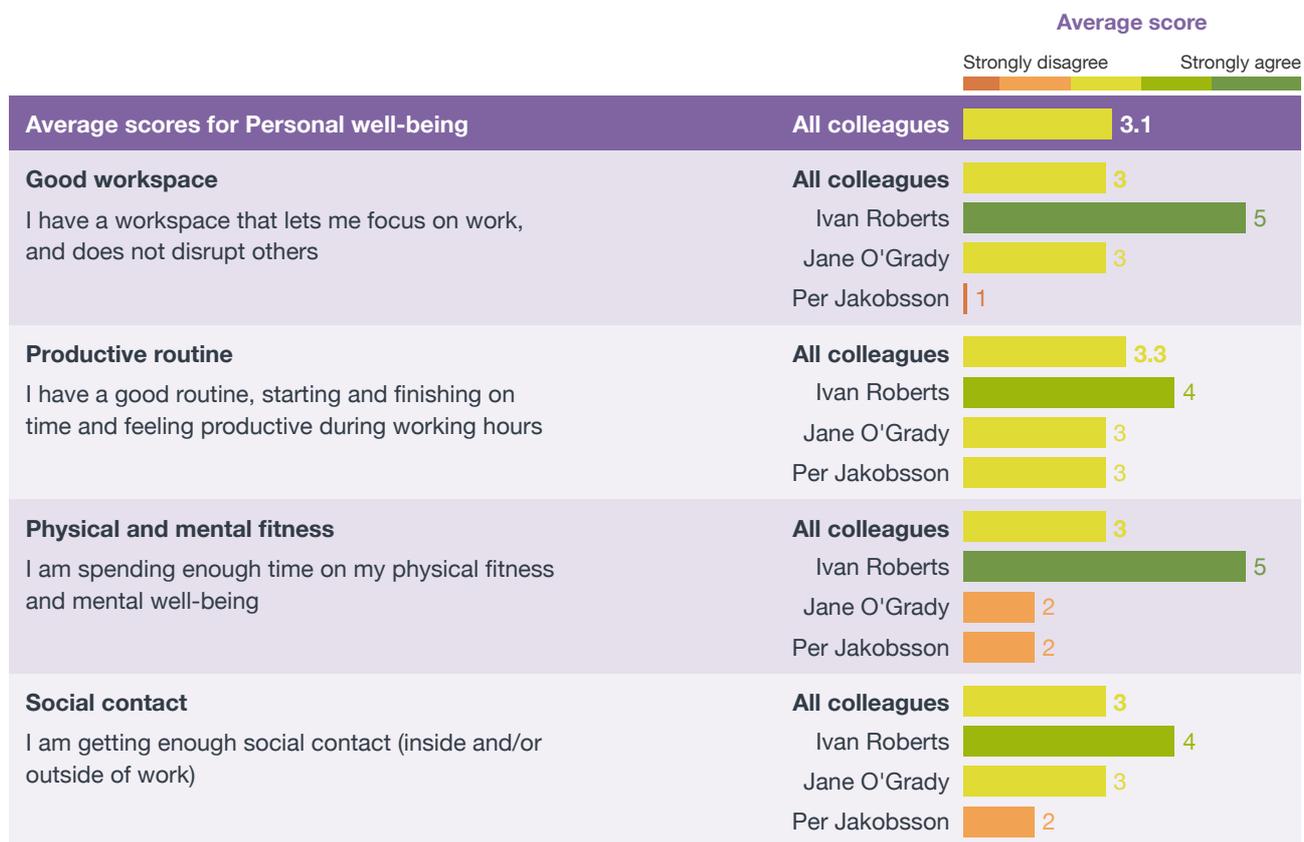
If the section included text-based questions, the answers to those questions are shown below.

What do the scores mean?

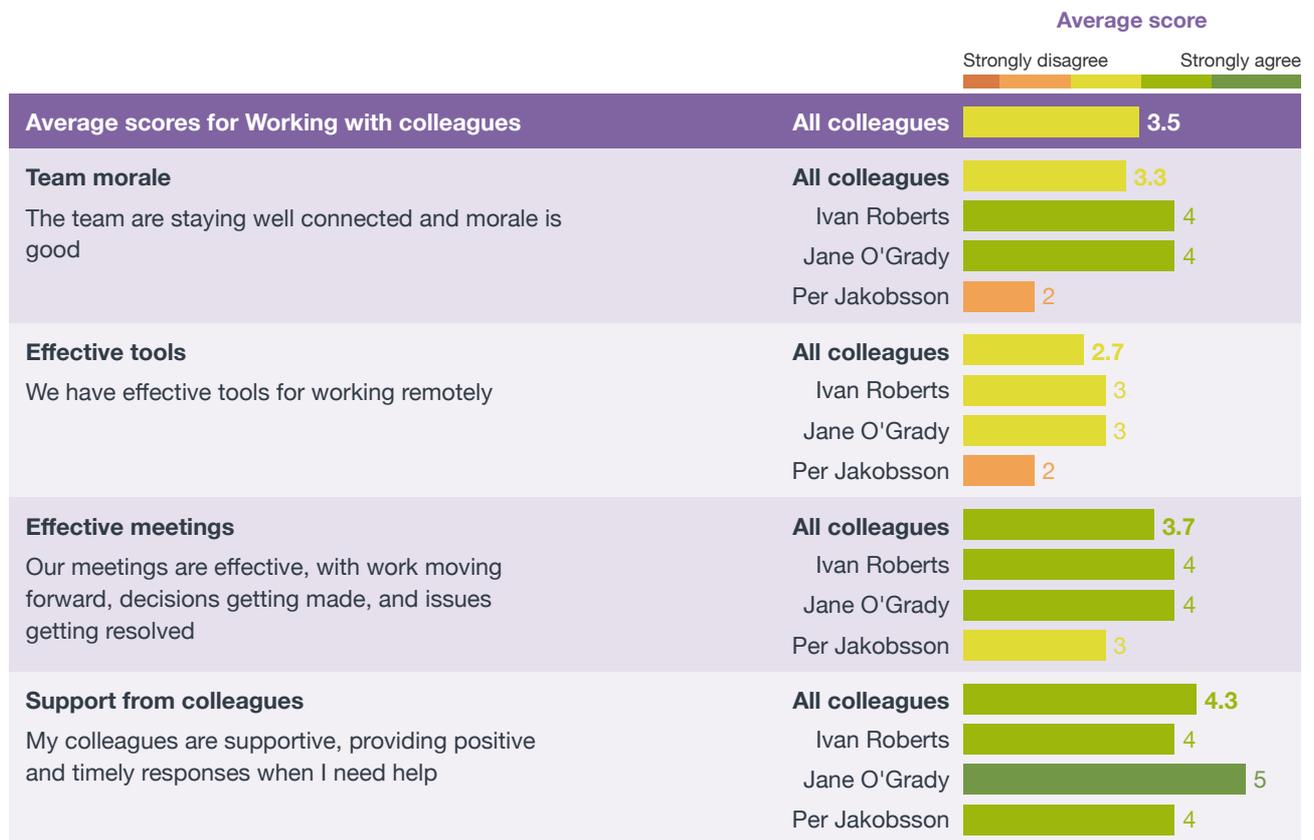
For each area, each person gave a score out of 5 using the scale below:



Personal well-being



Working with colleagues



Management and leadership



Appendix index

For each area that you were assessed against, the page on which you will find the detailed results is shown.

Area assessed	Section	Page
Clear direction	Management and leadership	8
Effective meetings	Working with colleagues	7
Effective tools	Working with colleagues	7
Good workspace	Personal well-being	6
Manager listening and empathy	Management and leadership	8
Manager support and feedback	Management and leadership	8
Motivation	Management and leadership	8
Physical and mental fitness	Personal well-being	6
Productive routine	Personal well-being	6
Social contact	Personal well-being	6
Support from colleagues	Working with colleagues	7
Team morale	Working with colleagues	7



This report was created using Spidergap -
the employee-friendly 360° Feedback tool

Need any help? Get in touch!

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