

Engagement Survey

EMILY WILLIAMS

DETAILED RESULTS

 = 65

 2019 - Results

Group MHR - Cardiff Marriott Hotel (CWLDT)

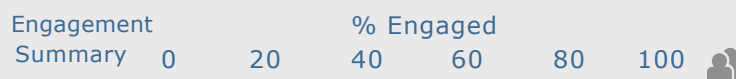
Additional Criteria

Job Status (Full Time or Part Time)

Full Time

Engagement Profiles

80%



Difference in % engaged vs.
Best Employer Europe

Engagement

MHR - Cardiff Marriott Hotel (CWL...

80

64

+3

Questions

Agree/Strongly Agree (5,6) Slightly Agree (4) Slightly Disagree (3) Strongly Disagree/Disagree (1,2)

Difference in % favorable vs.
Best Employer Europe

1. I would recommend this company to others seeking a job

MHR - Cardiff Marriott Hotel (CW...

91

5 3 64

+11

3. This company motivates me to contribute more than is normally required to complete my work

MHR - Cardiff Marriott Hotel (CW...

86

9 3 65

+14

14. This company inspires me to do my best work every day

MHR - Cardiff Marriott Hotel (CW...

85

11 3 65

+11

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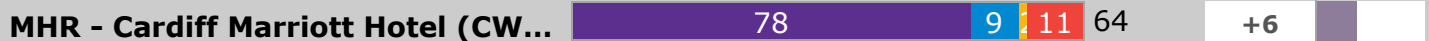
Engagement Profiles

80%

20. Given the opportunity, I tell others great things about working here



8. It would take a lot to get me to leave this company



2. I hardly ever think about leaving this company to work somewhere else



Driver Comparison

Drivers / Index / Items

Agree/Strongly Agree (5,6) Slightly Agree (4) Slightly Disagree (3) Strongly Disagree/Disagree (1,2)

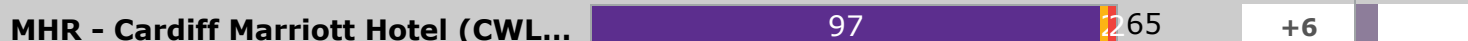


Difference in % favorable vs. Best Employer Europe

Teamwork



24. Employees provide equal service no matter the differences in customer race, gender, or background



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Driver Comparison

44./43. Employees at this location/Employees in this Business/Function work hard to give the best possible guest service

MHR - Cardiff Marriott Hotel (CWLDT) 97 2 65 --

5. My coworkers respect my thoughts and feelings

MHR - Cardiff Marriott Hotel (CWLDT) 97 2 64 +13

15. There is good teamwork between different teams at this location/in this Business/Function

MHR - Cardiff Marriott Hotel (CWLDT) 92 3 65 +27

Leadership Excellence

MHR - Cardiff Marriott Hotel (CWLDT) 90 6 3 65 +16

9. Senior management here/Senior leaders here values differences in age, gender and race or ethnicity

MHR - Cardiff Marriott Hotel (CWLDT) 95 3 65 +13

27. My immediate supervisor acts ethically and with integrity

MHR - Cardiff Marriott Hotel (CWLDT) 94 5 65 +14

23. The General Manager/Senior leaders within this Location/Business/Function provide great leadership

MHR - Cardiff Marriott Hotel (CWLDT) 94 3 64 +16

34. Senior management is/Senior leaders are visible and available to employees

MHR - Cardiff Marriott Hotel (CWLDT) 92 6 2 65 +16

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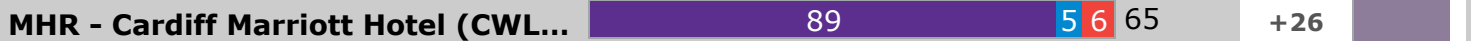


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Driver Comparison

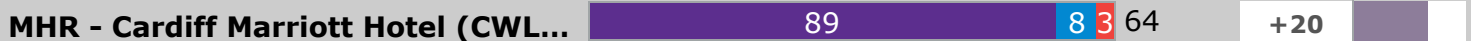
19. My immediate supervisor gives me recognition (beyond pay) for a job well done



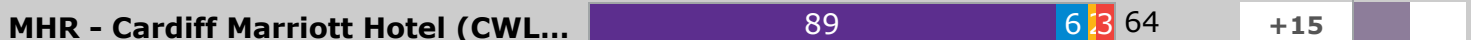
35. My immediate supervisor sets clear expectations and goals with me



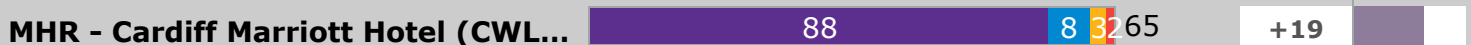
32. Senior management creates/Senior leaders create excitement about the company's future



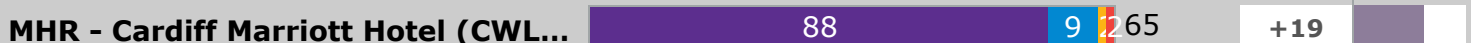
33. Senior management provides/Senior leaders provide clear direction for the company's future



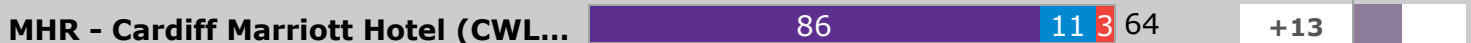
36. Senior management values/Senior leaders value employees as the most important part of the company



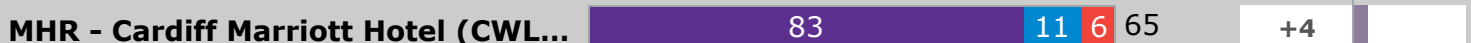
41. My immediate supervisor takes the lead to problem solve when others do not



7. Senior management is/Senior leaders are open and honest in communication



21. My immediate supervisor gives the support I need to succeed



Quality of Life at Work

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Group

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Driver Comparison

MHR - Cardiff Marriott Hotel (CWLDT) 89 6 23 65 +16

22. I have the supplies, tools, equipment and technology I need to do my job well

MHR - Cardiff Marriott Hotel (CWLDT) 94 33 65 +25

28. The flexibility in my workplace (For example: schedule requests are considered) meets my needs well

MHR - Cardiff Marriott Hotel (CWLDT) 94 52 64 +23

50./49. The overall design of my workplace location enables my performance (e.g., easy access to supplies and tools, appropriate space to do my work)

MHR - Cardiff Marriott Hotel (CWLDT) 91 8 2 64 --

25. The amount of work is spread fairly among employees

MHR - Cardiff Marriott Hotel (CWLDT) 83 8 3 6 65 +1

10. The balance between my work and personal life is right for me

MHR - Cardiff Marriott Hotel (CWLDT) 83 6 5 6 64 +13

Action Planning Index

MHR - Cardiff Marriott Hotel (CWLDT) 88 8 2 65 +15

18. The results of last year's Engagement Survey were explained to employees at this location/in this Business/Function

MHR - Cardiff Marriott Hotel (CWLDT) 91 5 3 2 65 +16

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Driver Comparison

11. Engagement Survey results are used throughout the year at this location/in this Business/Function to make improvements

MHR - Cardiff Marriott Hotel (CWLDT) 85 12 3 65 +15

Personal Growth

MHR - Cardiff Marriott Hotel (CWLDT) 86 7 3 65 +14

47./46. The way my performance is managed helps identify my strengths and development areas

MHR - Cardiff Marriott Hotel (CWLDT) 92 5 2 64 +24

51./50. The training that I have received has been useful and I have put it into practice

MHR - Cardiff Marriott Hotel (CWLDT) 91 5 3 64 --

17. Participation in learning and development (Examples: customer service training, technology training, leadership training) is strongly supported here

MHR - Cardiff Marriott Hotel (CWLDT) 86 5 6 3 64 +11

12. There are opportunities within the company for me to advance and take on more responsibility

MHR - Cardiff Marriott Hotel (CWLDT) 77 14 3 6 65 +4

Pay

MHR - Cardiff Marriott Hotel (CWLDT) 75 3 3 18 65 +21

13. I am paid fairly for the contributions I make to the company's success

MHR - Cardiff Marriott Hotel (CWLDT) 75 3 3 18 65 +21

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Driver Comparison

Breakthrough Leadership Training Index

MHR - Cardiff Marriott Hotel (CWLDT) *Below Minimum N* --

52./51. Wildly Important Goals (WIG) scoreboards are reviewed on a weekly basis

MHR - Cardiff Marriott Hotel (CWLDT) *Below Minimum N* --

53./52. Leaders at this location demonstrate a commitment to achieving the location's Wildly Important Goals (WIGs)

MHR - Cardiff Marriott Hotel (CWLDT) *Below Minimum N* --

Stand Alone and Business Unit Specific Items

Drivers / Items

Agree/Strongly Agree (5,6) Slightly Agree (4) Slightly Disagree (3) Strongly Disagree/Disagree (1,2) 

Difference in % favorable vs.
Best Employer Europe

Stand Alone Items

40. My work location/business/function is accepting of diverse backgrounds and different ways of thinking

MHR - Cardiff Marriott Hotel (CWLDT) 97 3 65 +18

42. This company has a very good reputation in the local area

MHR - Cardiff Marriott Hotel (CWLDT) 95 3 64 +12

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2019 - Results

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Stand Alone and Business Unit Specific Items

45./44. Employees at this location/Employees in this Business/Function work to keep our company culture strong

MHR - Cardiff Marriott Hotel (CWLDT) 94 52 65 --

26. The company responds well to the changing needs of our guests/customers

MHR - Cardiff Marriott Hotel (CWLDT) 92 8 64 +6

29. We make good business decisions in a timely manner

MHR - Cardiff Marriott Hotel (CWLDT) 92 33 64 --

30. The respect and well-being of all people comes first at this company

MHR - Cardiff Marriott Hotel (CWLDT) 91 55 65 +14

4. I am proud of the Company's commitment to operate sustainably (Examples: reducing our waste, water, and energy usage) in the communities where we do business

MHR - Cardiff Marriott Hotel (CWLDT) 91 82 65 +9

43. Senior management communicates the unique values of my location's brand

MHR - Cardiff Marriott Hotel (CWLDT) 91 62 65 --

39. I am proud to work for this company

MHR - Cardiff Marriott Hotel (CWLDT) 91 9 64 +6

49./48. I am proud of the Company's commitment to making a positive and sustainable social impact (e.g., volunteerism, advancing human rights) in the communities where we do business

MHR - Cardiff Marriott Hotel (CWLDT) 91 82 64 --

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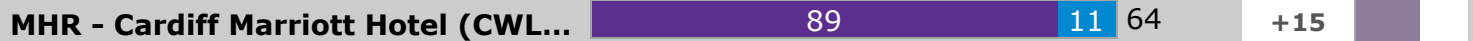
2019 - Results

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Stand Alone and Business Unit Specific Items

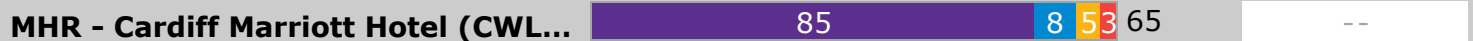
16. The company's mission is meaningful to me



46./45. I am encouraged to find creative ways to improve my location's/Business/Function's performance



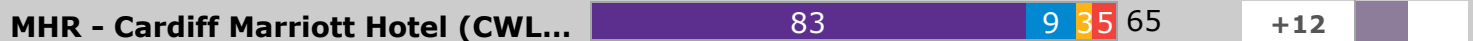
48./47. My overall sense of wellbeing (Examples: physical and emotional health) is positive



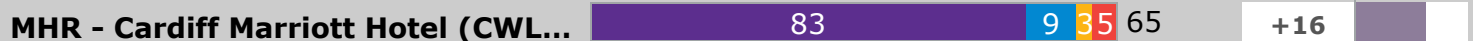
37. The company retains the right employees to achieve business goals



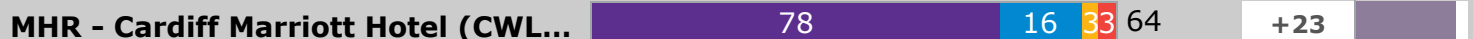
38. The company delivers on the promises it makes to its employees



6. The company attracts the right employees to achieve business goals



31. The company is quick to invest in new ideas that will contribute to the company's future success



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Participation Rate

100% 2019 - Results

