

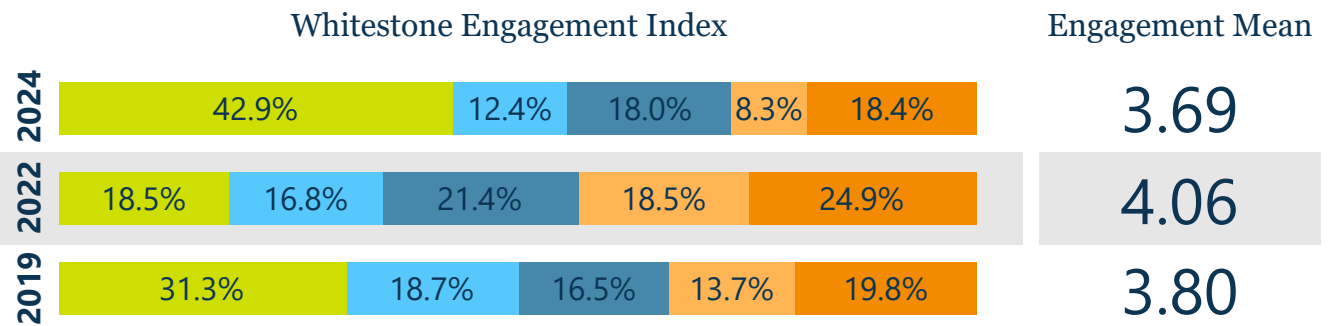
Life Care Services: Whitestone Employee Engagement Report

How We Measure Engagement

The **Orange Zone** is full of **Catalysts** and **Advocates** who are highly engaged and radically committed to organizational success. Beyond personal fulfillment, these individuals are highly engaged and invested in the overall success of the organization. The **Blue Zone** includes **Endorsers and Contributors** – they show up, they do their job, and the majority of them are satisfactory employees. But would they truly sacrifice for your community? Probably not today, but after implementing some basic strategies, many of these employees can advance into the **Orange Zone**, which is the optimal landing place, maximizing organizational value. The **Green Zone** consists of active or passive **Resistors** who are the most disengaged. They are sometimes experienced as the whiners, naysayers, and possibly even detrimental, threatening the culture and the progress of your organization.

Employee Engagement Results

The Overall Engagement Score is the mean of all engagement factors across all employees. The bar charts below show the result of your organization's Engagement Factors, indicating the percentage of your employees represented in each category. At Whitestone, 26.7% of employees are considered Catalysts and Advocates. If no number is displayed, category contains fewer than 4.0% of respondents.



Survey Methods:

Whitestone employees completed online surveys between October 21 and November 11, 2024. 267 of 260 employees completed a survey, yielding a response rate of 102.7%. Holleran's Employee Benchmark response rate is 60.4%.

Key Drivers

Factors that are Key Drivers show a strong relationship with the Overall Satisfaction factor and may play a role in driving satisfaction at your community. In other words, as your Key Driver factors increase/decrease, so does Overall Satisfaction.

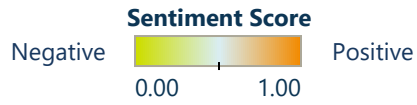
Community Cares for Staff
Living Up to Mission and Goals
Trust Leadership
Will Work Here in Three Years
Physical Safety is Protected
My Opinions Count
Feel Good About Work
Opportunity to Learn and Grow
Workload Distributed Fairly
Producing Meaningful Results

Highest Scoring Factors

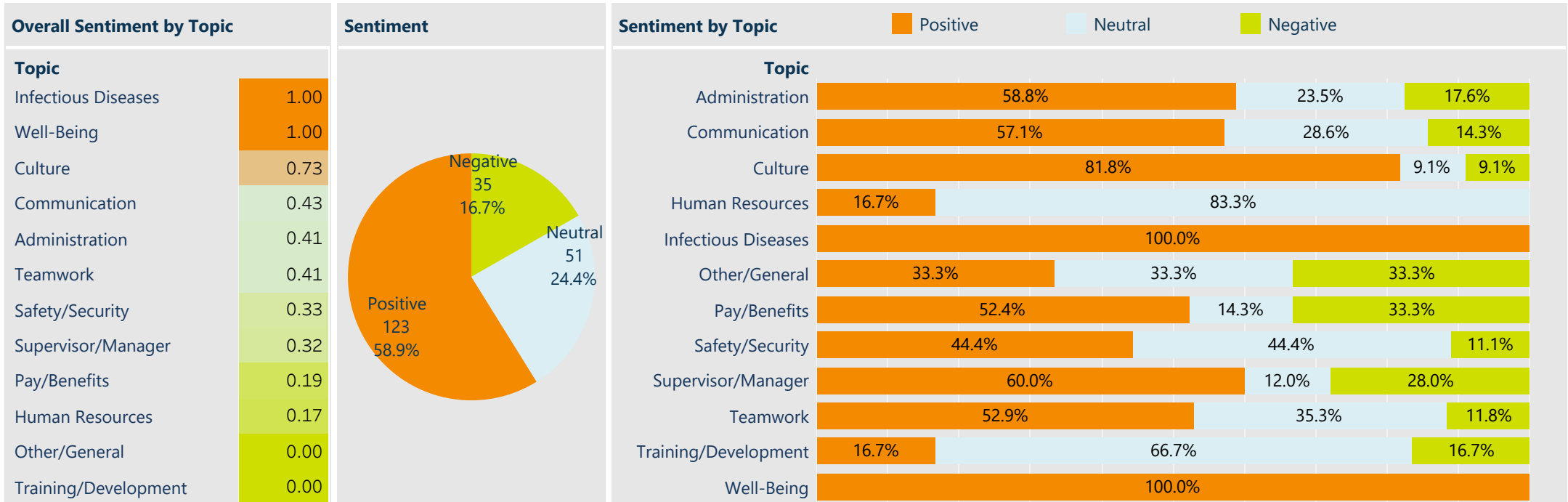
Know What is Expected	4.23
Feel Good About Work	4.11
I Have Respect for My Supervisor	4.07

Lowest Scoring Factors

Good Communication	2.97
Paid a Competitive Wage	3.05
Workload Distributed Fairly	3.07



Whitestone Sentiment Analysis



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