

Introduction to Staff Satisfaction Report (June 2023)

The following document is the outcome of our 2023 Staff Satisfaction survey, completed in June 2023. This report was written for review by the MII team, MII board, and the general public. For this survey, we used the Gallup's Employee Engagement survey.

MII aims to conduct twice annual team satisfaction surveys with 80% or higher staff satisfaction. This survey was completely anonymous and at no point were the respondents identified for any purpose. This was made aware to the team prior to completing the survey.

While MII is pleased to publicly release this report, we do not wish to do so at the risk of our team members' honesty in any future surveys or reviews. MII team members have all consented to the release of this version of our Staff Satisfaction Report (2023). MII will continue to separate its reviews into public and internal so as not to jeopardize the honesty of the feedback our team provides. MII strives to be as transparent as possible, with the understanding that our team's comfort and willingness to provide truthful opinions is paramount to our organization.

We would like to take this opportunity to thank the MII team for their time and thoughtful reflection on their time at our organization.

Should you have any questions or concerns about this content, please contact MII's COO, Cortney Busch, at cortney@materialinnovation.org.

1. On a five-point scale, where 5 means extremely satisfied and 1 means extremely dissatisfied, how satisfied are you with MII as a place to work?

Answers:

- Combined mean of 4.25
- Percentage of combined mean of 85.08%

2. I know what is expected of me at work.

Answers

- Combined mean of 4.62
- Percentage of combined mean of 92.48%

3. I have the materials and equipment I need to do my work right.

Answers

- Combined mean of 4.5
- Percentage of combined mean of 89.98%

4. At work, I have the opportunity to do what I do best every day.

Answers

- Combined mean of 4.25
- Percentage of combined mean of 85.08%

5. In the last seven days, I have received recognition or praise for doing good work.

Answers

- Combined mean of 4.38
- Percentage of combined mean of 87.53%

6. My manager, or someone at work, seems to care about me as a person.

Answers

- Combined mean of 4.62
- Percentage of combined mean of 92.48%

7. There is someone at work who encourages my development.

Answers

- Combined mean of 4.15
- Percentage of combined mean of 82.98%

8. At work, my opinions seem to count.

Answers

- Combined mean of 4.5
- Percentage of combined mean of 90.03%

9. The mission or purpose of my organization makes me feel my job is important.

Answers

- Combined mean of 4.75
- Percentage of combined mean of 94.93%

10. My coworkers are committed to doing quality work.

Answers

- Combined mean of 4.88
- Percentage of combined mean of 97.5%

11. I have a best friend at work.

Answers

- Combined mean of 2.41
- Percentage of combined mean of 48.28%

12. In the last six months, someone at work has talked to me about my progress.

Answers

- Combined mean of 4.38
- Percentage of combined mean of 87.58%

13. This last year, I have had opportunities at work to learn and grow.

Answers

- Combined mean of 4.44
- Percentage of combined mean of 88.75%

**TOTAL (out of 65 possible points): 56.13
86.36%**

Compared to October 2022 survey:

- How satisfied are you with your job? 80.9%
- I plan on staying at MII for the foreseeable future. 90.9%