

The Engagement Insight Tool

Ireland's first validated and benchmarked
engagement tool for the not for profit
and semi state sector.



The Engagement Insight Tool

Introducing a new validated staff engagement assessment for not for profit, semi state and statutory services. This evidence based tool helps you to:

- ➔ Measure levels of staff engagement, as well as the factors that drive engagement.
- ➔ Benchmark your organisation's data against peers in the sector.
- ➔ Understand how changes, such as remote working, are impacting on culture and engagement.
- ➔ Facilitate evidence-informed discussions among staff and management on your organisation's culture and the things you need to focus on to improve.

The engagement insight tool is part of an initiative to help the not for profit sector improve staff engagement and service user experience, developed for the sector by the sector. The initiative will also involve peer mentoring, information sessions and research into the strategies and factors that are most effective in creating positive cultures and staff engagement in the not for profit sector.

Our most important resource is people.
This tool helps us care for our staff
and maxmise our impact.



How it works

The assessment is easy to administer and use - see the steps below.

- 1** We send you an email with an anonymous online form to share with your staff.
- 2** Staff complete this form online. It takes approx 5 mins.
- 3** Within two weeks of survey completion we send you a detailed, tailored report for your organisation, which uses graphs and charts to show your strengths and the areas where improvement efforts should be targeted.

All data is managed confidentially and is only available to your organisation.

[CLICK HERE](#)

To download an example of the whole organisation report

01



Whole Organisation Current Year & Benchmark

This 25 page report shows data for one year and contrasts your results with the sector benchmark.

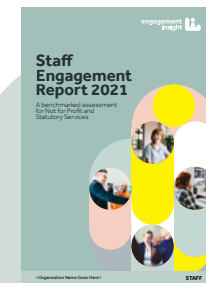
02



Whole Organisation Current Year & Previous Year

This report shows your whole organisation results year on year to show how you are improving.

03



Team Report Current Year & Whole Org

Reports can be produced at individual team / department level and contrasted with your whole organisation scores.

Employee Engagement and Why We Need to Benchmark?

Employee engagement describes the positive and fulfilling psychological state where employees feel immersed, absorbed or focused in their work. Engaged staff are strongly connected and committed to their role and the organisation's overall mission. Being engaged makes staff happier, and while this is in of itself an important goal, the research is clear that this is also one of the most effective ways to increase the impact of the organisation's work.

Organisations with engaged staff decrease turnover and absenteeism, as well as increase productivity. Research also shows there is also a positive impact on outcomes for service users. There are few reasons not to focus on increasing staff engagement.

This tool measures and provides an evidence base for staff engagement levels. It also shows how you are doing on 25 engagement drivers – these are the factors that help create a work environment with high staff engagement.

The data from this tool tells an important story. It allows comparison between scores in one area compared to another, for example, is the organisation scoring higher in 'team relationships' or 'management relationships'? The sectoral benchmark tells you how well you compare to peer organisations in the sector. Benchmarking helps to set a standard for employee engagement from the ground-up. Together this data helps you to understand your strengths as well as prioritise the areas you want to improve.



**If you measure it,
you can change it.**

Why Engagement Matters

If you measure it, you can change it. Management teams often know something needs to change, or that staff could be better engaged, but are not always sure what to change or where to start. Engagement Insight helps you have an evidence-informed discussion on what is working, what needs to change, and how to prioritise change efforts at team and whole organisation levels.

If used once every 1 - 2 years this tool can help improve staff engagement in an ongoing way. Research shows this can increase staff satisfaction, reduce staff turnover, reduce incidents, improve productivity and help create better experiences and outcomes in the communities we serve.

[CLICK HERE](#)

**To read the white paper on
staff engagement and why it matters**

Pricing | Report 1



Whole Organisation Current Year & Benchmark

This foundation report contains your organisation's engagement data and compares your results to the latest sector benchmark. It also contains an introduction to what engagement is, why it matters and some short guidance on how to use the tool to improve engagement.

No of employees	Price (inclusive of VAT)
1 – 10	€950
11 – 30	€1,150
31 – 100	€1,400
101 – 300	€1,750
301 – 500	€2,800
501 – 1000	€3,500
1001 – 1500	€4,200
1501 – 2000	€5,000
2001 – 2500	€5,800
2501 – 3000	€6,600
3001 – 3500	€7,400
3501 – 4000	€8,200

[CLICK HERE](#)

To download an example of the whole organisation report

Pricing | Report 2



Whole Organisation Current Year & Previous Year

The second and subsequent times your organisation completes the engagement tool you can request a report which illustrates the changes in your organisational engagement between the last and current versions.

This shows, through graphs and charts, where you have improved and any areas that have decreased. If you sign up to do the engagement tool every year, this report is free.

No of employees	If you sign up to the report every 12 months this report is	Non-consecutive years
1 – 10	Free	+ €250 per report/ year
11 – 30	Free	+ €300 per report/ year
31 – 100	Free	+ €350 per report/ year
101 – 300	Free	+ €400 per report/ year
301 – 1000	Free	+ €450 per report/ year
1001 – 2000	Free	+ €600 per report/ year
2001 – 3000	Free	+ €800 per report/ year
3001 – 4000+	Free	+ €1,000 per report/ year

Pricing | Report 3



Team Report

Current Year & Whole Org

If your organisation has a number of teams, sites, departments or divisions, you may want to get a report at this level. These reports show how the team or department scores compare to the overall organisation's score.

These reports can help teams set their own priorities for the areas of their culture they want to work on.

Number of teams	Price per team report
2 to 3 teams	+ €175 per team
4 to 7 teams	+ €150 per team
8 to 14 teams	+ €125 per team
15+ teams	+ 100 per team

How to sign up

If you're interested please contact engagement@qualitymatters.ie

If you would like to better understand the terms and conditions and any information in relation to the management of your data please download the service contract on www.qualitymatters.ie/services/engagement/

If you have additional questions call



Caroline
087 1357 819



Phil
086 060 9959



Quality Matters is a charity and social enterprise that exists to support social and human services maximise their impact. Founded in 2012, the organisation has worked with hundreds of charities and state agencies across Ireland and Europe to help them to develop and implement evidence based responses, develop staff capacity and measure their impact.



Stronger Charities.
Stronger Communities.

This initiative is supported by the Wheel and Members receive a 10% discount on all costs.