

## Climate Survey



## A strategy for measuring employee engagement

*In the business climate South African companies operate in, personal motivation is a key ingredient for performance. As much as it can be argued that it is not the job of leadership to motivate team members and that everyone should self-motivate, this is flawed in daily reality.*

### Maintaining a motivated team

There is so much happening in the world around us that can have a negative impact on personal motivation, that leaders that aim to influence motivation are more in touch with reality. An MD we once worked with had this to say about motivating people:

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*“As much as it is not my job to motivate people, it is my job not to demotivate them.”*

We see this statement as a second reason to concentrate on maintaining a motivated team. Sometimes we neglect to do the things that people find important:

- They like to be recognized.
- They want clarity.
- They look forward to new challenges.
- They feel comfortable when there is a personal growth plan in place.
- They are happy when they feel included.

Leaders that struggle with trusting others, fear letting go, are scared to share knowledge and are simply too busy to notice the input from others, diminish rather than maintain motivation.

The level of **personal responsibility** and contribution a team member makes is often directly proportional to the level of morale and motivation the team member experiences as a member of this team or organisation.

**Personal contribution** is also directly linked to the confidence a team member has in their ability to perform their function through having the necessary skill levels.

**People work for people.** Leadership is at its lowest levels when it is just position or task related. It moves to higher levels of efficiency and effectiveness when you start building relationships with people and encouraging them to develop their potential. This ability to influence people positively, once measured and tracked, ensures that it receives the necessary daily attention.

**Motivation, morale, passion, desire, willingness, drive, enthusiasm - call it what you want. When people lack it, it is like a vehicle without fuel, a battery without charge and a day without sunlight.**

**When organisations link the need to get the job done with the fact that people are integral to getting the job done, then the correct mix of task and people focus is appreciated.**

We see many barriers preventing or holding people and organisations back from exceptional success. In certain cases people know what should be done but just don't want to do it. Any lack of desire should be identified and addressed.



## Climate Survey - A strategy for measuring employee engagement

*The Ripple Climate Survey is concerned with improvement—providing you with the key information you need to be successful.*

Our Climate Survey puts the lights on the level of motivation within a team of people. This information creates an important awareness that, when addressed correctly, can be a much needed catalyst for ongoing growth and sustainability.

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*Companies are encouraged to repeat the Climate Survey process at regular intervals, in order to track the impact the leadership is having in the continual improvement of the morale and confidence levels of their team members.*

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### Benefits of using our Climate Survey

**Anonymous:** Employees can rest assured that their anonymity will be maintained which in turn assures honest answers.

**Independent:** An objective report or a subjective opinion on the current levels of motivation is assured.

**We drive the process:** We follow up should we not get replies. If we have questions we engage with the person and then we compile a comprehensive report.

**We offer further interventions where we will work with you to improve behaviour:** After assessing employee attitudes and identifying their root causes the possibility exists for us to work with your organization to improve any current lack of motivation or negative behaviour.



#### Ask yourself these questions:

- If I lack the desire to do something do I do it and do I do it well?
- Do I tolerate people that detract from my well-being?
- Would I tolerate working in an environment that I do not enjoy?
- In all my busyness, have I possibly lost track of my own people and how they feel working here?

### Logistical information

- The survey includes a series of questions designed to assess overall employee satisfaction as well as leadership and management practices that contribute to the performance of the company in general.
- The company will select the employees that need to complete the survey and we obtain the relevant email addresses for the target audience.
- Employees that are selected to participate will receive guidelines from us on how to complete the online survey.
- Survey responses will be submitted directly to us.
- We will analyse the responses and will compile a comprehensive report which will be shared with management.

### Climate Survey fees

**R 4 200.00** (excl. VAT) per group (for a maximum number of 50 employees).

#### Programme fee includes:

- Independent survey.
- Facilitation of the process.
- Detailed reporting.

#### Programme fee excludes:

- Vat

### Registration and enquiries

For more information on The Ripple Effect, please look at our website [www.therippleeffect.co.za](http://www.therippleeffect.co.za) or email [info@therippleeffect.co.za](mailto:info@therippleeffect.co.za). For enquiries or bookings please contact Caroline on 082 654 7214 or email: [carolineg@therippleeffect.co.za](mailto:carolineg@therippleeffect.co.za).