

The People Pulse Survey De-brief

8th September 2021

Q4 2020



Number of responses

99



Number of agencies responded

21

Q1 2021



Number of responses

224



Number of agencies responded

35

Q2 2021



Number of responses

323



Number of agencies responded

46

Q3 2021



Number of responses

203



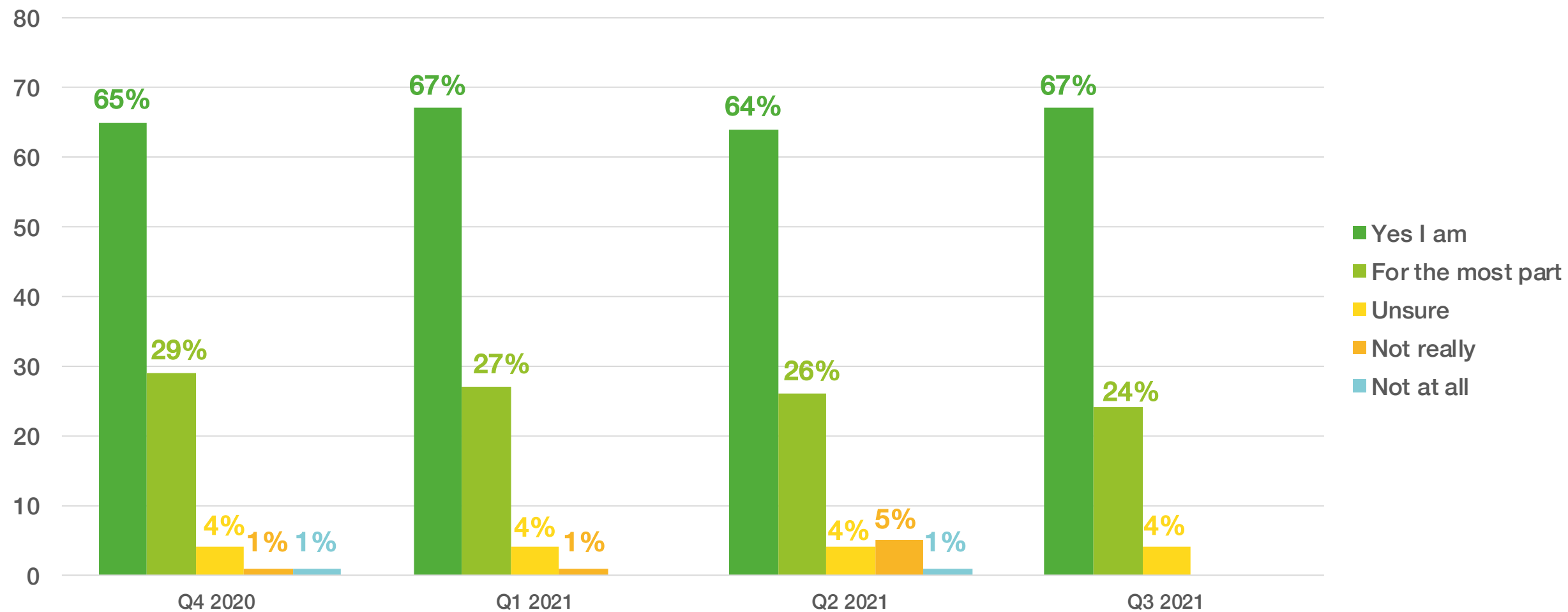
Number of agencies responded

48

Number of agencies with more than 6 responses: 15

Pride

Do you feel proud to work at your agency?

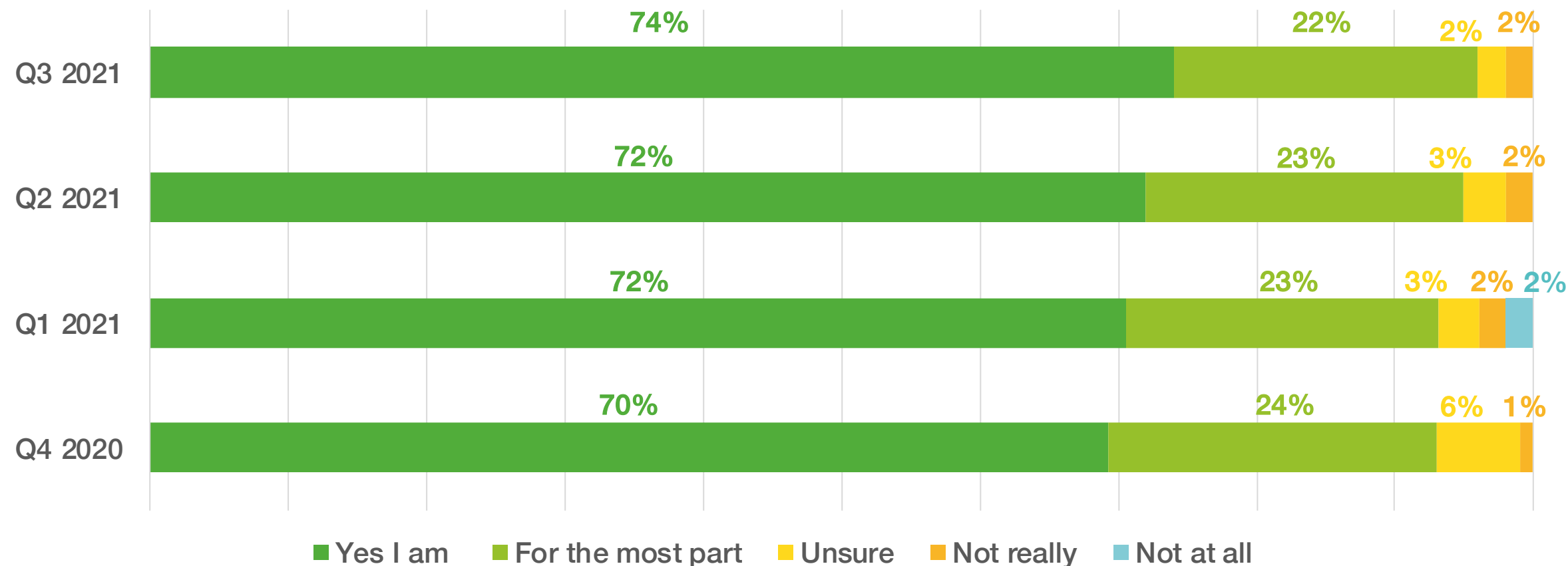


"We produce excellent work for our clients and we have a wonderful team culture which I feel very proud to be a part of."

"I don't think we do enough to improve the name of the agency by being more proactive, doing work that isn't billed e.g. charity and other initiatives."

Respect

Are you encouraged to voice your opinions and ideas?

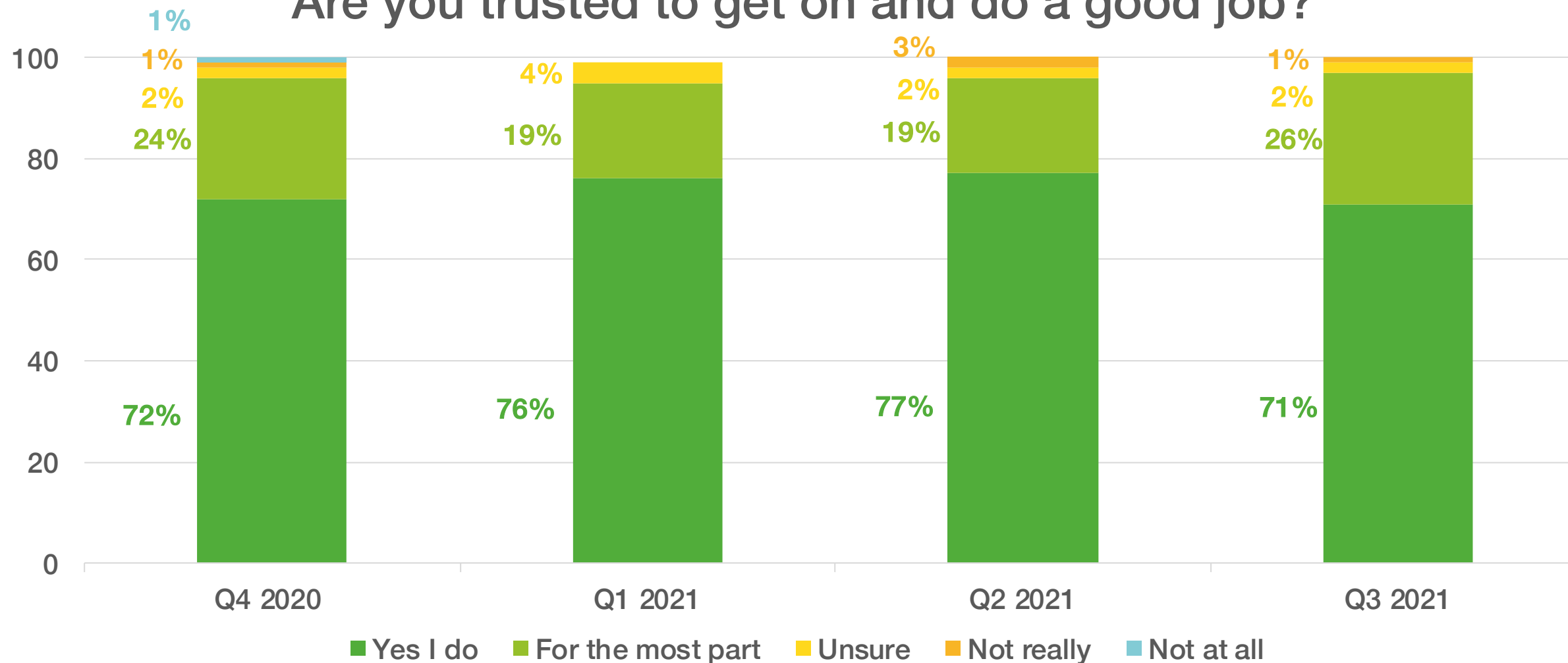


"We are encouraged to speak up be bold"

"Yes, however I think there are still challenges in a male dominated senior leadership team where opportunities and preference are automatically given to men over women."

Trust

Are you trusted to get on and do a good job?

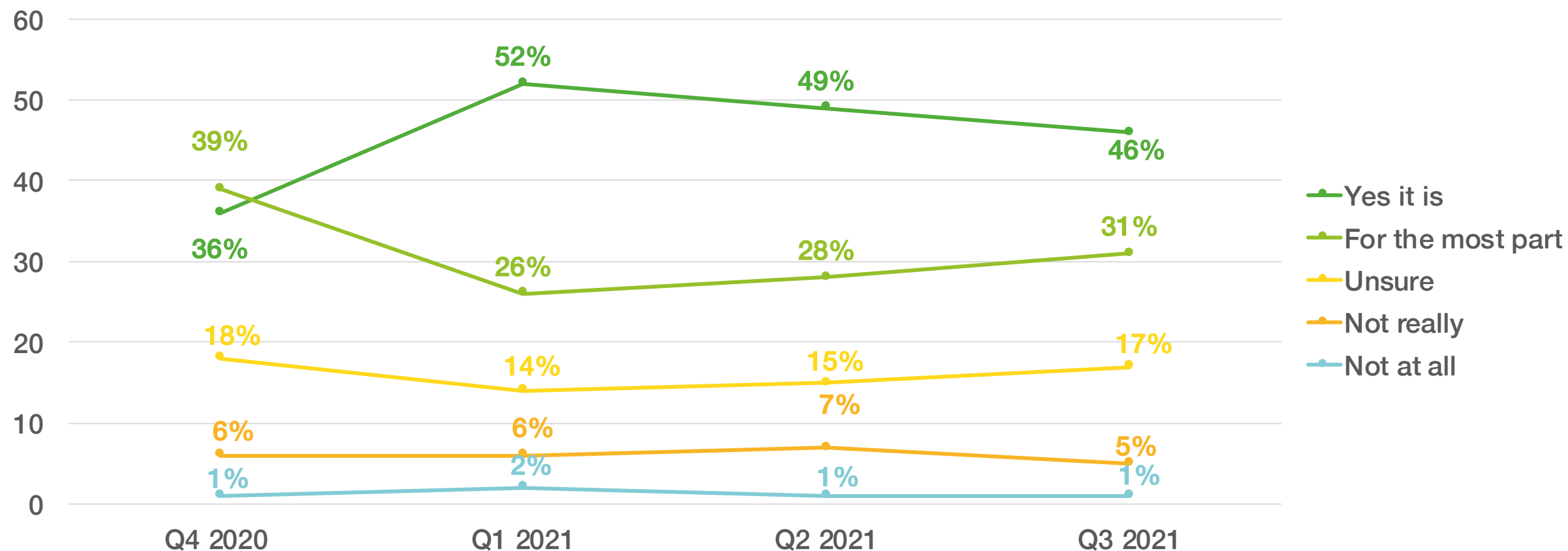


"I have complete autonomy and it inspires me to do the best job I can. I also know I have the full support of the team."

"There are particular, more senior team members, who don't always appear to trust that you can do what you are employed to do - which can be frustrating and demoralising."

Diversity & Inclusion

Is your agency taking positive steps to improve diversity and inclusion?

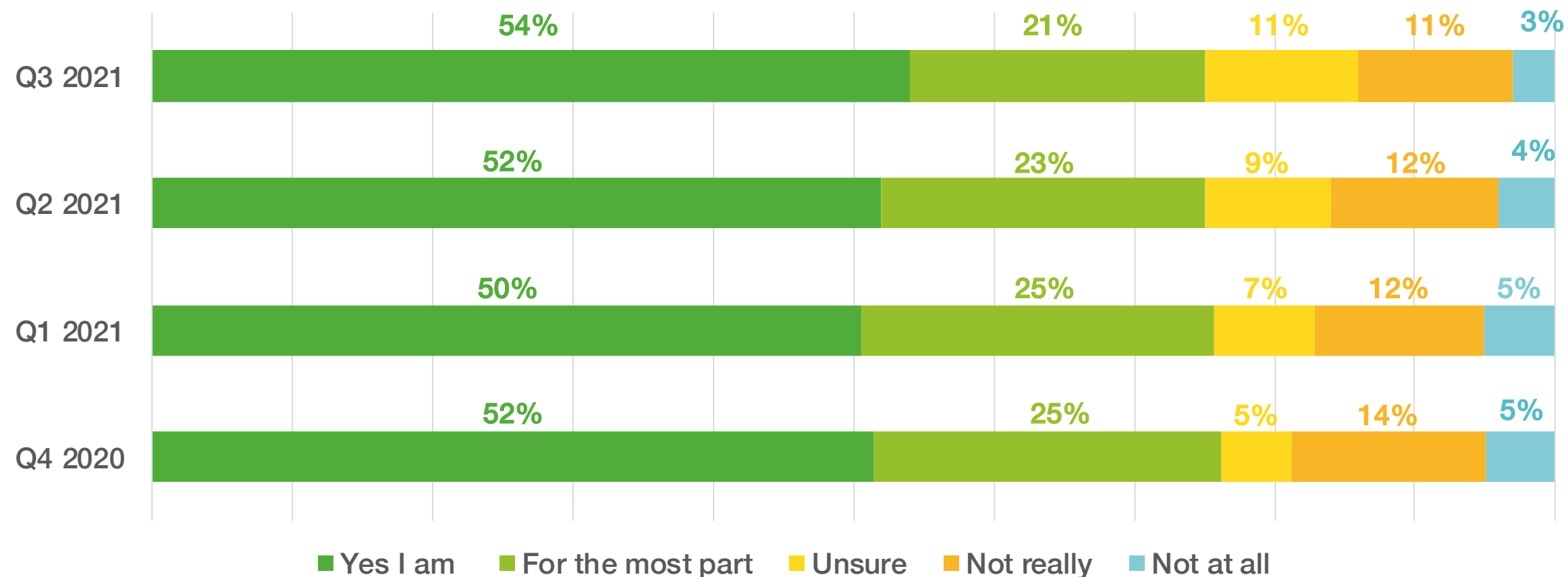


"We currently have a good track record but good is not good enough for us. We are consistently striving to do more and be more inclusive."

"No move towards sustainability, diversity or inclusion policies."

Learning & Development

Are you offered training and development to further yourself professionally?

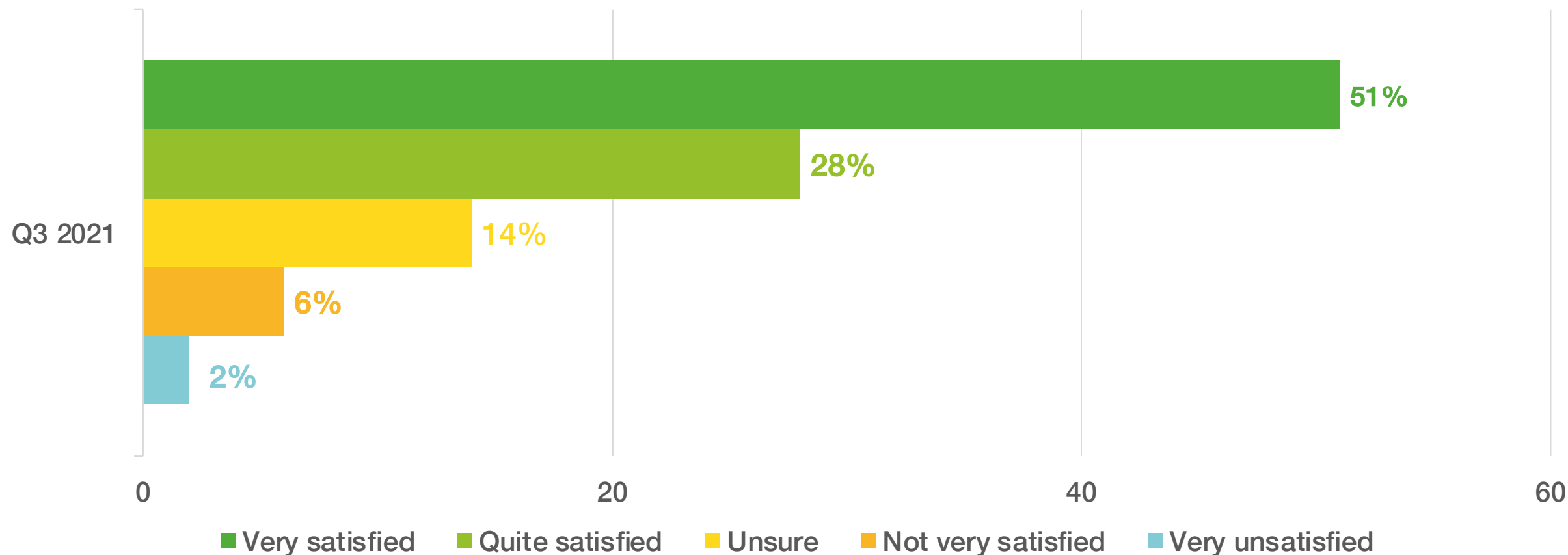


We have just launched a 12 month training program for the leadership team and all employees

"Training has been embargoed and before that I have been struggling to get any training whatsoever - anything I have done has been at my own instigation."

Returning to the office

How satisfied are you with your agency's "return to work" plan?*

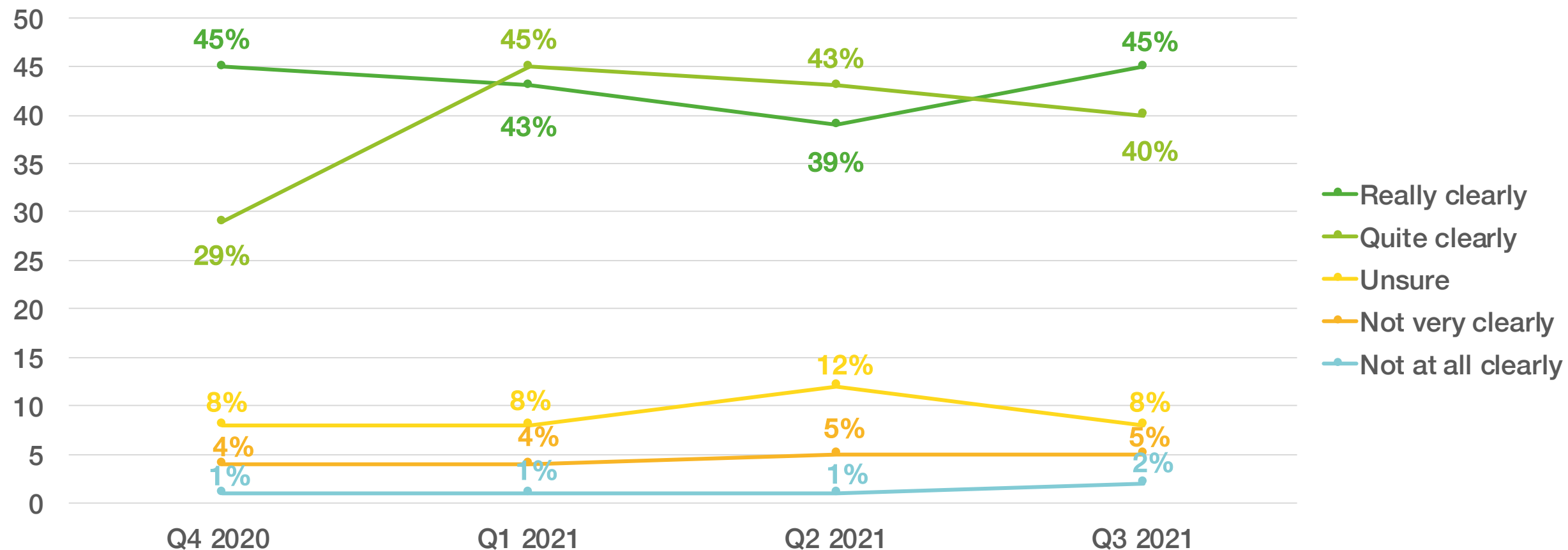


"We have not been forced into the office. It is encouraged to try and go in regularly e.g. once a week to catch up with the team, but there is no pressure on us to do this."

"Not 100% sure of the final plan at present but I am sure it will be communicated in due course."

Leadership & communication

How clearly has the leadership team communicated where the agency is going?

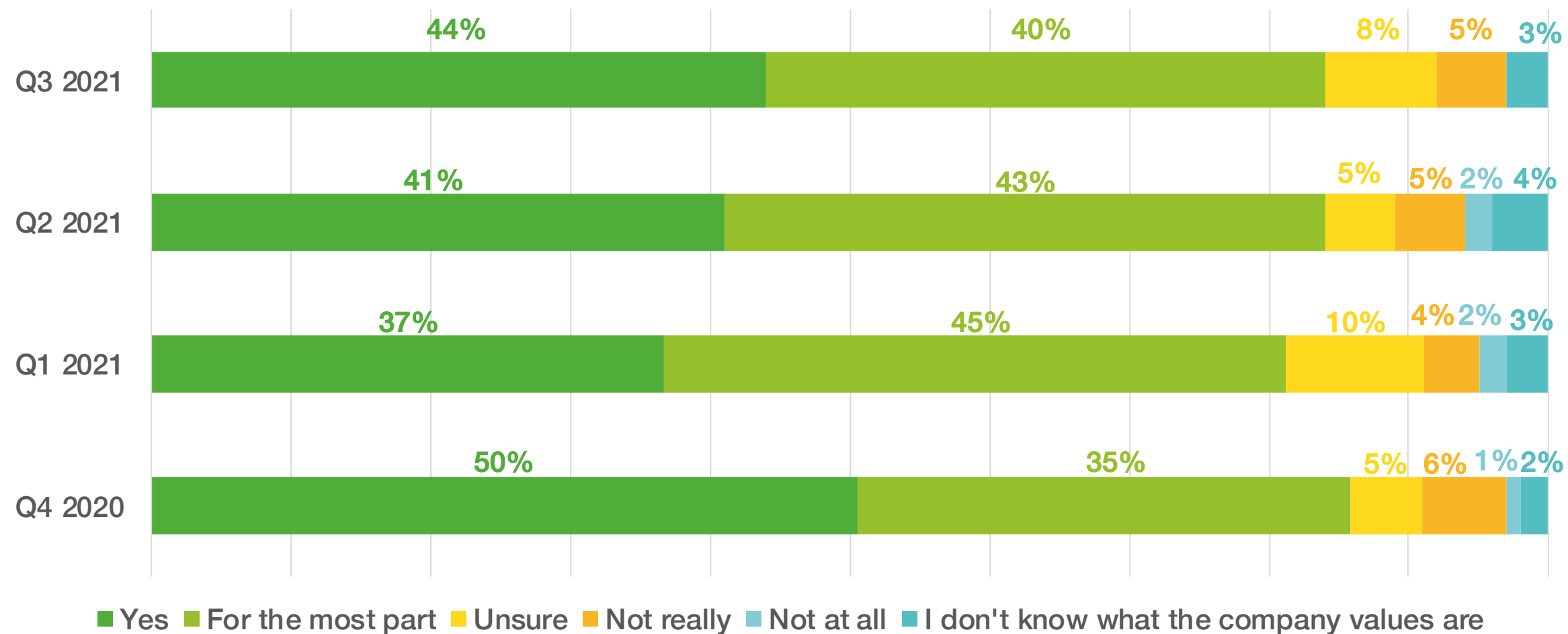


"All company meetings are frequent to give clear direction from our senior leadership."

"We need to work more on this. We communicate it but it is not broken down into achievable chunks."

Values

Does the company live its values?

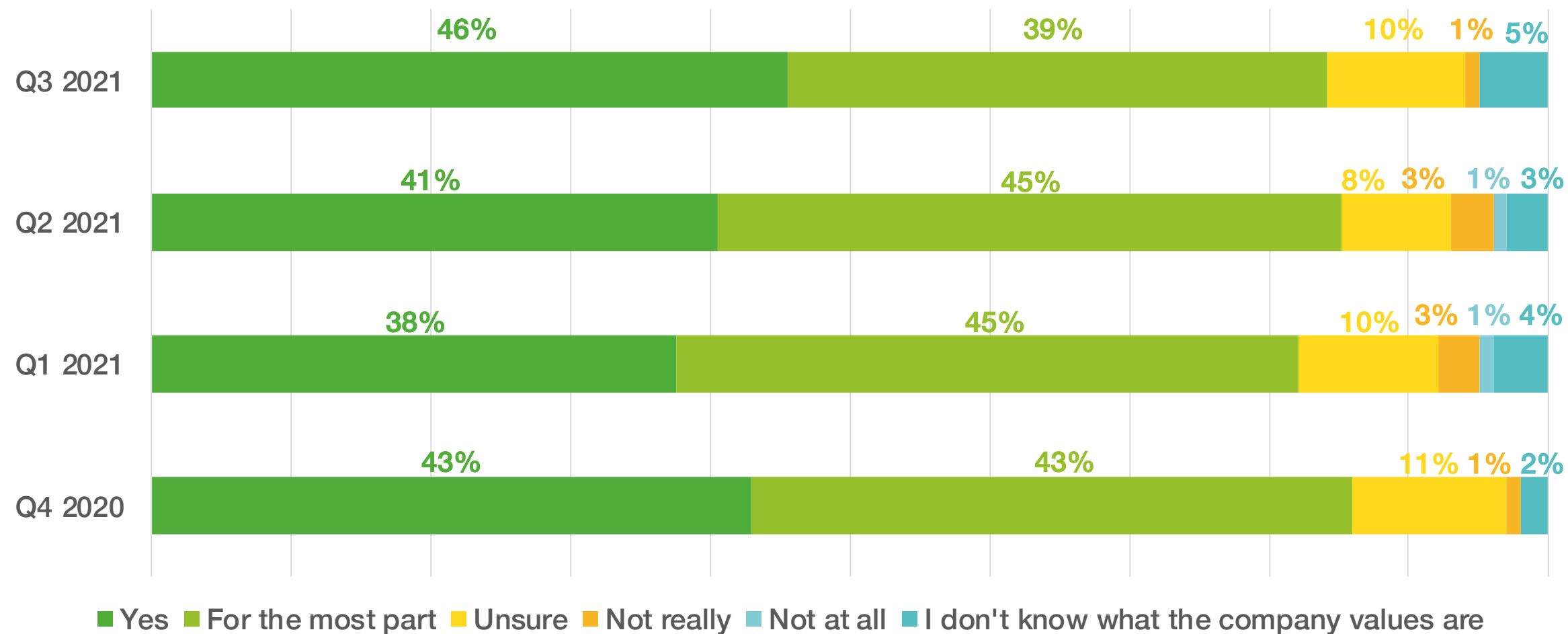


"We are encouraged to speak up be bold"

"I feel like we could hold each other to this more, challenging and questioning where appropriate."

Values

Do you live the company values?

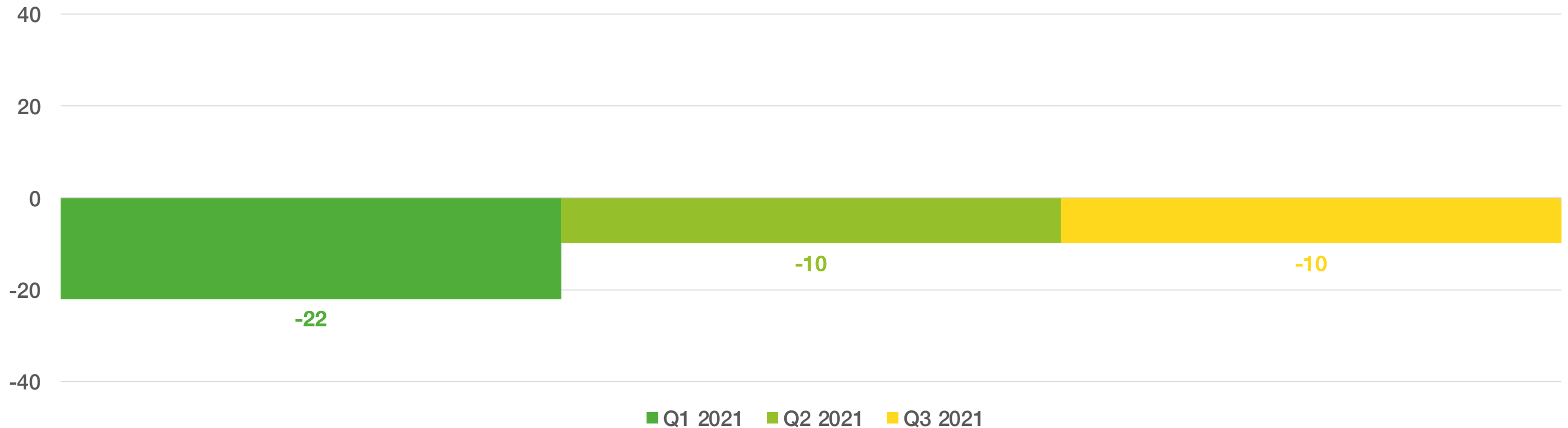


"Yes, I feel like I align with the company well."

"Certainly when outward facing. But privately, I could definitely be more consistent."

Mental health score

On a scale of 1-10, where 1 is poor and 10 is excellent, how would you rate your mental health and wellbeing at the moment?



Thank you