

The People Pulse Survey De-brief

2nd December 2021

Q1 2021



Number of responses

224



Number of agencies responded

35

Number of agencies with more than 6 responses: 13

Q2 2021



Number of responses

323



Number of agencies responded

46

Number of agencies with more than 6 responses: 21

Q3 2021



Number of responses

203



Number of agencies responded

48

Number of agencies with more than 6 responses: 15

Q4 2021



Number of responses

439



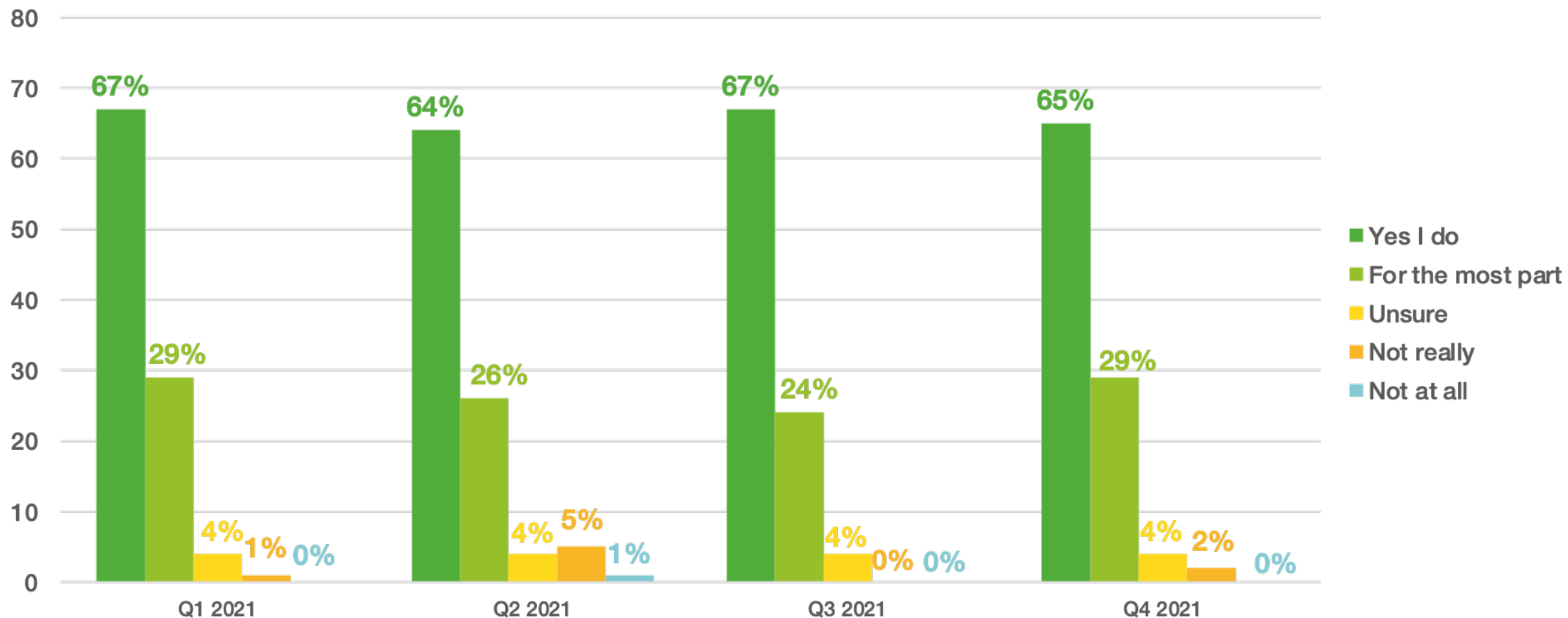
Number of agencies responded

66

Number of agencies with more than 6 responses: 25

Pride

Do you feel proud to work at your agency?

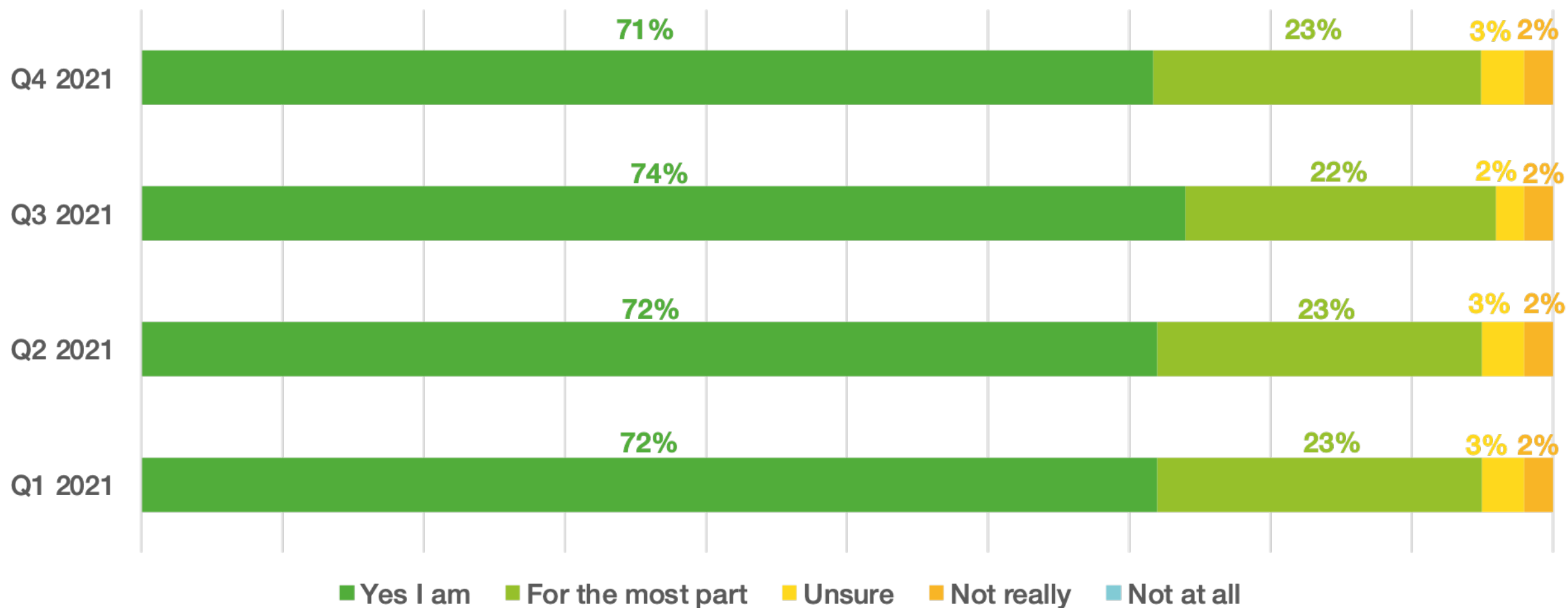


"Our agency is full of talented individuals who work together as a team to deliver interesting and client pleasing content. The agency has changed so much over the last few years and I feel like I am part of something good."

"I am increasingly aware of the disconnect between what we say and what we do."

Respect

Are you encouraged to voice your opinions and ideas?

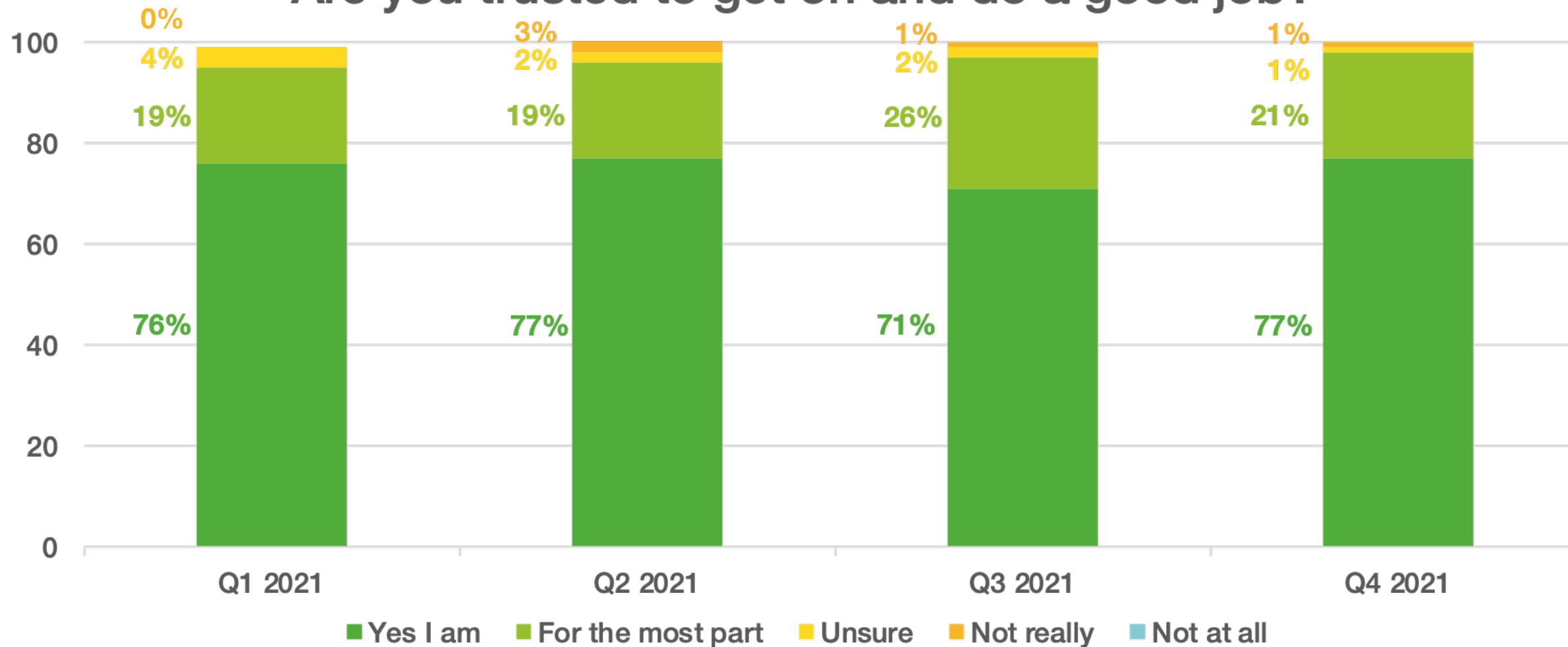


"Everyone has a voice and the agency is quite egalitarian, so no matter what your role is, you are encouraged to share your point of view."

"Only the opinions of a few are really valued and the rest are ignored."

Trust

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

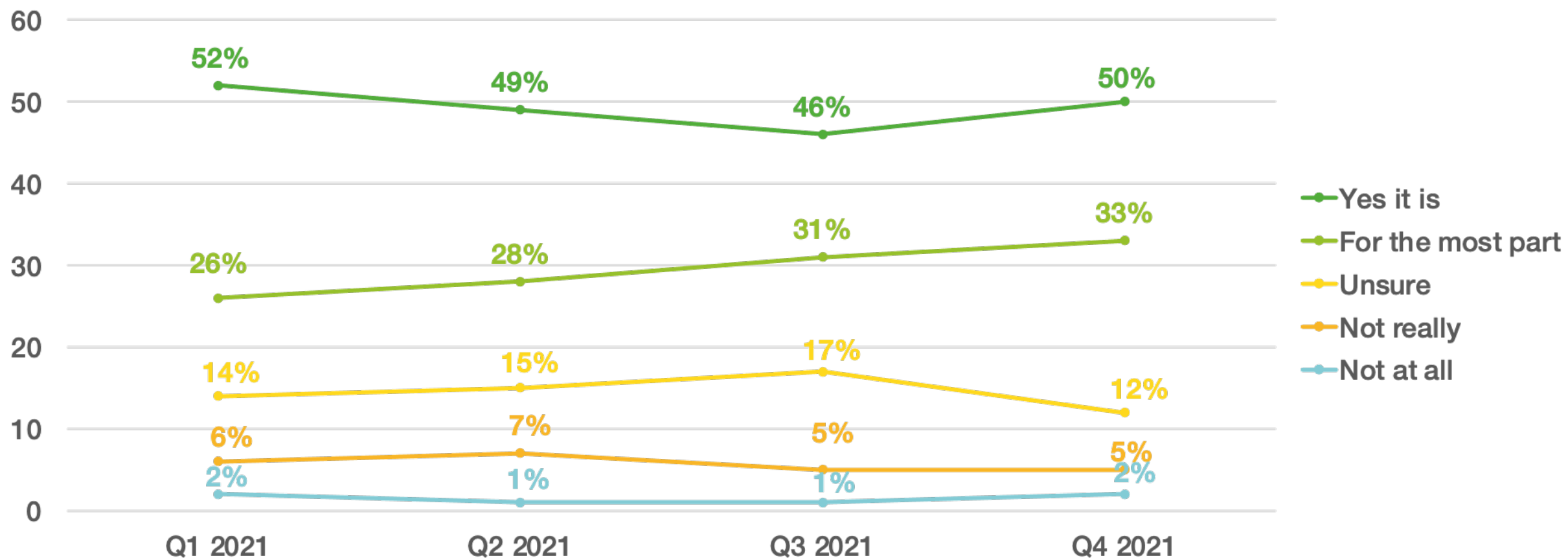


"We're trusted to be accountable to ourselves and those we work with which allows for a lot of autonomy and equally responsibility in the work we do."

"Constantly feel like certain individuals are not working as a team and using subtle bullying techniques to get their way."

Diversity & Inclusion

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

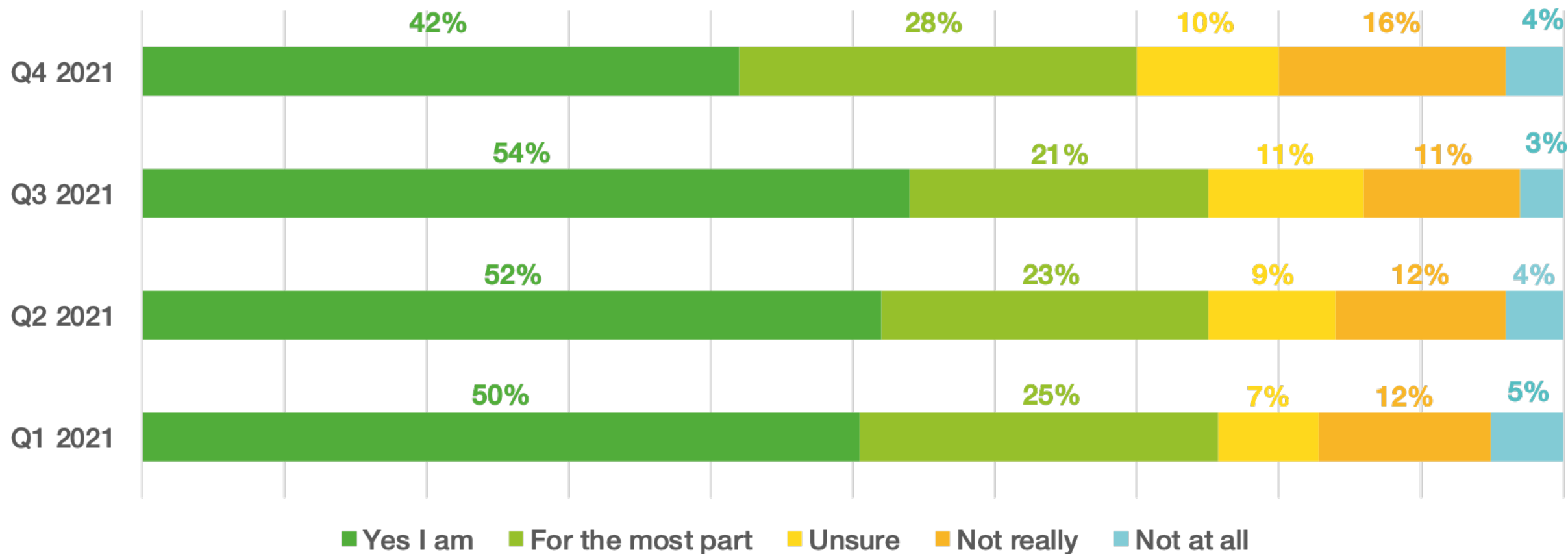


"It is a priority for all the senior team, we have a specific teams working on it, we are driving this through to our suppliers too."

"Our agency is not diverse. There are very very few people of colour and people who are different. I don't think there is a Diversity & Inclusion team nor are there any steps being taken to combat this homogeneity."

Learning & Development

Are you offered training and development to further yourself professionally?

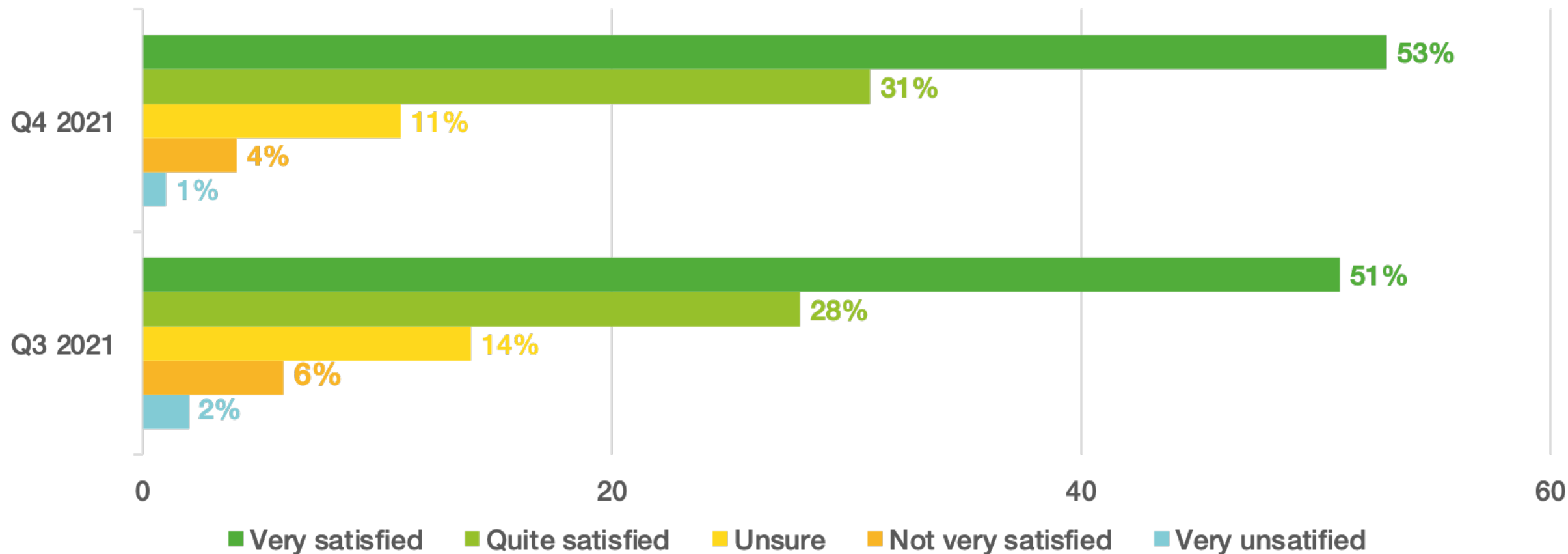


"There's a clear focus and investment in personal development, and there's ample of opportunities to learn from other within the agency as well as going on training courses."

"There is no formal training and little time is devoted to developing individuals."

Returning to the office

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

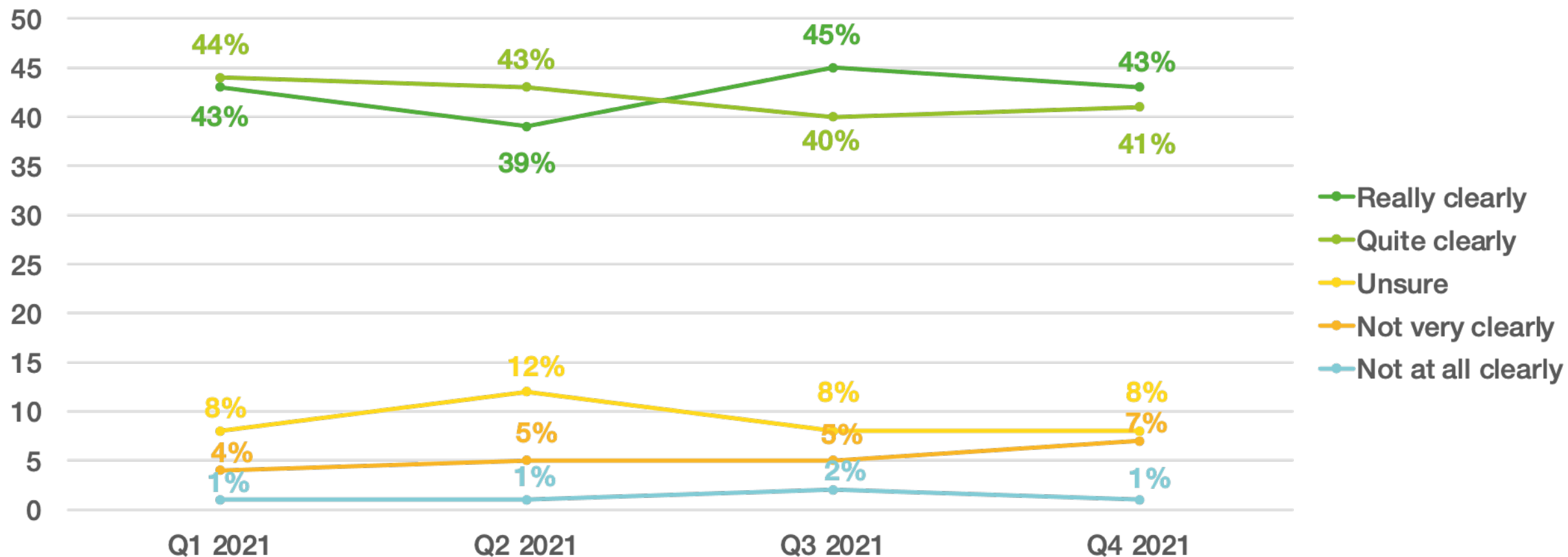


"It's been made very flexible for those with children and other commitments to make everything fit around that. There is no pressure to be in all the time."

"Nothing in concrete with what people are requested to do. Some people are in / some never come in etc. (Even though it has been encouraged)."

Leadership & communication

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

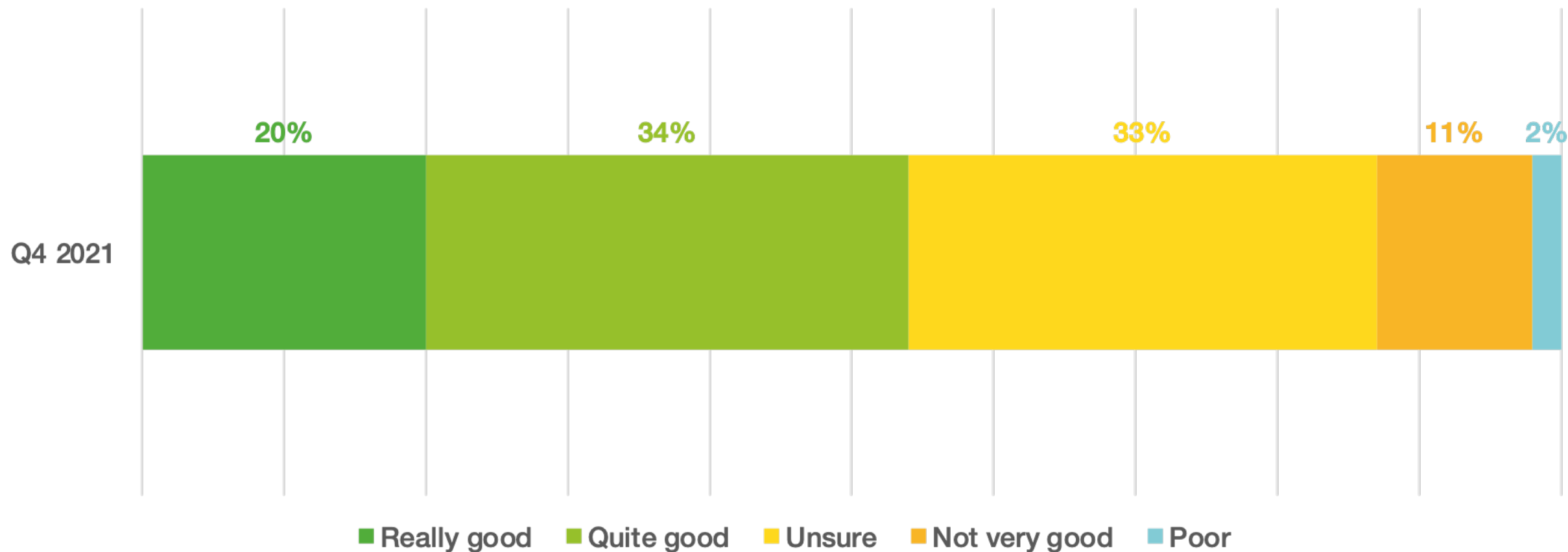


"There is regular communication to all staff about agency growth plans."

"There is a lot of talk about getting in new starters and restructuring the agency but no plan has been clearly outlined."

Sustainability

How do you rate your agency's approach to sustainability in relation to climate change?*

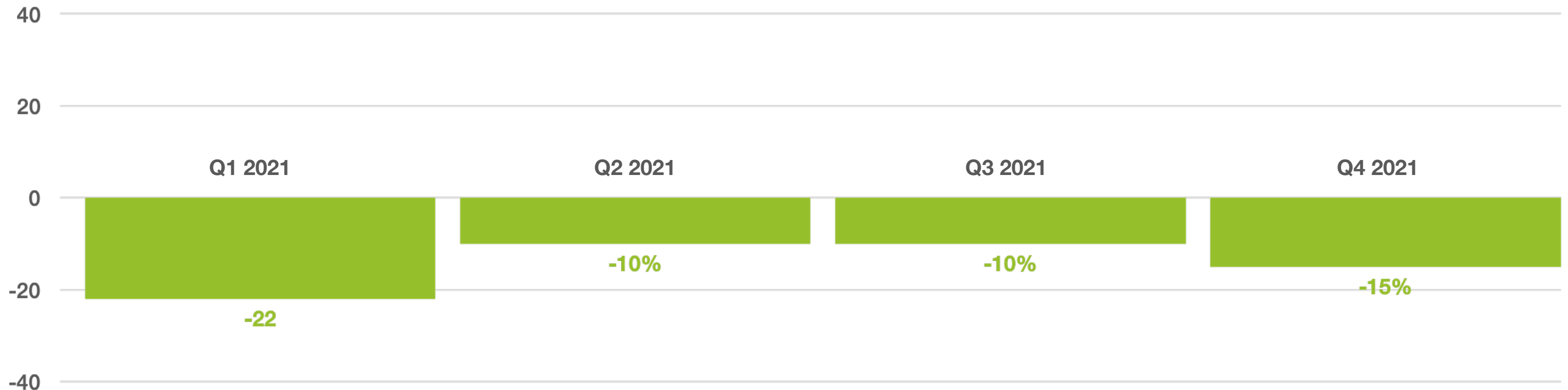


"We have submitted our Bcorp application, we are carbon positive, we have planted 7k trees"

"It's not visibly high on the agenda within the business."

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



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