

Congratulations!

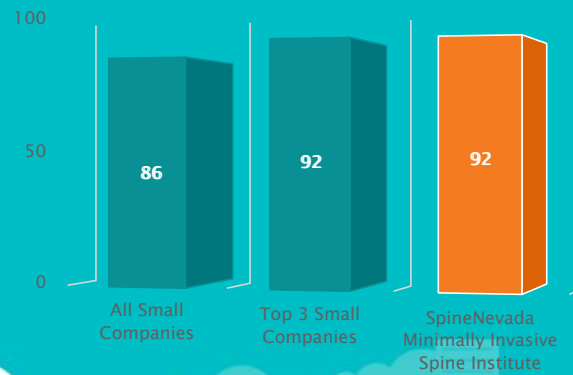
By participating in the Best Places to Work contest, you are demonstrating your commitment to employee engagement and creating an advantage over your competition.

This program measures employee engagement using a research validated survey process. Engagement represents the degree to which employees willingly go above and beyond in their work, advocate for the organization and intend to stay into the future.

This year, 34 of your employees completed the survey. The average of their responses creates your organization's engagement score. Employee engagement scores can range from 0-100 with 100 being the best possible score.

YOUR SCORE

92.26



31

ENGAGED EMPLOYEES

91.18% OF YOUR PEOPLE

Your People

Engaged

Highly Favorable, Advocate, Intend To Stay, High Discretionary Effort

2

CONTRIBUTING EMPLOYEES

5.88% OF YOUR PEOPLE

Hostile

Negative, Lack Commitment, Impact Productivity Of Others

Contributing

Moderately Favorable, Held Back, Opportunity For Increased Performance

Disengaged

Indifferent, Lack Motivation, At-Risk For Retention

0

HOSTILE EMPLOYEES

0% OF YOUR PEOPLE

1

DISENGAGED EMPLOYEES

2.94% OF YOUR PEOPLE

For your information

The top scoring Best Places to Work have created a workplace where 97% of employees are engaged.

Inside the Numbers

Ensuring that employees feel they have access to learning and development opportunities is vital to an engaged workplace.

Understanding how various groups within your workforce perceive development opportunities can reveal powerful insights. For example, this is the percentage of your male and female employees who agreed with one important survey item.

I see professional growth and career development opportunities for myself in this organization.

100%

of men agree

84%

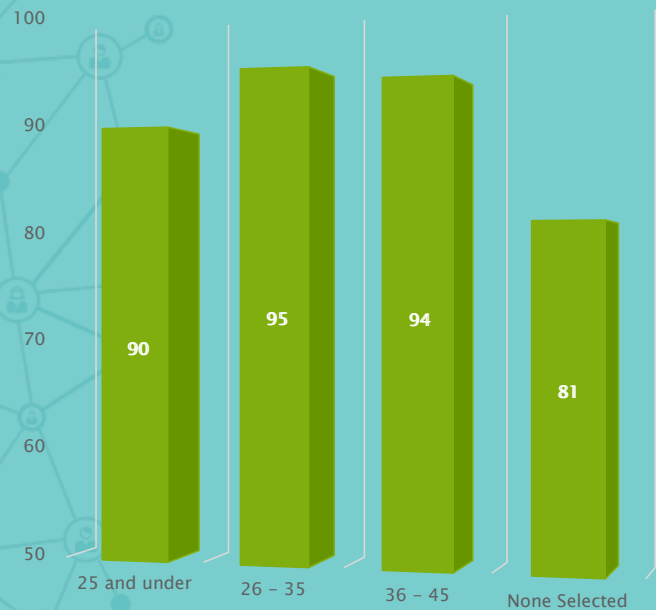
of women agree

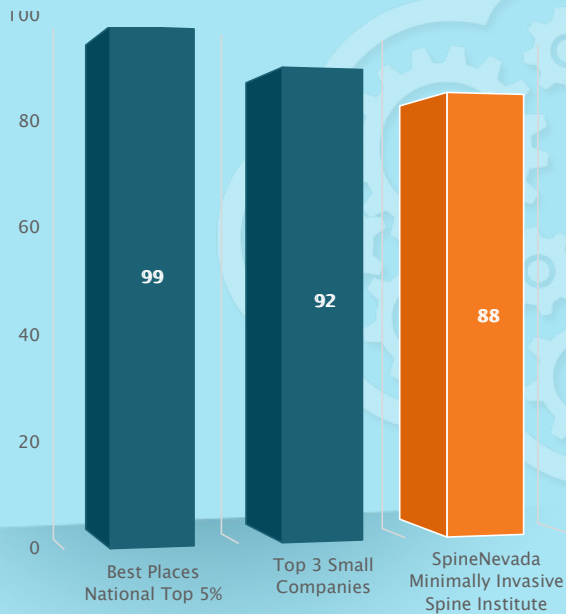


Generations in your Workplace

Is SpineNevada Minimally Invasive Spine Institute's culture one that works better for the younger employees who are just beginning their career? Or do you unintentionally cater to a more mature workforce?

Comparing the engagement levels of employees by age group may highlight that your workplace is working better for some than others. Best Places to Work are diligent about fostering a culture that works for all employees.





Knowing What Matters

When employees feel valued by their organization, they are far more likely to be engaged. Year after year, this single factor proves to be one of the largest drivers of employee engagement. How did **SpineNevada Minimally Invasive Spine Institute** stack up?

The leaders of the organization value people as their most important resource.

Can you hear me?

Employees were invited to provide optional responses to several open-ended questions during the survey. Your employees shared 74 comments. Here is a random sampling of their responses:

One of the best ways that leaders have built trust is by talking to me like I'm a human being. They are honest and do not talk down to me. They assure me that I have a voice and they hear me. There is also a mutual level of respect. My supervisors treat me with a level of respect and show respect for everyone. If I go to them with a problem I've had, they do their very best to fix the problem. There is always follow through. They explain to me that sometimes other changes need to take effect first before they can implement the change, but let me know where they are in the process and that they haven't forgotten about me. Another way is my employer shows loyalty to the staff. I know that my supervisor has my back in all things. They show me support but also are realistic with me. I know what is expected of me and when I fall short, I receive words of encouragement and that helps me strive to want to do better. My supervisors listen to what I have to say. They let me speak and always clarify their expectations if I am ever questioning. My supervisors do not have separate rules that they have to follow. We all are expected to follow the same rules and encouraged to keep our commitments. Lastly my supervisors believe that to earn trust you must first extend trust. Everyone is granted that trust and it is up to us to maintain it.



Many people seek to belong to "something greater" than themselves. At this company, I believe I have found this. What we have is something truly special. We are not simply a medical office. We are a Center of Excellence and it starts from the top. I don't simply have "co-workers"; I have a family which supports and encourages me to do my best. Our company offers the best benefit package I've ever received, including company-paid health insurance and a generous amount of paid time off. We are continually acknowledged and rewarded for the jobs we do, and our team is always motivated to provide the best patient care. Aside from working for the company for over 8 years, I have seen first-hand the quality care our patients receive. I referred my own mother to our practice for her medical issues, and I knew she was in the best hands. When I saw her go from being in pain to walking again, it reinforced my commitment to this company and its vision. I can't imagine not being part of such a unique company. SpineNevada, you complete me.



Our leaders acknowledge our accomplishments and are sincere about it. If my supervisor sees me going above and beyond it is recognized and acknowledged immediately. An email gets sent out to staff as well to let everyone know that someone is being recognized for their work and their efforts. I feel recognitions are authentic and thought out. Raises and promotions are merit based as well and I know that I could be rewarded at any time and not just possibly at an annual review. I feel valued and don't feel like a "number" We have an excellent benefit package and I know that I and my family will be taken care of should anything happen to me.



SpineNevada is by far, hands down the best place that I have ever worked. The environment is a positive one and I know my place and my value. We are a team and cannot be successful without even one of us. We have become a close family and are there for each other in the good times but also when tragedy hits. If there's a death, a baby, any life event we come together and help each other through it. Whether it be dinners that we bring in, a note, words of encouragement, or extended time off...we pull together and don't let go.



The opportunity for growth. I have been entrusted with some major projects and decisions for our company. I was given proper guidance and the tools to be successful. There was follow through and I was continually checked on to see my progress and if I needed anything further. It was my chance to push my knowledge and comfort level at times to push myself to be better and stronger. I was recognized for my efforts and gained valuable knowledge.



Questions? Comments? We're here to help!

✉ Email us at bestplaces@quantumworkplace.com

☎ Call us at 1-888-415-8302