

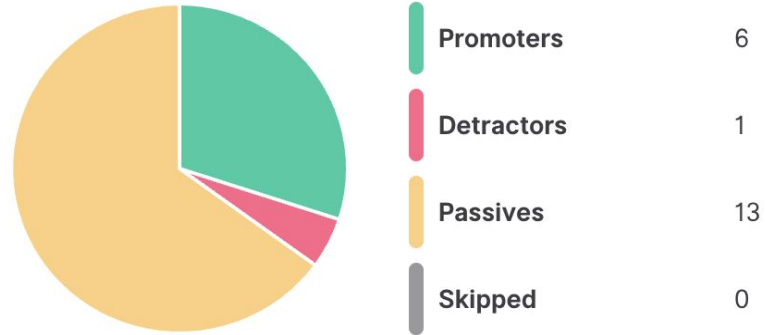
Employee Pulse Q1 2025

Employee eNPS – Our initial result

eNPS score

25

Good!



Note: The smaller the team/company the more short term fluctuation we can expect to see. So we will build a more meaningful picture as we collect more data.

Employee Pulse

Category	😊	😞
Company Culture	<ul style="list-style-type: none">• Yes, I agree. Everyone is respectful of this• From my experience, I've seen no disrespect or animosity towards each other. Everyone is respected individually• I feel encouraged to share ideas to improve the company	<ul style="list-style-type: none">• Ideas are accepted but the process for submitting them could be more concrete• I share ideas, I don't think they're very good ones, I feel like they are pushed to the side. But the encouragement is definitely there to put a case forward
Feedback	<ul style="list-style-type: none">• Having monthly 1:1 is helpful• Yes, very clear and calm, excellent management	<ul style="list-style-type: none">• Could be better structured to ensure it's always constructive and specific
Happiness	<ul style="list-style-type: none">• I look forward to the day ahead though I'm almost getting lethargic from partial derailment and sudden changes because of the unexpected	<ul style="list-style-type: none">• I dread coming into work and always think about how much work I will need to do with no help from above• I don't think I have the capacity to fully engage due to the volume of work• Dread coming to work and always tired and miserable leaving to go home

Employee Pulse

Category	😊	😞
Leadership	<ul style="list-style-type: none">● My line manager is always open to discuss and talk to me about anything● Monthly huddle gives good indication as to the health of the company. Colin has been very clear on what he is working on to grow the business. Also appreciate quarterly meetings with visibility of revenue and targets. Team L10s useful for providing small updates● Monthly/Quarterly meetings are useful for this	<ul style="list-style-type: none">● Leadership ignores messages and responsibilities to assist the team● Updates are forthcoming but could be more regular
Manager Effectiveness	<ul style="list-style-type: none">● It is clear I am valued by my manager but I feel upper management could show more concrete appreciation.● My manager does check in from time to time and sets expectations● Always reaches out to make sure I'm ok and that I'm not too overwhelmed● Weekly L10 are good for this	

Employee Pulse

Category	😊	😞
Team Dynamics		<ul style="list-style-type: none">• Teams are divided, and cracks are showing• Some people shy away from responsibilities and are unwilling to help colleagues
Personal Growth	<ul style="list-style-type: none">• There is lots of opportunity with new applications and managing time with onboards	<ul style="list-style-type: none">• Just time permits this and I hardly have any!• Getting the time to revise for exams or gain qualifications is proving difficult but I am aware that us growing is really important
Wellness		<ul style="list-style-type: none">• We are very understaffed, work long hours and our holiday entitlement is low and our workload and expectations on us are high

Employee Pulse

Category	😊	😞
Recognition	<p>I feel I've always been recognised for the work I put into the team</p> <p>I'm recognised for the amount of work I do in the background</p>	<p>A lot of work gets done but no appreciation</p> <p>Recognition doesn't pay my bills though</p> <p>Sometimes they are, sometimes they are not</p> <p>I don't feel valued—so much work gets done with no praise or pat on the back</p>
Satisfaction	<p>I really enjoy my role, sometimes there can be sustained high volume and that can be stressful</p> <p>I'm satisfied with my role, I just hope to get out of doing work I'm not supposed to and concentrate on my actual role</p> <p>Working closely with different departments allows me to progress whether in person or remote</p>	<p>Certain teams get more appreciation and help compared to others; workloads are massive but get no help from management</p>

Employee Pulse - Headlines



Company Culture

92%



Feedback

73%



Happiness

89%



Leadership

86%



Manager Effectiveness

93%



Personal Growth

80%



Recognition

88%



Satisfaction

76%



Team Dynamics

87%



Wellness

83%

