



Leadership in the Public Service

EMPLOYEE ENGAGEMENT

Survey Results



Survey Purpose



Measure employee perception on Leadership within their Agencies



Identify areas of strength and opportunities for improvement

Survey Areas

- Communication
- Integrity and Trust
- Planning

- Teamwork/Collaboration
- Performance Management
- Engagement

Participation

Employees from the Cook Islands Government

25%



- This is 594 out of 2345. 2% decrease from 2023.

Employees from the Ministry of Finance and Economic Management

74%



- This is 104 out of 141
In 2023, 89 out of 142 completed the survey

Color Legends

Always/Frequently

Occasionally

Never/Rarely

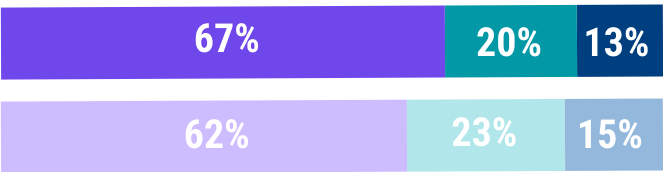


Dark shades = results from 2024
Light shades = results from 2023
This allows us to make comparisons between results from both years.
Has your Ministry made improvements over the last 12 months?

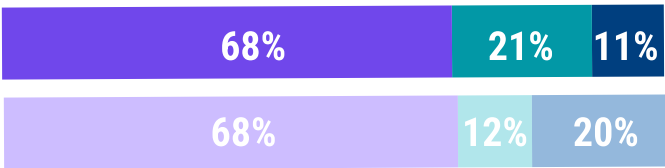


Communication

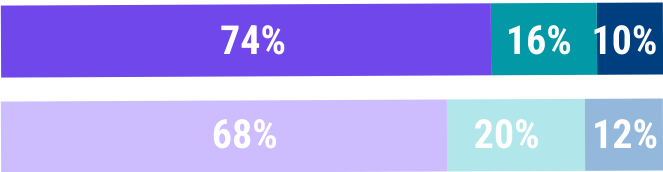
Managers ask for feedback/advice



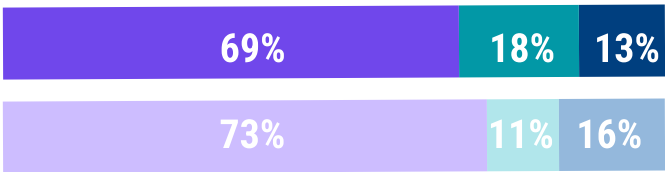
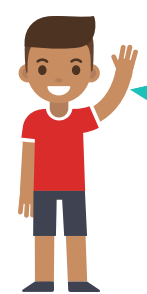
Managers hold regular one-on-one and team meetings



Managers work with the team to address concerns



Managers keep team informed on key objectives

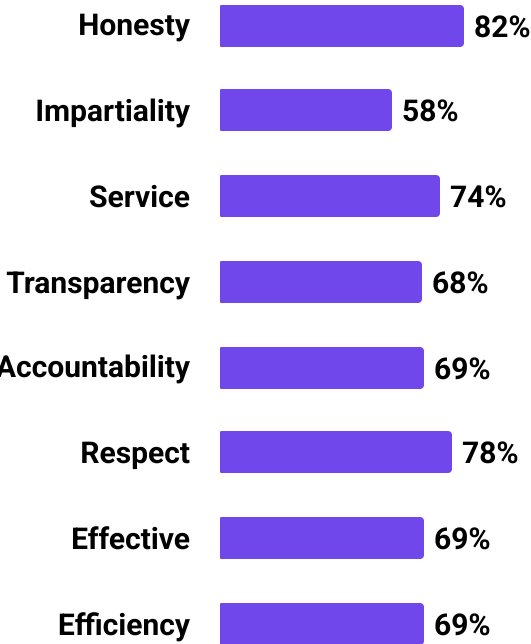


Findings indicate that communication between managers and their staff has shown a slight improvement over the past 12 months. While there is still room for enhancement, initial feedback from employees has been positive.



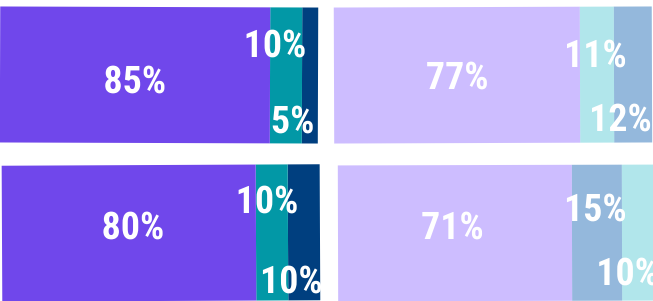
Integrity and Trust

Values that align with Managers behaviors



Managers are responsible for their actions

I trust my Manager and am able to talk to them about concerns/issues



Employees have reported that their managers consistently demonstrate the Public Service values in the workplace. As a result, 80% of employees have expressed that they find their managers to be trustworthy, and over 80% have stated that their managers are responsible. Demonstrating integrity and trustworthiness is crucial in fostering a positive workplace culture and promoting high levels of employee engagement.



Legends

Always/Frequently



Occasionally

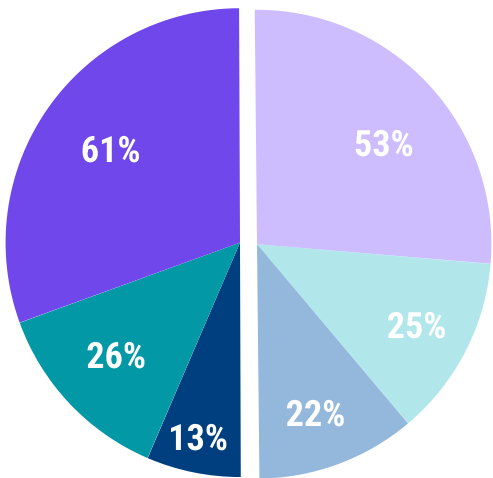


Never/Rarely

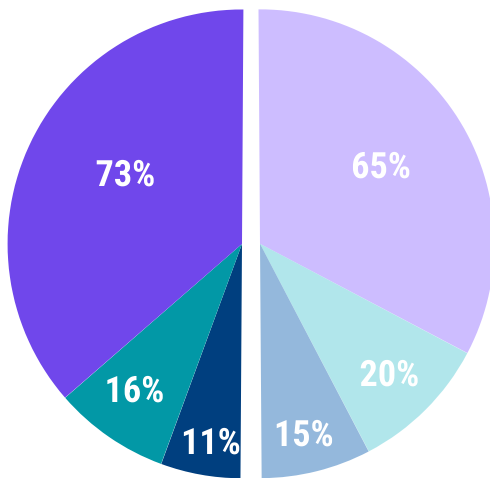


Planning

Managers create new methods for planning



Managers break down jobs into manageable tasks



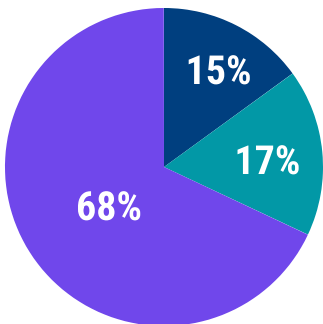
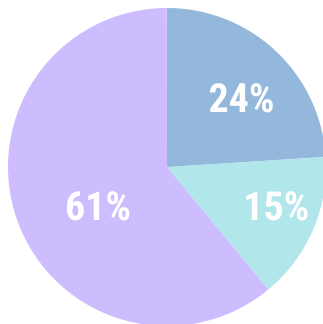
Recent findings indicate a modest enhancement over the past 12 months by managers, who have developed innovative strategies for project planning and task delegation to facilitate employee productivity. These initiatives aid in monitoring performance, optimizing time allocation, and ensuring project deadlines are met.

Scan Me!



Teamwork/Collaboration

Managers support team building exercises

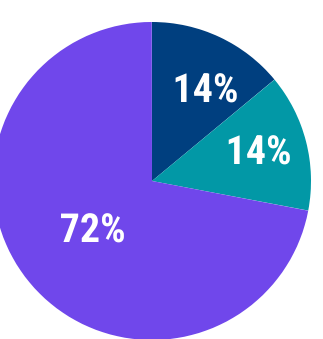
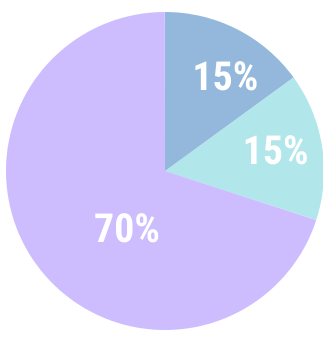


There have been some modest improvements in managerial support over the previous year as reported by employees. There has been an increase in support from management in areas such as team building, teamwork, and team collaboration.

Overall, these results reflect positively on MFEM.



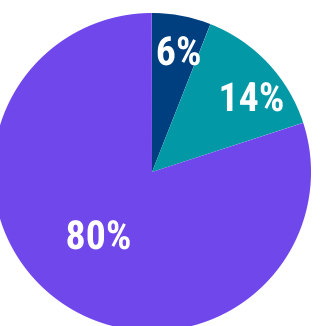
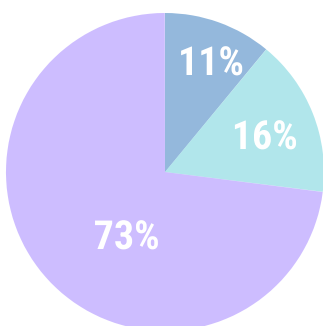
Managers encourage staff to share skills and abilities



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Manager has the expertise and ability to help our team succeed



Legends

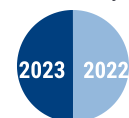
Always/Frequently



Occasionally

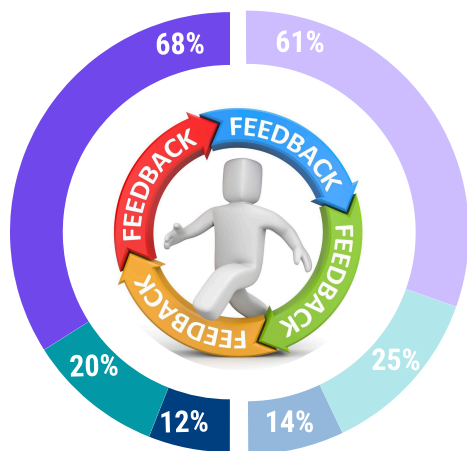


Never/Rarely

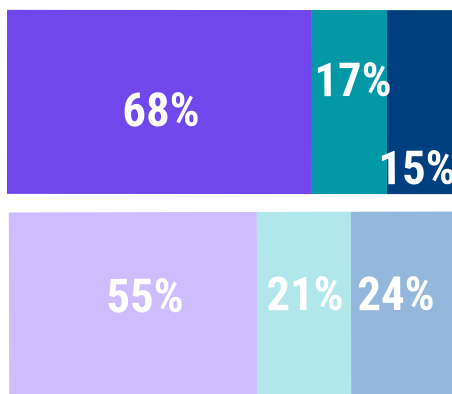


Performance Management

Managers provide regular constructive feedback

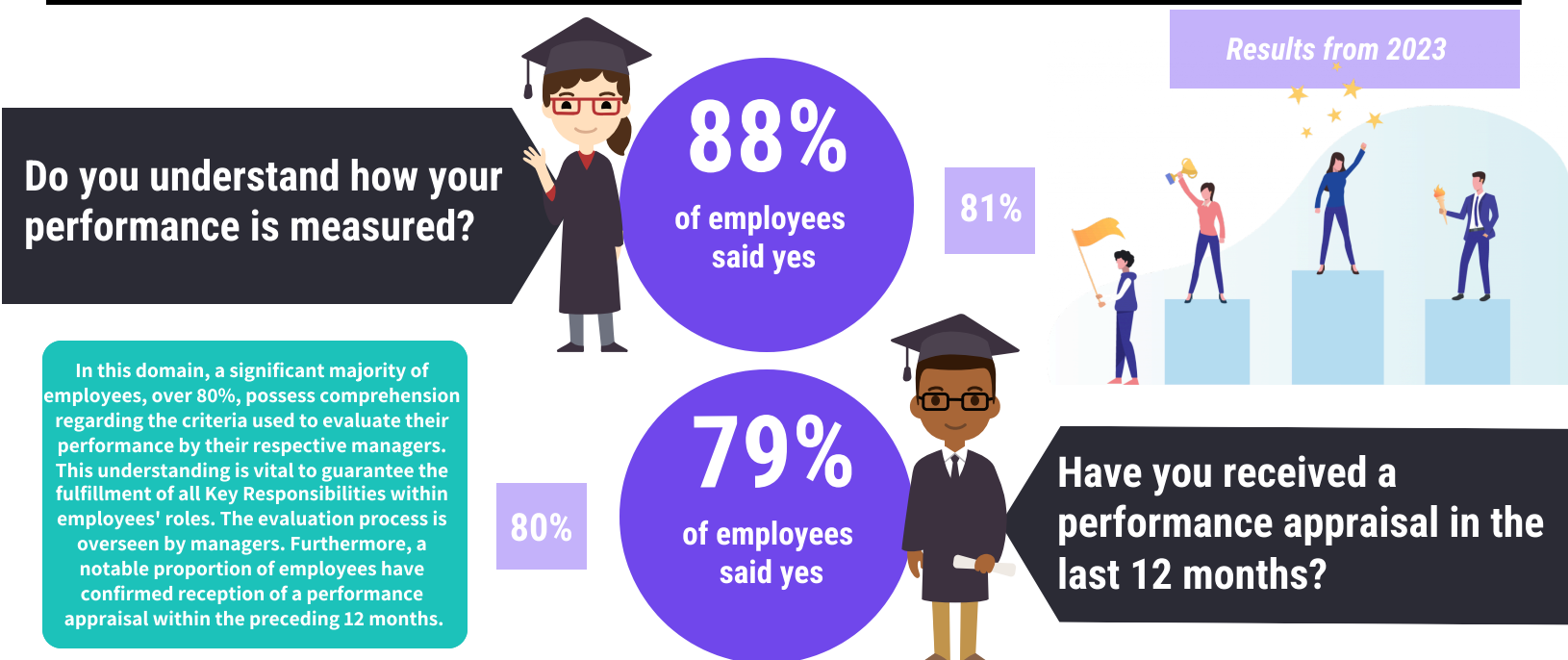


Managers provide sufficient training and development opportunities



Managers in this domain have shown slight improvement, as indicated by employees who reported receiving regular feedback and ample training opportunities for their development. However, potential training obstacles may exist in this area, which warrants further examination by management.

Scan Me!



Engagement

63%



of Employees are Always/Frequently likely to recommend their Agency as a place of work to others

Scan Me!



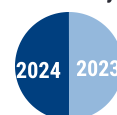
A high number of employees expressed that they are likely to recommend MFEM as a place of work to others. This suggests that the Ministry fosters a positive and inclusive workplace culture that is motivating and engaging.

Legends

Always/Frequently

Occasionally

Never/Rarely





This word cloud represents key themes in Communication, Integrity & Trust, Planning, Teamwork, Performance Management, and Engagement. Each theme is represented by a combination of positive and negative behaviors, with larger fonts indicating positive behaviors and smaller fonts indicating negative behaviors.

The words are presented randomized, but the font size helps to distinguish the general sentiment within each theme. This word cloud serves as a visual indicator of workplace dynamics, highlighting strengths and areas for improvement. It does not reflect the frequency or weighting of these terms, and further analysis would be needed to fully understand the prominence of each behaviour within the workplace.



If you have any questions or require further clarification regarding the survey, please feel free to contact us at opschr@cookislands.gov.ck.

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Honesty | Impartiality | Service | Transparency | Accountability | Respect | Efficiency | Effectiveness