

2025

HAPPINESS ENGAGEMENT SURVEY REPORT

PREPARED FOR
YOUR COMPANY

SHARING THE RESULTS

We are going to do something useful with the results of the survey, this report and what is done with it is what will generate the necessary engine to implement the strategy in the subsequent months.

The key turning point in this process is how the results and next actions are shared, as well as the impact once the changes are made.

If we manage to share the survey results well, it is much more likely that the change we want to implement will work, since we will have employees committed to it.

Five steps that involve people in the process:

1. Thank everyone who participated
2. Present this report to the Managers and the CEO.
3. A means of communication, maximum 2 weeks after the survey with all employees to share the results
4. A meeting with Managers to share the results of their team
5. Share team results with employees.

COMMUNICATION PLAN

We give you some tips so that your communication plan runs as smoothly as possible.

- As much as possible, **let leaders communicate** the Action Plan and results to their team, instead of HR. Guide them to efficiently communicate relevant topics, linked to the organizational strategy that they already know very well.

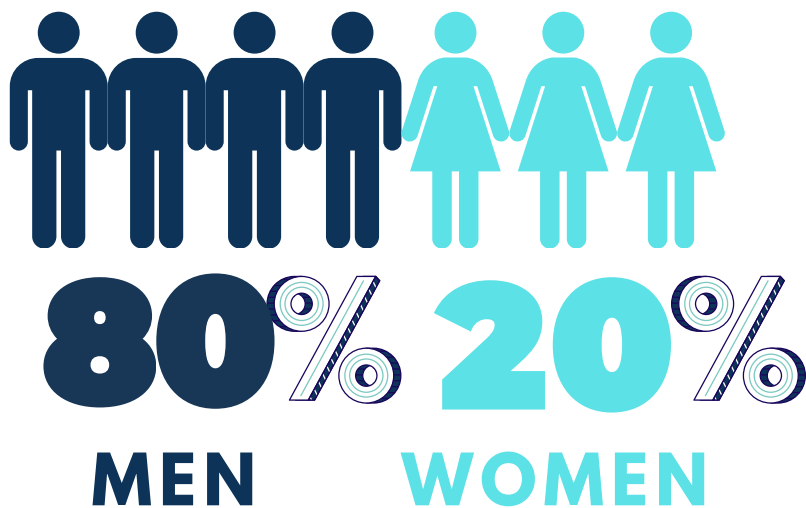
- **Try to connect employee feedback with business objectives.** Look for the most interesting KPIs that you think can have the most impact on employee perception and use them from the beginning. Context is everything, so give it the necessary importance, if you and your leaders do not believe in results, that will permeate your employees.

- **Communicate as if it were a story**, with concrete data and clear details of the ending that could be reached. This makes employees better understand the path and identify with your vision.

DEMOGRAPHIC DATA



Of your employees answered the survey

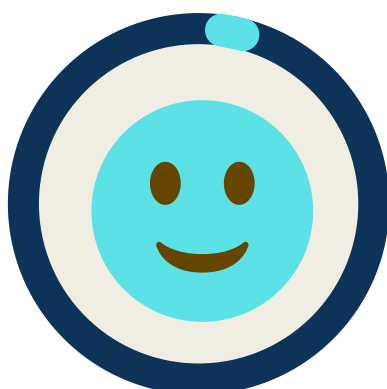


Absenteesim



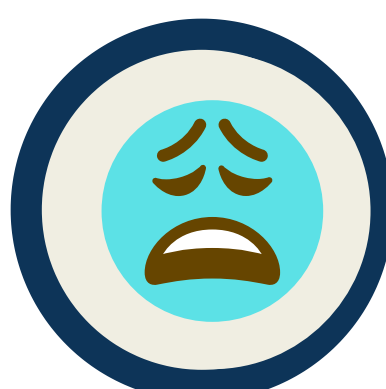
80%

Took from 0-5 días



20%

Took from 6-9 días



0%

Took more than 10 días



Seniority



20%

Has less than 1 year

*Since 2023



40%

Has between
1-5 years



40%

Has more than 5 years



Average Hours

80%

Work between 40 y 48 hours

0%

Work more than 48 hours

20%

Work less than 40 hours

KEY QUESTIONS



I feel happy in my company

My peers respect me



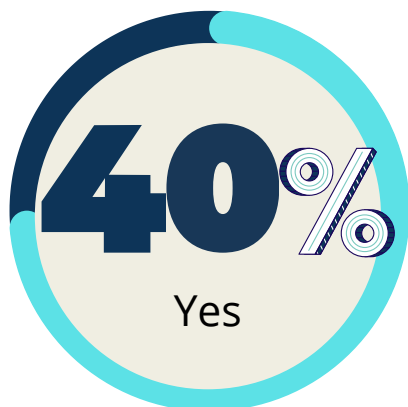
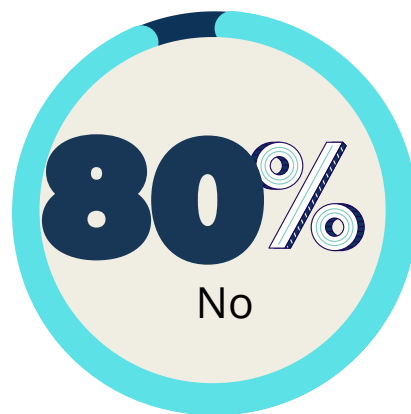
I feel motivated

KEY QUESTIONS



I feel that I develop my best potential at work

My responsibilities are clearly defined



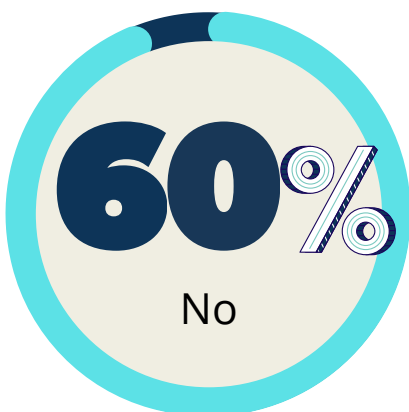
Do I feel stressed from my workload

KEY QUESTIONS



Do I get positive feedback from my boss & peers?

Do I feel productive?



Are salary & benefits competitive?

CULTURAL ASSESSMENT RESULTS

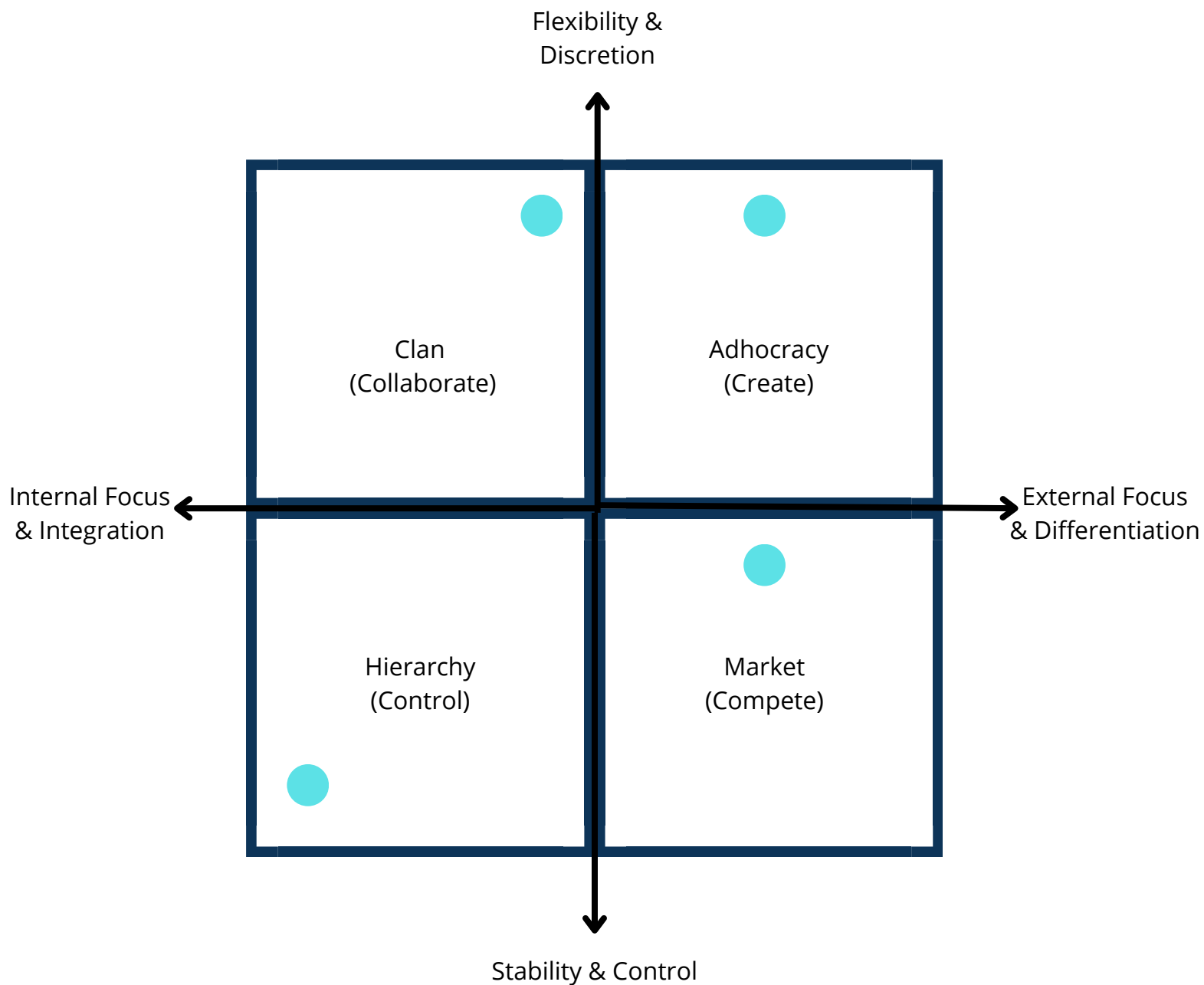
Upcoming Projects

- JD's & Org. Chart
- HR Manual
- Salary & Benefits Benchmark
- Create Performance Evaluation Process
- Revise and improve current SOP's

Proposed Improvements

- Define positions & clear tasks.
- More feedback & strategies to accomplish goals.
- Recreational activities to foster teamwork.

THE CULTURAL ASSESSMENT FRAMEWORK



SCORE

5C's



Contribution

The level to which your employees identify with the overall contribution and results.

Your Score

4.6



Up

Conviction

The motivation level of your employees short term.

Your Score

6.3



Up



Culture

The level at which your employees sense their environment.

Your Score

4.2



Up



Commitment

The motivation level of your employees in the long term.

Your Score

6.3



Up



Trust

The level of self-belief of your employees.

Your Score

4.1



Down

