

Employee Engagement Survey 2026

Figures

RESPONSE RATE

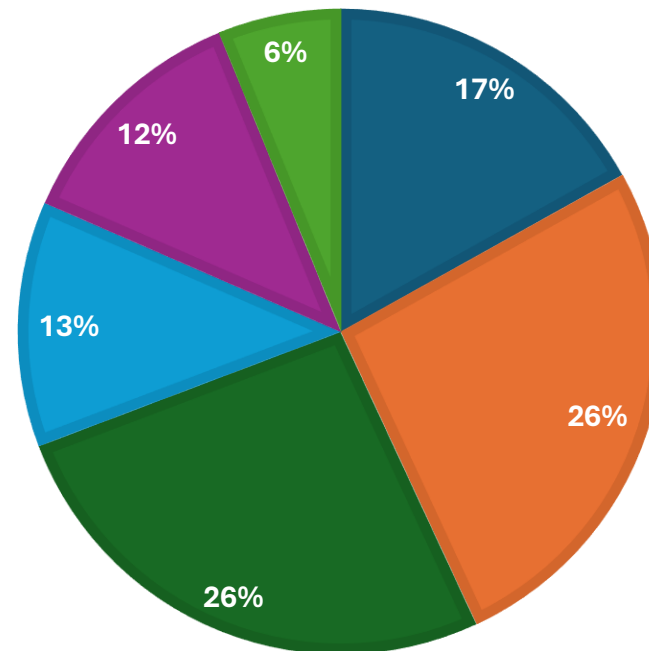
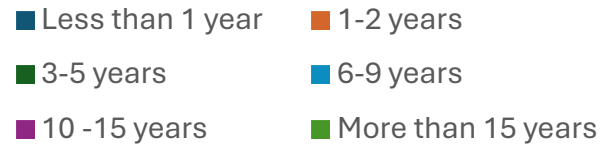
We had a 65 people complete the survey. While this provides meaningful insight, we will continue encouraging broader participation in future surveys.

111 Insight employees

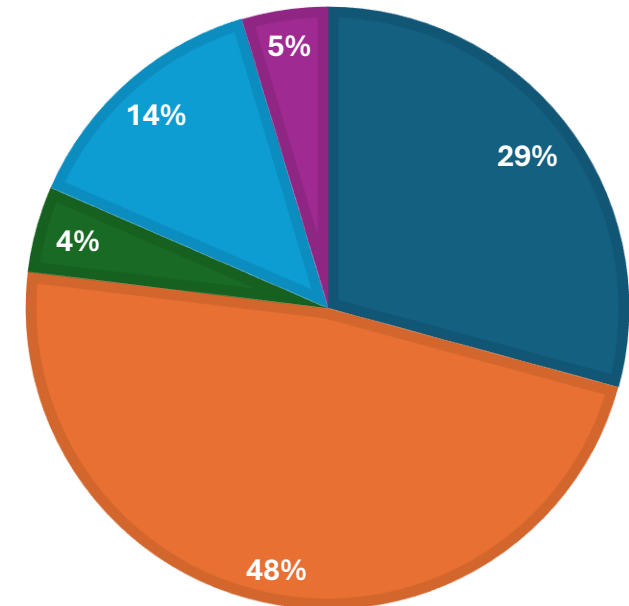
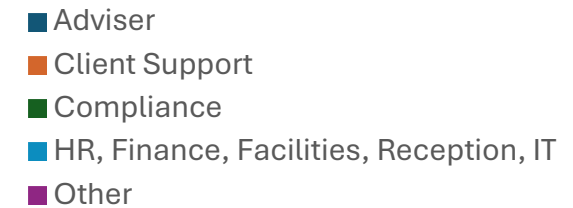
Removing leadership team
= 94 employees

69% response rate

LENGTH OF SERVICE

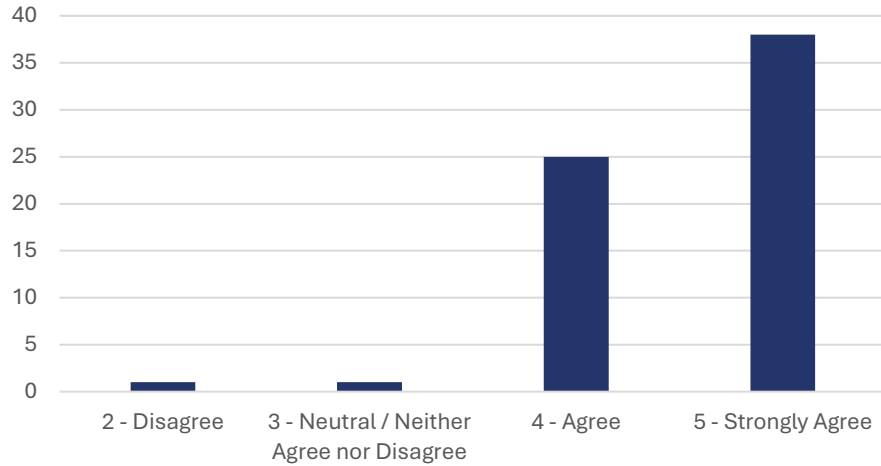


DEPARTMENTS

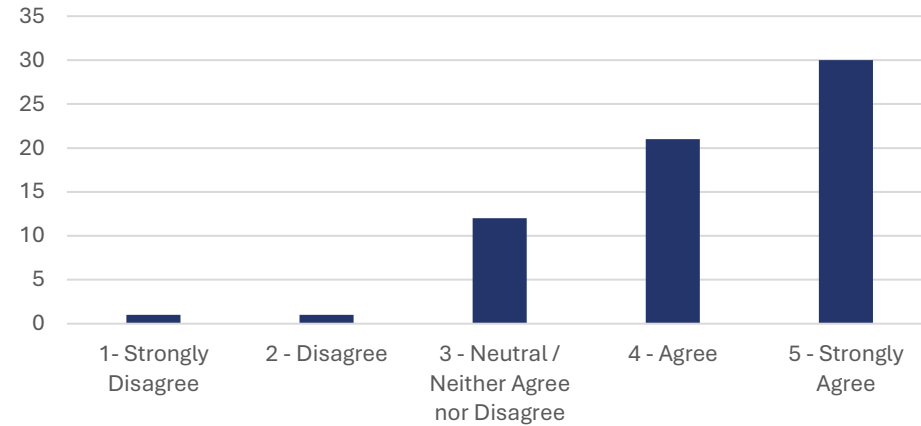


Engagement

I am proud to work for the company



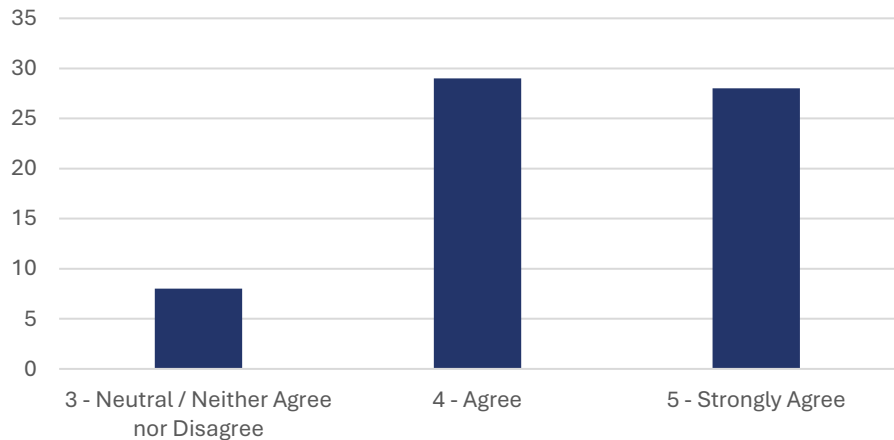
I would recommend this company as a great place to work



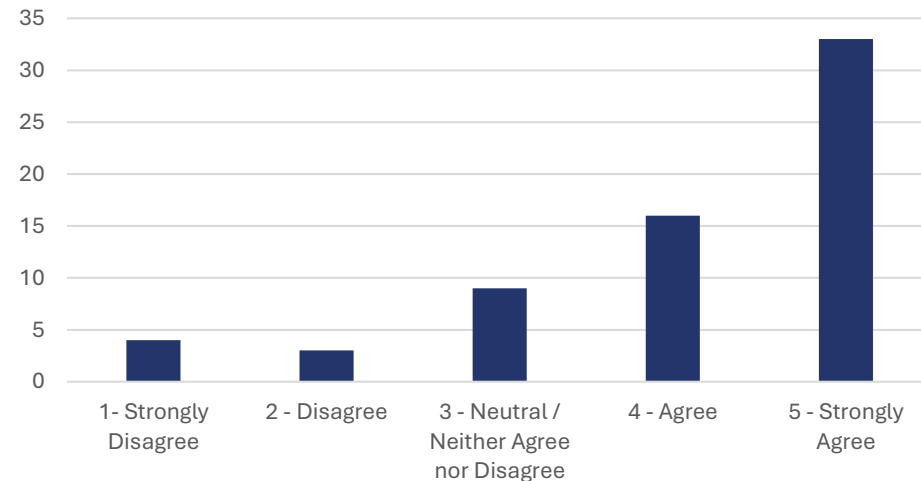
Key points:

- ❖ 63 people selected either agree or strongly agree for feeling proud to work for the company
- ❖ 57 people selected either agree or strongly agree for feeling motivated to do their best at work every day
- ❖ 51 people selected agree or strongly agree that they would recommend the company as a great place to work, 2 people selected disagree/strongly disagree
- ❖ 49 people selected either agree or strongly agree for likely to be working here in the next five years, 7 people selected disagree or strongly disagree

I feel motivated to do my best at work every day

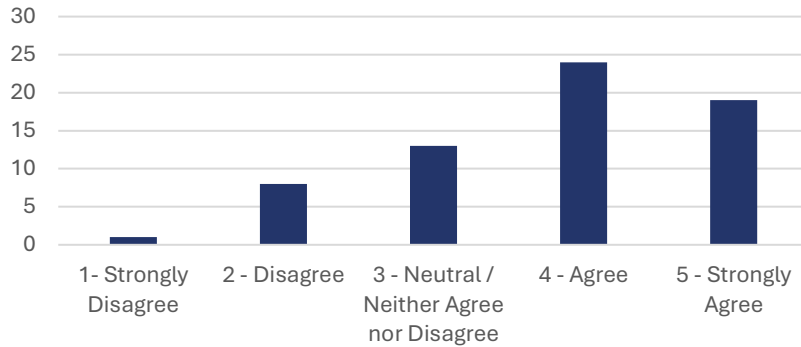


I am likely to be working here in the next five years

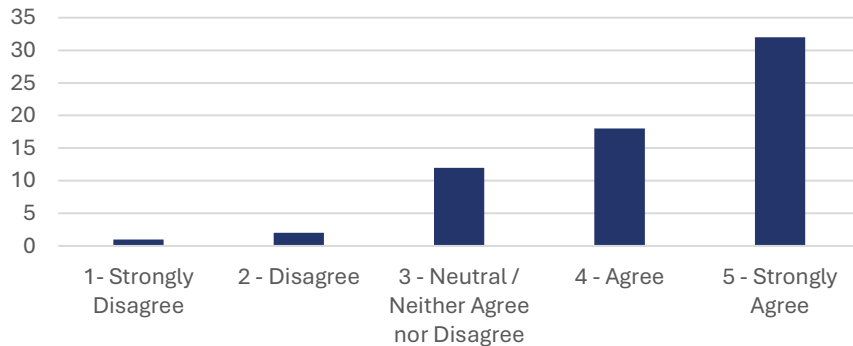


Wellbeing

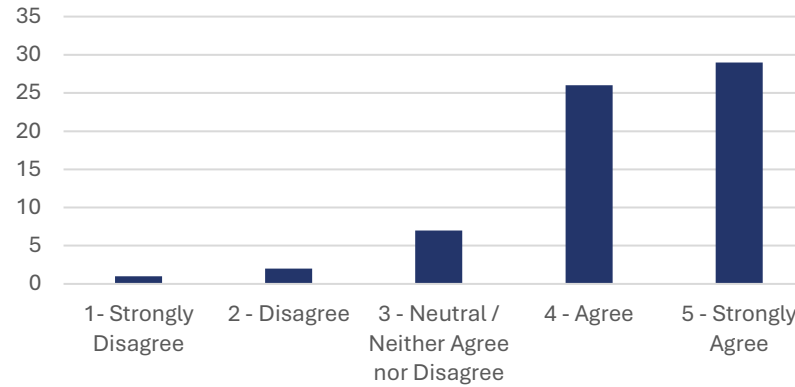
My workload is manageable and allows for sufficient breaks



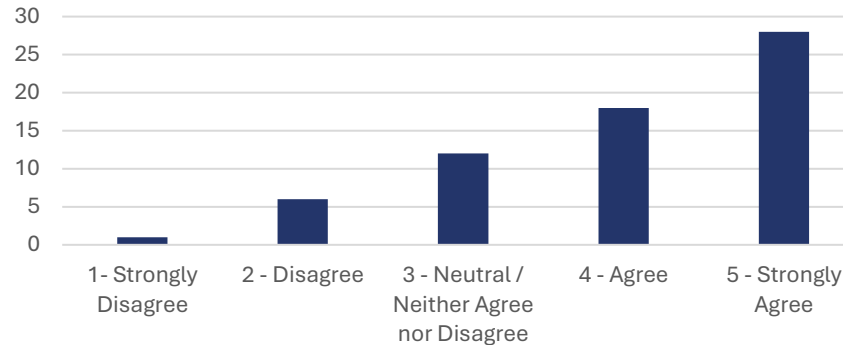
I feel supported by my manager when it comes to my wellbeing



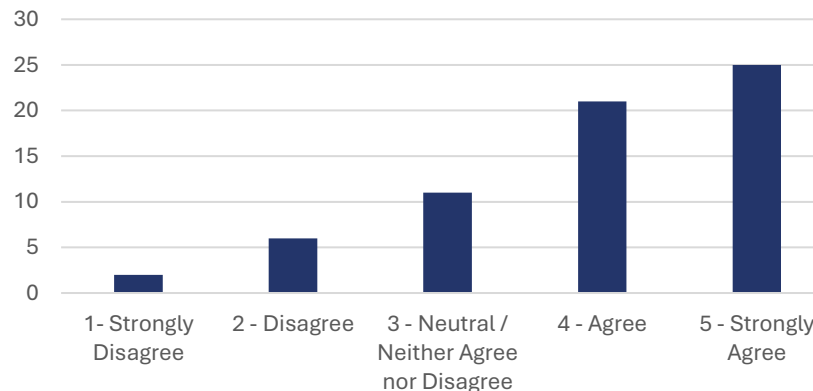
I feel positive about my overall wellbeing at work



I am comfortable talking to someone at work if I'm feeling stressed or overwhelmed



I am able to maintain a healthy work-life balance

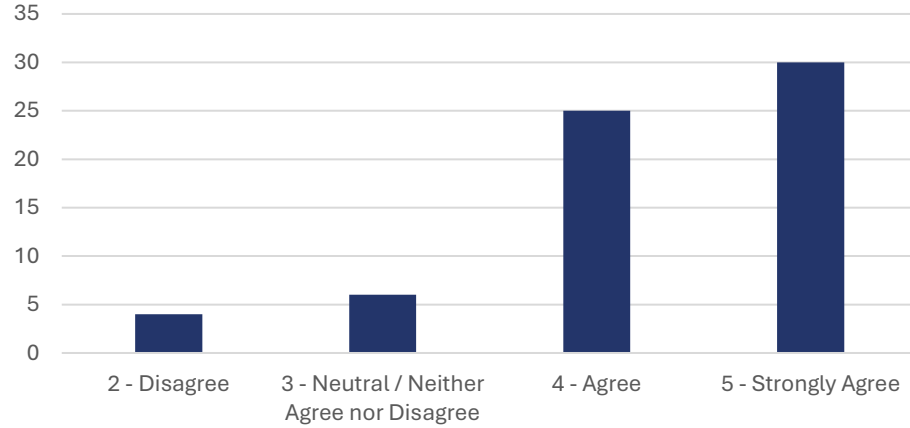


Key points:

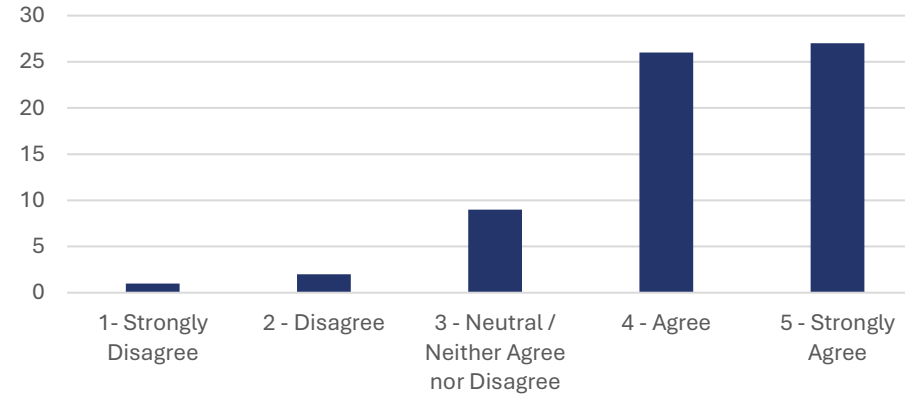
- ❖ 43 people selected agree or strongly agree for their workload being manageable, 9 people selected disagree or strongly disagree
- ❖ 50 people selected either agree or strongly agree for feeling supported by their manager when it comes to their wellbeing, 3 people selected disagree or strongly disagree
- ❖ 55 people selected agree or strongly agree for feeling positive about their overall wellbeing at work, 3 people selected disagree or strongly disagree
- ❖ 46 people selected either agree or strongly agree to feeling comfortable talking to someone at work if they are stressed or overwhelmed, 7 people selected disagree or strongly disagree
- ❖ 46 people selected either agree or strongly agree for maintaining a healthy work-life balance, 8 people selected disagree or strongly disagree

Job Satisfaction

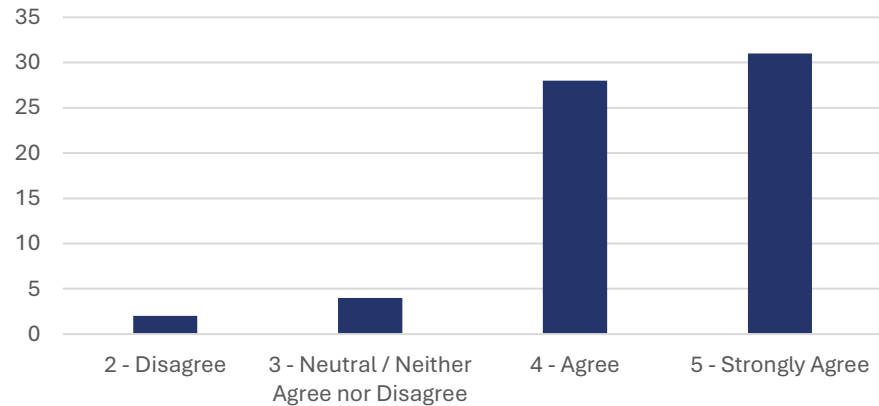
I feel appropriately challenged in my role



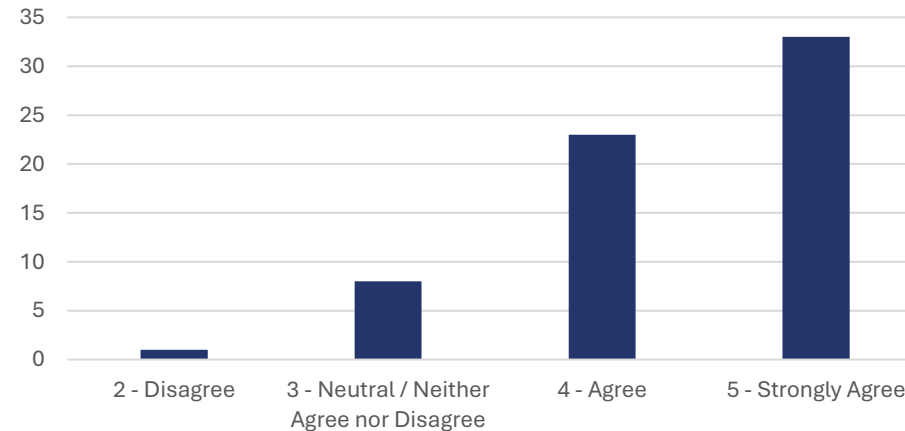
I have the tools and resources I need to do my job effectively



My job responsibilities are clear and well defined



I find my work meaningful

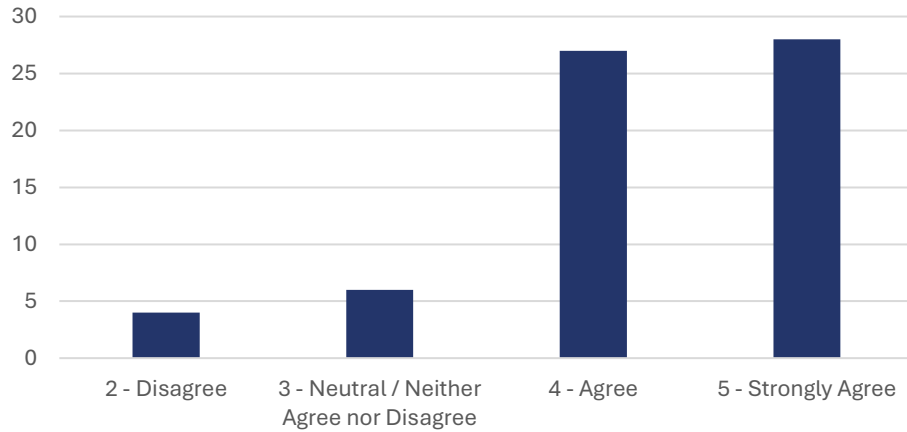


Key points:

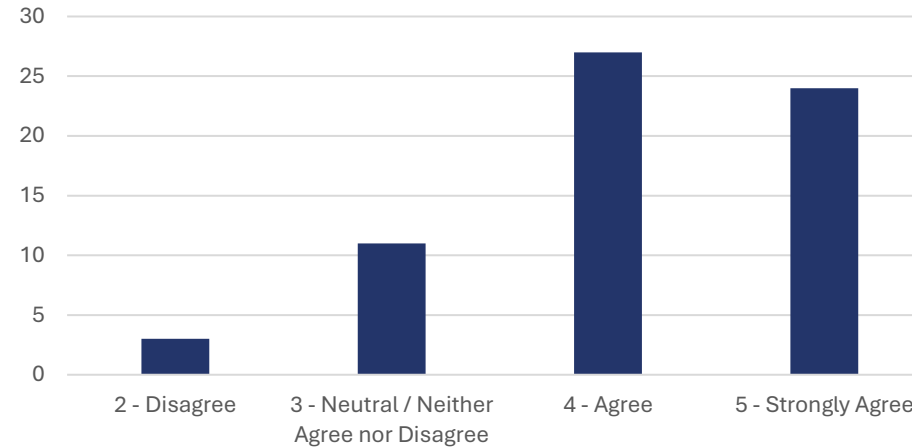
- ❖ 55 people selected either agree or strongly agree for feeling challenged in their role, 6 people selected disagree
- ❖ 59 people selected either agree or strongly agree for their job responsibilities being clear and well defined, 2 people selected disagree
- ❖ 53 people selected agree or strongly agree for having the tools and resources to do their job effectively, 3 people selected disagree or strongly disagree
- ❖ 56 people selected agree or strongly agree for finding their work meaningful, 1 person selected disagree

Career Opportunities

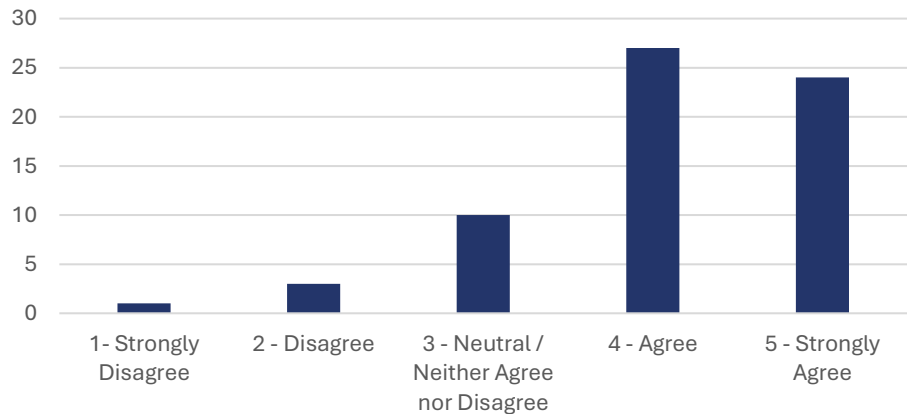
There are opportunities for me to apply my talent and expertise



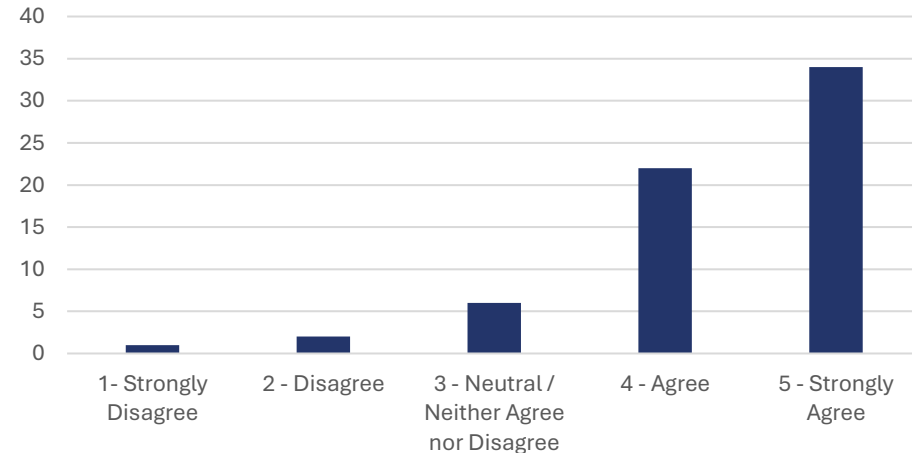
My organisation offers job-related training



My organisation is dedicated to my professional development



There are opportunities for professional growth

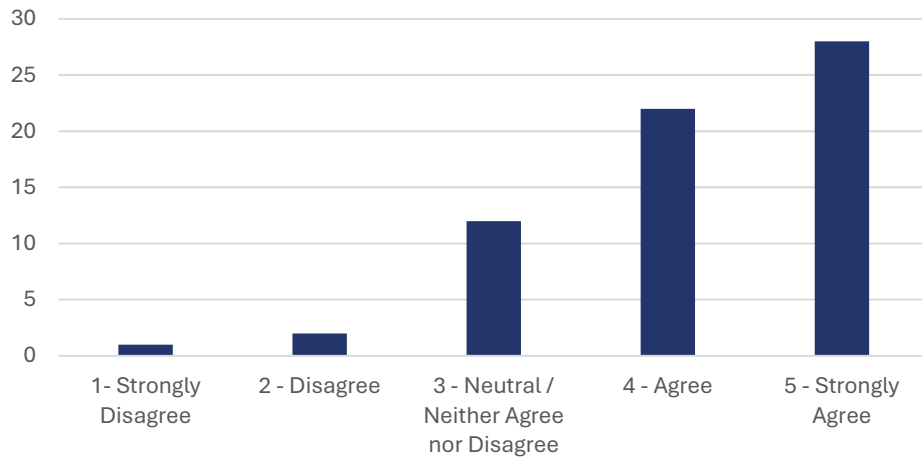


Key points:

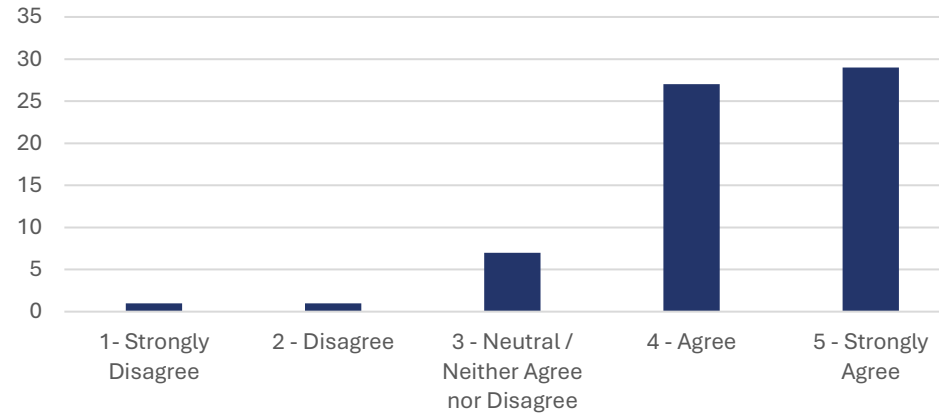
- ❖ 55 people selected agree or strongly agree for having opportunities to apply their talent and expertise, 4 people selected disagree
- ❖ 51 people selected agree or strongly agree for the organisation being dedicated to their professional development, 4 people selected disagree or strongly disagree
- ❖ 51 people selected agree or strongly agree for the company offering job related training, 3 people selected disagree
- ❖ 56 people selected agree or strongly agree for having opportunities for their professional growth 3 people selected disagree or strongly disagree

Relationship with Manager

My manager recognises and appreciates my work



I feel comfortable approaching my manager with concerns or questions

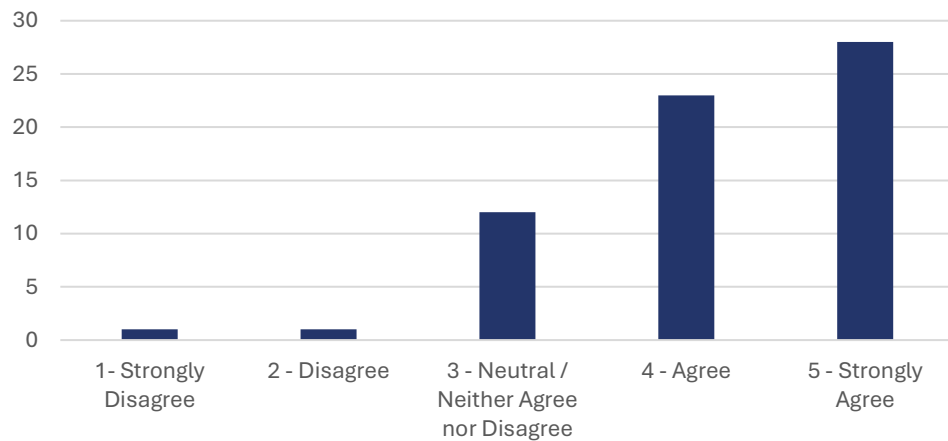


Key points:

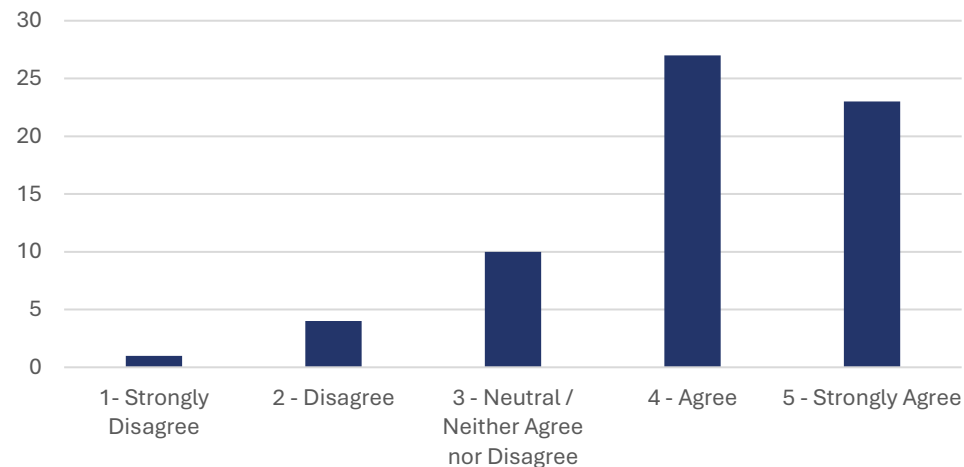
- ◆ 50 people selected either agree or strongly agree for their manager recognising and appreciating their work, 3 people selected disagree or strongly disagree

- ◆ 51 people selected agree or strongly agree for their manager supporting their professional growth, 2 people selected disagree or strongly disagree

My manager supports my professional growth



My manager gives me regular and constructive feedback

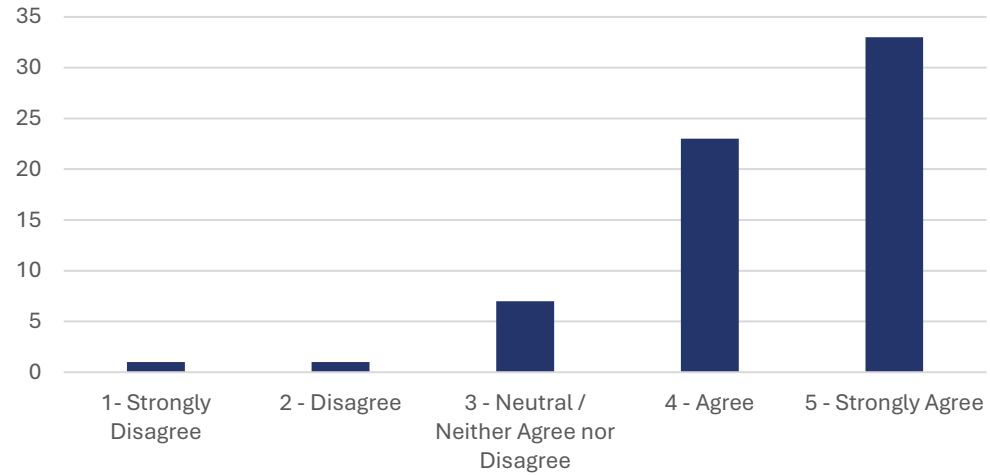


- ◆ 56 people selected agree or strongly agree for feeling comfortable approaching their manager with concerns/questions, 2 people selected disagree or strongly disagree

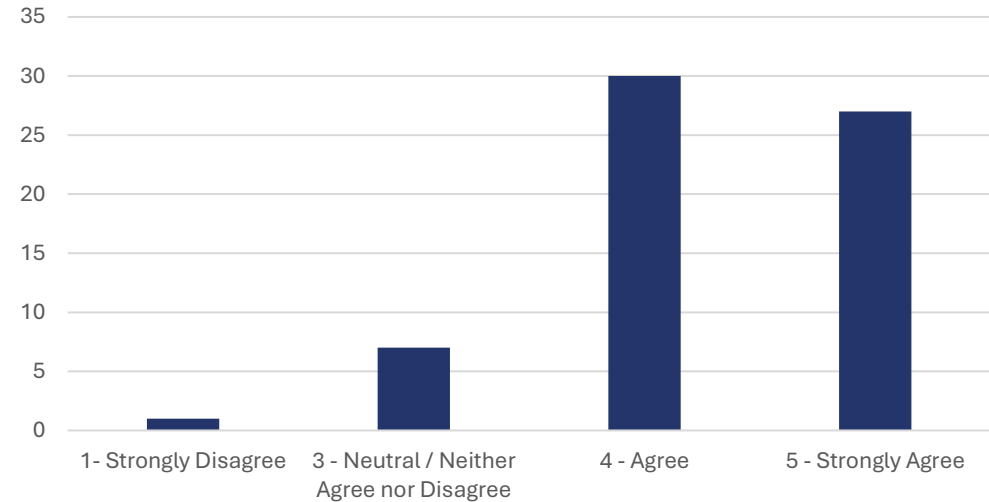
- ◆ 50 people selected agree or strongly agree for their manager giving them regular and constructive feedback, 5 people selected disagree or strongly disagree

Teamwork

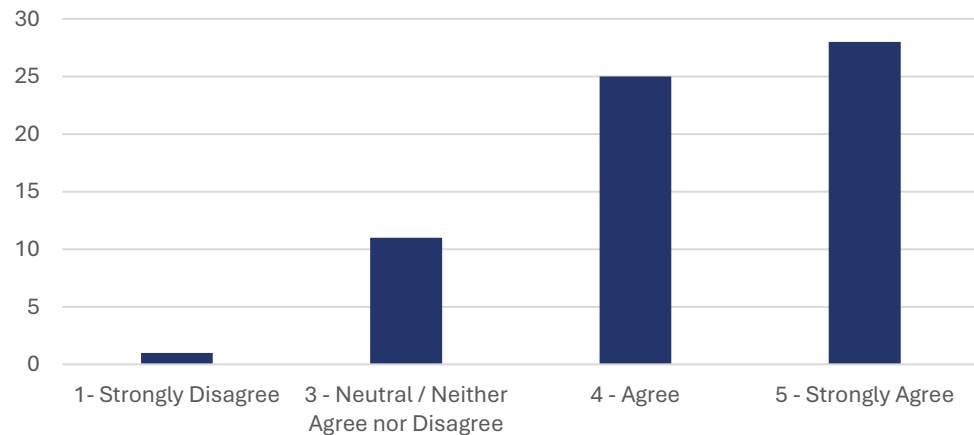
There is open and honest communication within my team



My team works well together to achieve goals



I feel like a valued member of my team

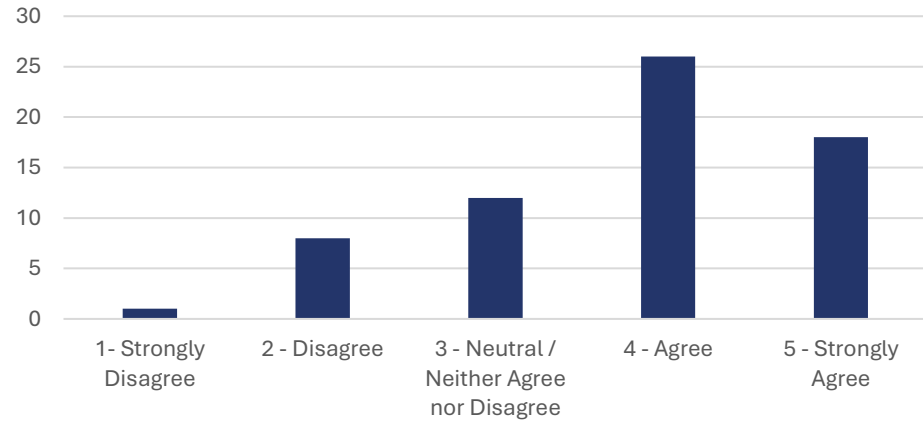


Key points:

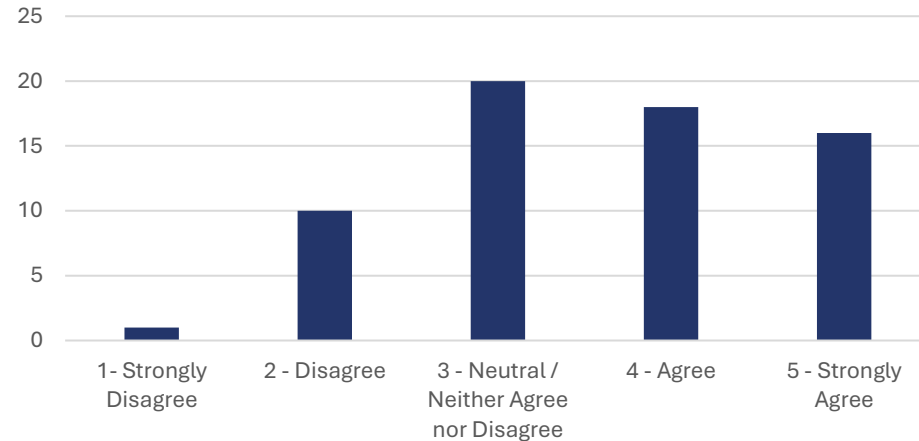
- ❖ 56 people selected agree or strongly agree for having open and honest communication within their team, 2 people selected disagree or strongly disagree
- ❖ 53 people selected agree or strongly agree for feeling like a valued member of the team, 1 person selected strongly disagree
- ❖ 57 people selected agree or strongly agree for the team working well together to achieve goals, 1 person selected strongly disagree

Communication

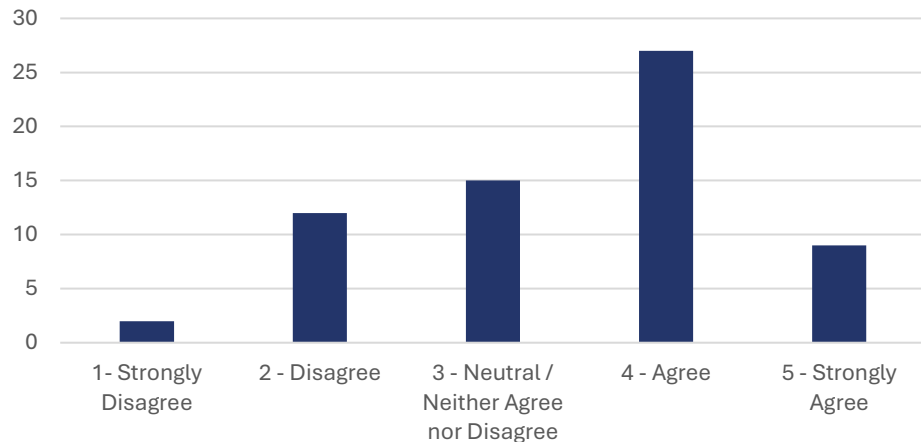
I feel I'm able to communicate freely up the management chain, even when the news is not good.



I receive regular communication from my manager about what is happening at the company.



There is open and honest two-way communication in the company.

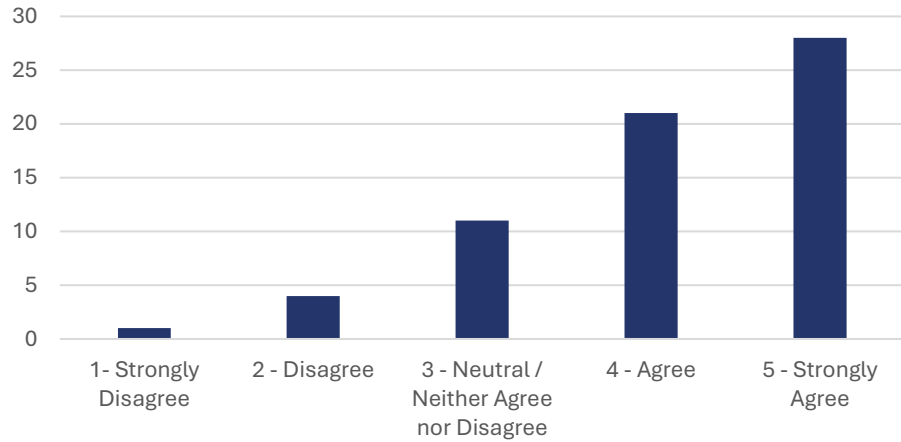


Key points:

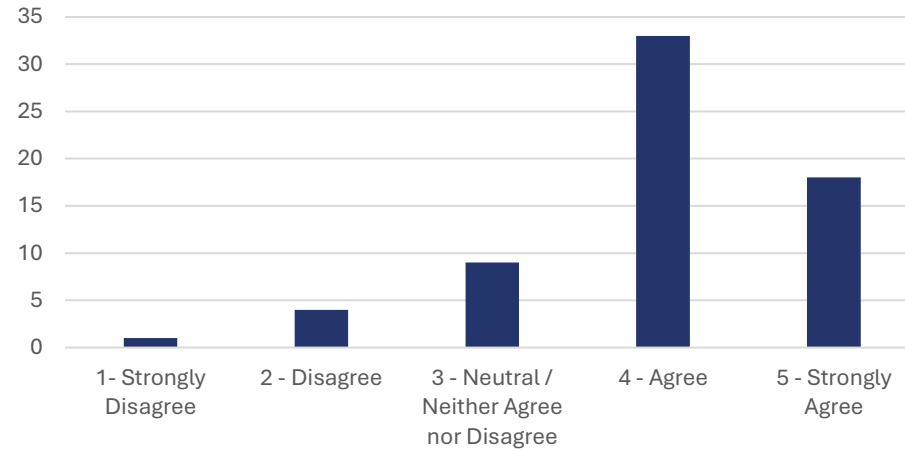
- ❖ 44 people selected agree or strongly agree for feeling able to communicate freely up the management chain when the news is not good, 9 people selected disagree or strongly disagree
- ❖ 36 people selected agree or strongly agree for having open and honest two-way communication in the company, 14 people selected disagree or strongly disagree
- ❖ 34 people selected agree or strongly agree for receiving regular communication from their manager about what is happening at the company, 11 people selected disagree or strongly disagree

Professional Growth

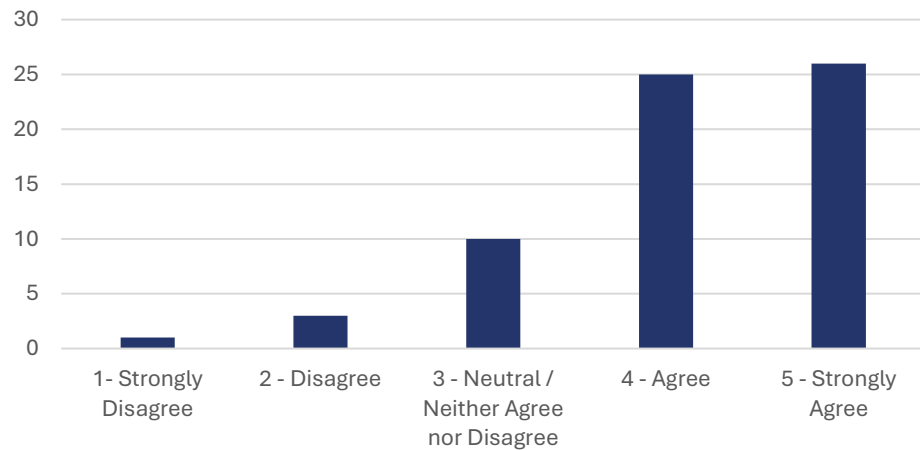
I see a clear path for career advancement here



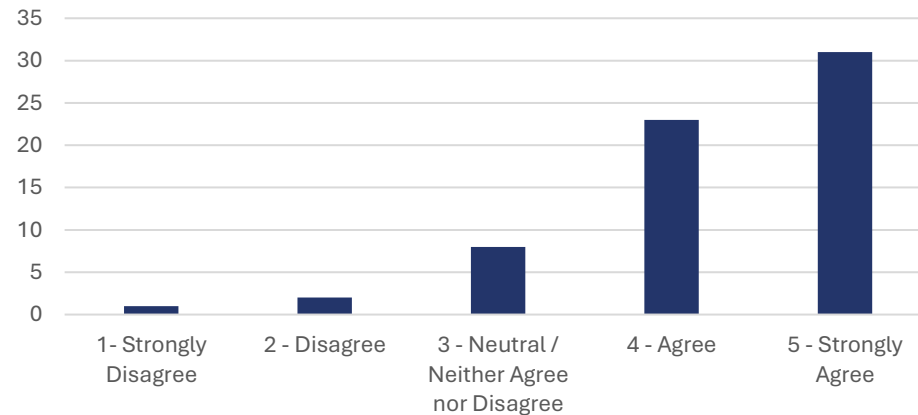
I receive the training I need to do my job well



I am encouraged to learn new skills



I have opportunities to grow and develop professionally

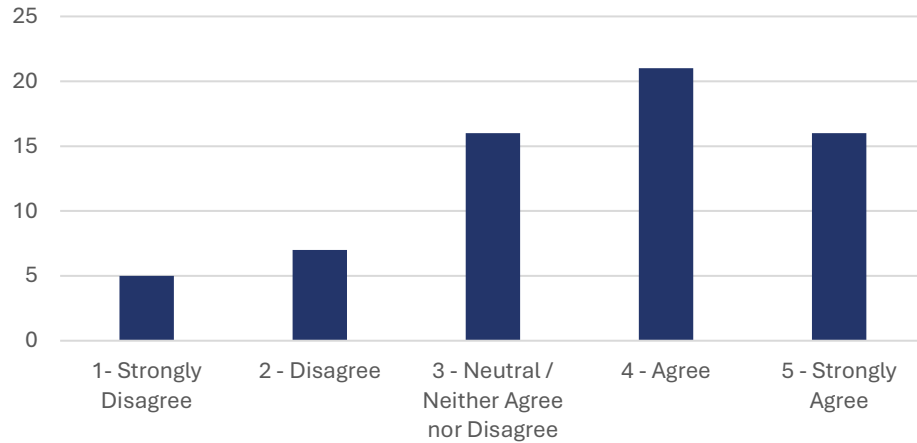


Key points:

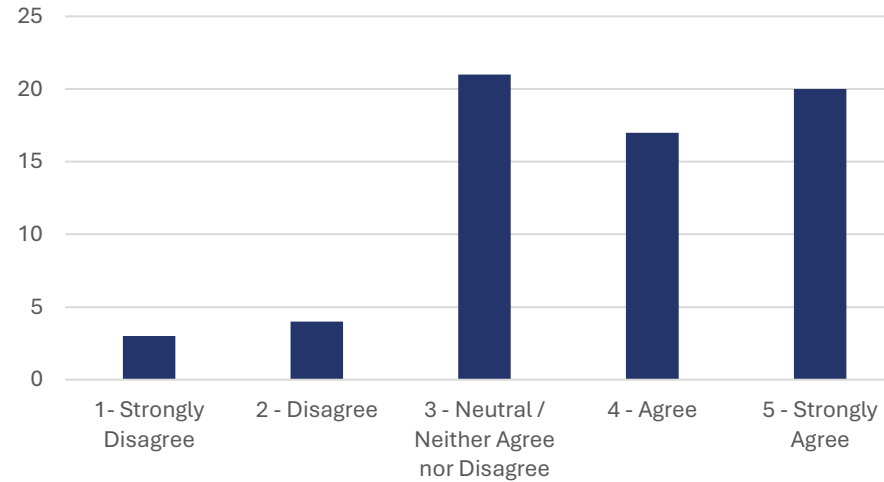
- ❖ 49 people selected agree or strongly agree for seeing a clear path for career advancement here, 5 people selected disagree or strongly disagree
- ❖ 51 people selected agree or strongly agree for being encouraged to learn new skills, 4 people selected disagree or strongly disagree
- ❖ 51 people selected agree or strongly agree or receiving the training they need to do their job well, 5 people selected disagree or strongly disagree
- ❖ 54 people selected agree or strongly agree for having opportunities to grow and develop professionally, 3 people selected disagree or strongly disagree

Recognition & Rewards

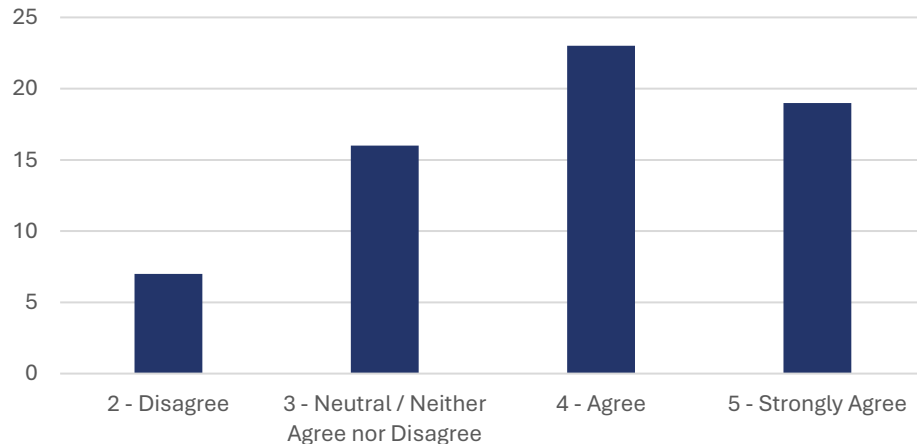
I feel my compensation is fair compared to similar roles in the industry



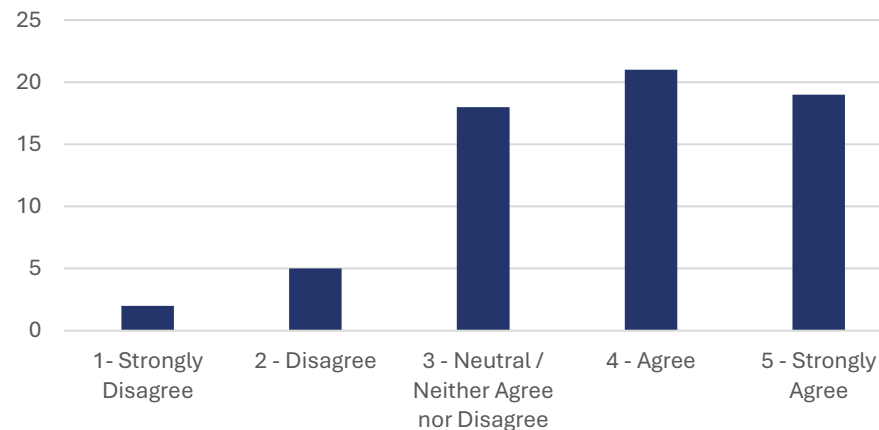
The company fairly rewards good performance



I feel recognised for the work I do



My achievements are celebrated by my team or manager

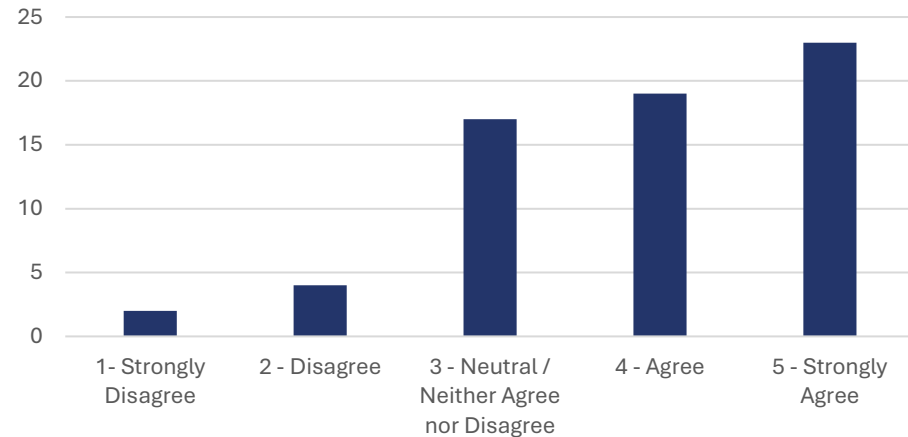


Key points:

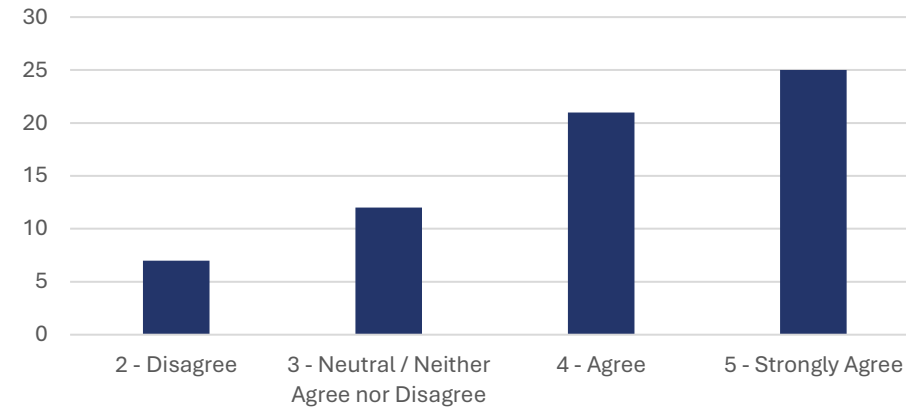
- ❖ 37 people selected agree or strongly agree for feeling their compensation is fair compared to similar roles in the industry, 12 people selected disagree or strongly disagree
- ❖ 42 people selected agree or strongly agree for feeling recognised for the work they do, 7 people selected disagree
- ❖ 37 people selected agree or strongly agree for the company fairly rewarding good performance, 7 people selected disagree
- ❖ 40 people selected agree or strongly agree for their achievements being celebrated by their team or manager, 7 people selected disagree or strongly disagree

Mental and Physical Health

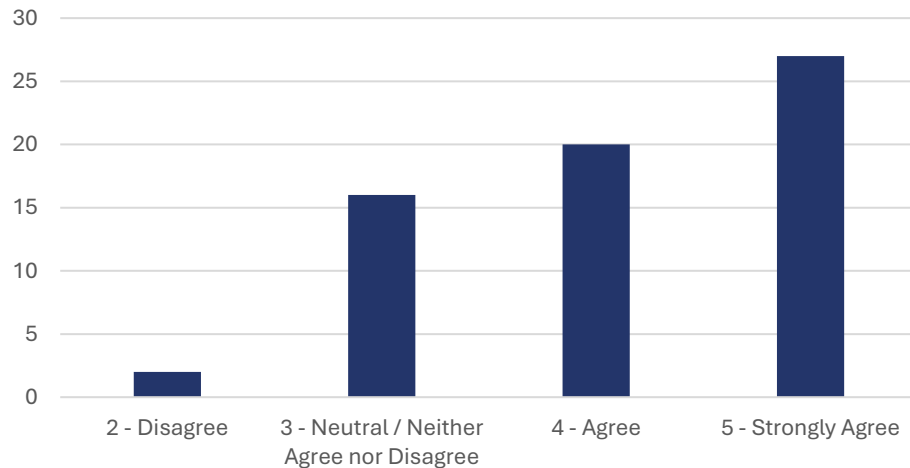
My work environment supports my physical health



I know where to access mental health support if I need it



The organisation takes mental health seriously

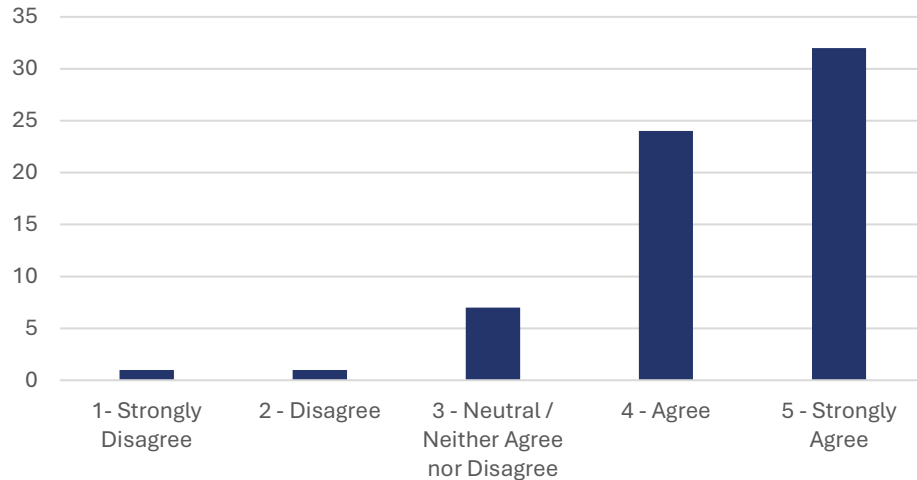


Key points:

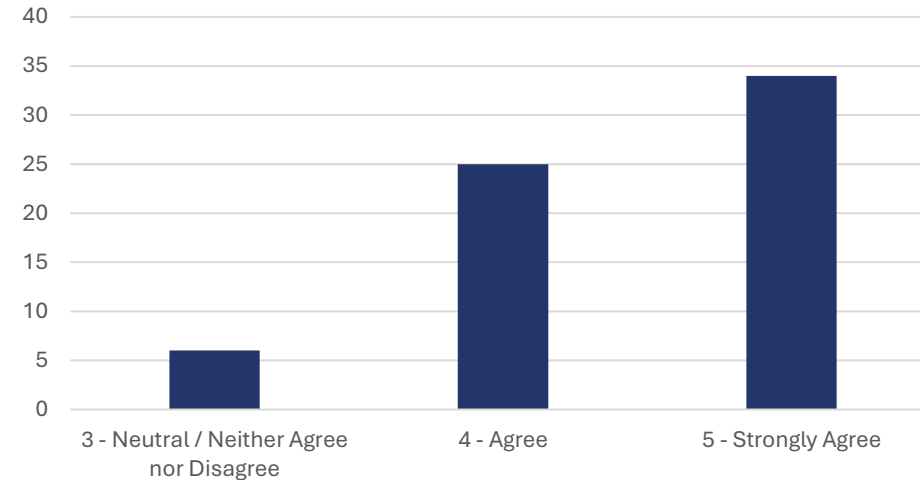
- ❖ 42 people selected agree or strongly agree for their work environment supporting their physical health, 6 people selected disagree or strongly disagree
- ❖ 46 people selected agree or strongly agree for knowing where to access mental health support, 7 people selected disagree
- ❖ 47 people selected agree or disagree for the organisation taking mental health seriously, 2 people selected disagree

Organisational Alignment

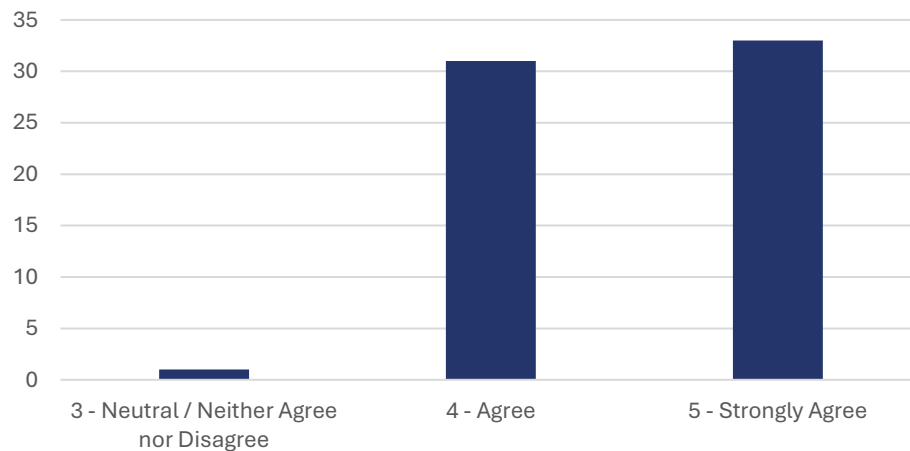
Leadership communicates a clear vision for the future



I believe in the direction the company is heading



I understand the company's mission and values



Key points:

- ❖ 56 people selected either agree or strongly agree for leadership communicating a clear vision for the future
- ❖ 59 people selected either agree or strongly agree for believing in the direction the company is heading
- ❖ 64 people selected either agree or strongly agree for understanding the company's mission and values