

Summarizing Your Results

A worksheet for synthesizing and sharing your Employee Experience Survey results

Overview

This guide is designed to help you and your team synthesize the results from your Employee Experience Survey (EES) and share them meaningfully with your staff. Our hope is that every team member feels their voice was heard, and that together, your organization can build a shared understanding of the results.

Ways to Share Results

Choose the approach that works best for your team's culture and communication style, such as:

- Sharing at an all-staff meeting (use our [presentation template](#) if helpful)
- Sharing during department or team meetings if results vary across departments
- Sending an email summary followed by a Slack message
- Incorporating results into a staff retreat

Strengths and Growth Areas

Use the format below to summarize your results.

Strengths
<i>Ex. Collaboration</i>

Growth Areas
<i>Ex. Communication</i>

Comparisons

Comparing your results with benchmarks can provide important context and insight. On the Culture Amp platform, you'll find options to compare your results to:

- Your past EES results
- The U.S. Benchmark
- The Leading Edge average (based on all organizations participating this year)

Highlighting specific comparisons can help surface meaningful trends. Below are examples of how to present this data:

Survey Question	Our 2027 Data	Leading Edge Average
Ex. "There is good collaboration between teams/departments in my organization"	88%	80%

Survey Question	Our 2027 Data	U.S. Benchmark
Ex. "At my organization there is open and honest two-way communication"	74%	89%

Next Steps and Action Planning

After you've shared your results, focus on choosing one or two areas to prioritize for action. We strongly recommend starting small and staying focused on what will have ***the most significant impact*** on your employees' experiences.

Create an action plan that outlines clear next steps, assigns roles, and defines success. Involving staff at any level can help build momentum and shared ownership for change.

Focus Area #1

Action Steps	Responsibilities	Resources	Communication	Timeline	Evidence of Success
<i>What actions will we take?</i>	<i>Who will lead and who will support?</i>	<i>What resources are available?</i>	<i>Who's involved? How will updates be communicated?</i>	<i>By when?</i>	<i>How will we know we're making progress?</i>

Focus Area #2

Action Steps	Responsibilities	Resources	Communication	Timeline	Evidence of Success
<i>What actions will we take?</i>	<i>Who will lead and who will support?</i>	<i>What resources are available?</i>	<i>Who's involved? How will updates be communicated?</i>	<i>By when?</i>	<i>How will we know we're making progress?</i>