

Welcome to Your Reports!

2023 Best Places to Work in Western New York

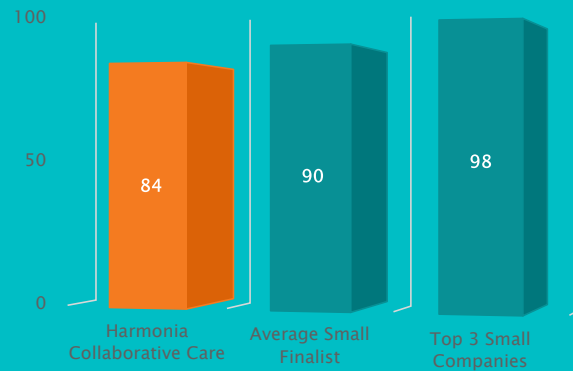
YOUR SCORE

84.41

By participating in the Best Places to Work program, you are demonstrating your commitment to employee engagement and creating an advantage over your competition.

This program measures a wide range of research-validated workplace factors that impact employee engagement and satisfaction. Best Places to Work foster a workplace where employees willingly go above and beyond in their work, advocate for the organization and intend to stay into the future.

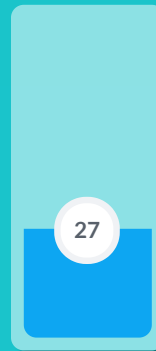
This year, 35 of your employees completed the survey. The average of their responses creates your organization's Best Place to Work score. Scores can range from 0-100 with 100 being the best possible score.



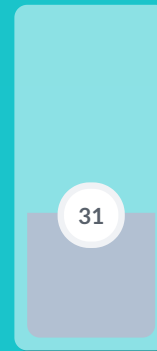
27

Your Benefits Score

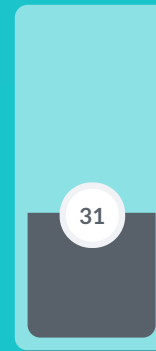
Compare your benefit offerings to other companies in your region and to Best Place To Work Finalists.



Your Score



Avg. Same Size In Region



Avg. Same Size Finalists



18

HIGHLY ENGAGED EMPLOYEES

51.43% OF YOUR PEOPLE

Your People

Highly Engaged

Highly Favorable, Advocate, Intend To Stay, High Discretionary Effort

13

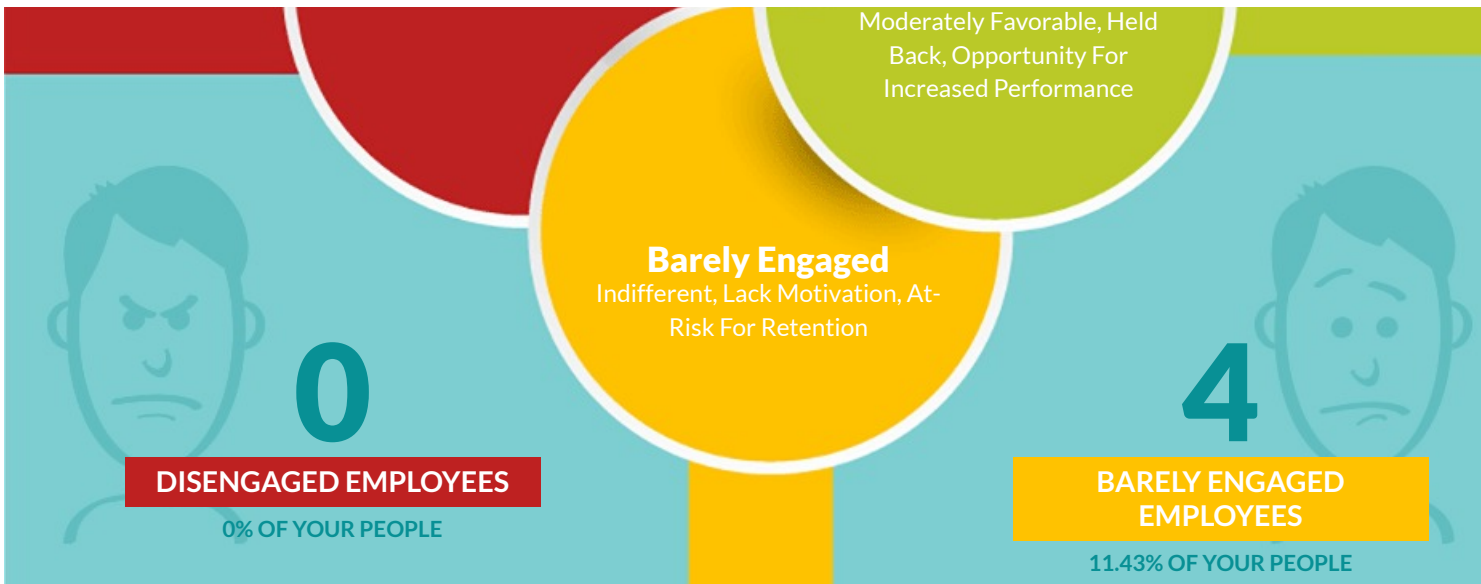
MODERATELY ENGAGED EMPLOYEES

37.14% OF YOUR PEOPLE

Disengaged

Negative, Lack Commitment, Impact Productivity Of Others

Moderately Engaged



For your information

The top scoring Best Places to Work have created a workplace where 97% of employees are engaged.

Can you hear me?

Employees were invited to provide optional responses to several open-ended questions during the survey. Your employees shared 104 comments. Here is a random sampling of their responses:

Despite three years of record profits, employees were given minimal raises or bonuses which have not helped to offset increased cost of living. Senior Staff seem out of touch with the real material needs of their employees, often just "morale boosting" emails, rather than addressing the real, tangible needs of employees. Options for training are offered, but employees are discouraged from using them, as they decreased chances of making unit bonuses. Once an employee leaves, often for jobs with better pay, senior staff make snide or passive aggressive remarks about their dedication to the company or their ability to do their job.

This organization has allowed for my growth on a professional and personal level. I feel comfortable speaking with my peers regarding questions or issues that arise. I believe we have a good team who are focused on our agency's goals.



Harmonia has creative and visionary leadership. I am confident that I will be able to grow and develop with the organization, and will be supported by my leadership.

This is truly the best organization I have worked for. They create a warm and positive environment. They treat people well. And I enjoy my job.



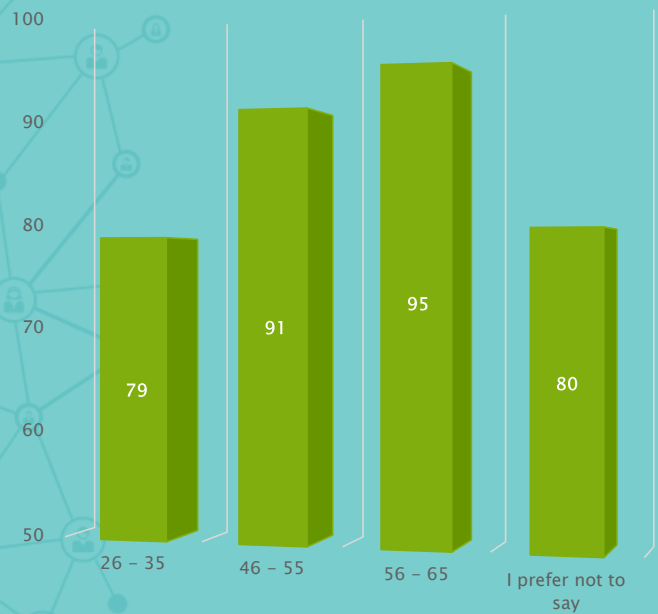
I believe Harmonia is an amazing place to work. I feel I am valued employee and I also feel gratitude in my work each and every day.



Generations in your Workplace

Is Harmonia Collaborative Care's culture one that works better for the younger employees who are just beginning their career? Or do you unintentionally cater to a more mature workforce?

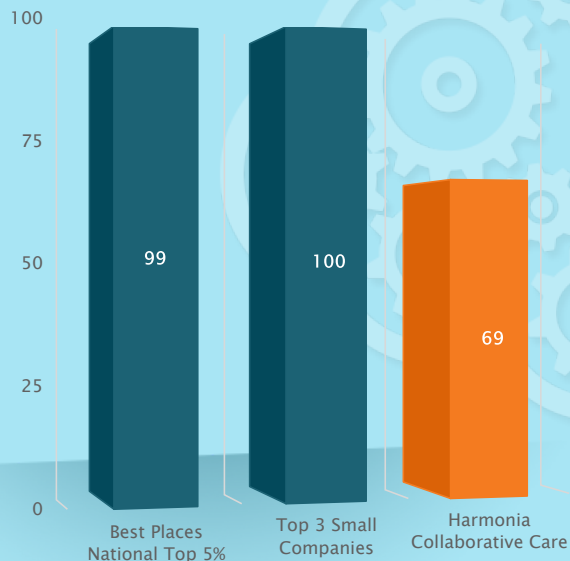
Comparing the engagement levels of employees by age group may highlight that your workplace is working better for some than others. Best Places to Work are diligent about fostering a culture that works for all employees.



What word best describes your work environment?

Collaborative

TOP WORD AT HARMONIA COLLABORATIVE CARE



Knowing What Matters

When employees feel valued by their organization, they are far more likely to be engaged. Year after year, this single factor proves to be one of the largest drivers of employee engagement. How did **Harmonia Collaborative Care** stack up?

The senior leaders of the organization value people as their most important resource.

Now What?

View our ideas library to help improve engagement.

Questions? Comments? We're here to help!

✉ Email us at bestplaces@quantumworkplace.com

☎ Call us at 1-888-415-8302