Hiring

Where did you work prior to your current role?

Count	%	Answer
79	27.53%	1 - Within Restoration
51	17.77%	2 - General Construction
138	48.08%	3 - Outside General Construction
12	4.18%	4 - Insurance
7	2.44%	5 - Military

Why did you accept this position?

Count	%	Answer
52	18.71%	3 - Team Culture
50	17.99%	4 - Growth Potential
34	12.23%	9 - Misc
33	11.87%	8 - Find Work Fulfilling
31	11.15%	5 - Salary
25	8.99%	7 - Needed a Job
20	7.19%	2 - Frustration at Current Job
14	5.04%	1 - Location
14	5.04%	6 - Work-Life Balance
5	1.80%	0 - Security

How did you discover this position?

Count	%	Answer
48	17.20%	1 - Indeed/Online Job Board
10	3.58%	2 - Facebook/LinkedIn
10	3.58%	3 - Networking
124	44.44%	4 - Referral from Family/Friends/Employees
4	1.43%	5 - Newspaper Ad
1	0.36%	6 - Trade Show
19	6.81%	7 - Started Company
27	9.68%	8 - Recruited
20	7.17%	9 - Misc
16	5.73%	0 - Reached out Directly

Training/Information

What did you enjoy about your first two weeks on the job?

Count	%	Answer
107	41.31%	2 - Team Member Interactions
57	22.01%	1 - Learning New Skills
32	12.36%	6 - Misc/Other
22	8.49%	5 - Variety of Work
17	6.56%	3 - Independence/Autonomy
17	6.56%	7 - Structure
7	2.70%	4 - Nothing

What could have been improved during your onboarding?

Count	%	Answer
59	25.99%	1 - Nothing
50	22.03%	6 - More Structure for Training/Clarified Role Expectations
35	15.42%	2 - Improved Skill Training
30	13.22%	7 - Misc
25	11.01%	3 - Improved Policy/Process Training
15	6.61%	5 - Better Team Member Interactions
13	5.73%	4 - Opportunities for Job Shadowing

If you have a question, where do you get that information?

Count	%	Answer
125	46.82%	1 - Supervisor/Manager
40	14.98%	2 - Colleagues
33	12.36%	3 - Peers in the Industry
27	10.11%	4 - Google
12	4.49%	5 - KnowHow
14	5.24%	6 - Just Guess
14	5.24%	7 - Internal Process Docs
2	0.75%	8 - Misc

Does your company value training?

Count	%	Answer
212	74.39%	Yes
73	25.61%	No

How do you find out what you're accomplishing today?

Count	%	Answer
38	13.87%	1 - Daily/Weekly Meetings
67	24.45%	2 - Self-Directed
32	11.68%	3 - Management
24	8.76%	4 - Project Management Software/Work Orders
25	9.12%	5 - Calendar/Schedule
24	8.76%	6 - E-mail/Text Message/Phone
21	7.66%	7 - High-Level Goals/Expectations
14	5.11%	8 - Respond as Work Comes In
14	5.11%	9 - Seek It Out/Don't Know/Assumed
15	5.47%	0 - Recurring Tasks

Where do you get information about project details?

Count	%	Answer
83	30.74%	1 - E-mail/Text
33	12.22%	2 - Meetings
70	25.93%	3 - Project Management Software
37	13.70%	4 - Verbally
2	0.74%	5 - Other
35	12.96%	6 - Work Orders
8	2.96%	7 - Not Communicated
2	0.74%	8 - Misc

How long does it take to get an answer from your manager?

Count	%	Answer
141	51.27%	1 - Under 15 minutes
60	21.82%	2 - 30 mins - 60 mins
25	9.09%	3 - 1 hour - 3 hours
10	3.64%	4 - 3 hours - 6 hours
5	1.82%	5 - Over 6 hours
3	1.09%	6 - Days
27	9.82%	7 - Inconsistent
4	1.45%	8 - Misc

Team Culture/Day-To-Day

What do you really enjoy about your company?

Count	%	Answer
25	9.26%	1 - Autonomy
152	56.30%	2 - Team Culture/Relationship with Co-Workers
12	4.44%	3 - Flexibility
31	11.48%	4 - Interactions with Customers/Find Work Fulfilling
11	4.07%	5 - Pay/Benefits/Hours
12	4.44%	6 - Nothing
11	4.07%	7 - Growth Opportunities
16	5.93%	8 - Other

Where do you see yourself in 1 year?

Count	%	Answer
109	37.72%	1 - Same Position
103	35.64%	2 - Promotion/Increase in Responsibility
5	1.73%	3 - Increased Job Flexibility
11	3.81%	4 - Different Job
4	1.38%	5 - Different Industry
4	1.38%	6 - Selling the Business
17	5.88%	7 - Retiring
10	3.46%	8 - Don't Know
12	4.15%	9 - Other
14	4.84%	0 - Ownership

How would you describe your relationship with your manager?

Count	%	Answer
133	51.55%	1 - Great
78	30.23%	2 - Good
18	6.98%	3 - Okay
22	8.53%	4 - Bad
5	1.94%	5 - Feels like Family
2	0.78%	6 - Misc

What would you change about your manager's approach?

Count	%	Answer
72	28.80%	1 - Nothing
24	9.60%	2 - Understand My Perspective
12	4.80%	3 - Do What You Say
35	14.00%	4 - Improve Communication
11	4.40%	5 - Invest in My Training
20	8.00%	6 - Don't Micromanage
18	7.20%	7 - Become More Accessible
29	11.60%	8 - Improve Temperament
9	3.60%	9 - Improve Organization
20	8.00%	0 - Misc

What's the most fulfilling part of your job?

Count	%	Answer
99	36.53%	2 - Team Interactions/Working With People
58	21.40%	4 - Helping Others
30	11.07%	8 - Autonomy
25	9.23%	9 - Misc
20	7.38%	3 - Variety
19	7.01%	5 - Recognition/Job Well Done
14	5.17%	1 - Hard Work/Problem Solving
5	1.85%	6 - Getting Paid
1	0.37%	7 - Nothing

What's the least fulfilling part of your job?

Count	%	Answer
28	11.67%	1 - Bad Clients
40	16.67%	2 - Tedious Work
34	14.17%	3 - Bad Co-workers
11	4.58%	4 - Management
29	12.08%	5 - Workload/On-Call
34	14.17%	6 - Specific Job Function
8	3.33%	7 - Pay
9	3.75%	8 - Variability
16	6.67%	9 - Insurers/TPAs
31	12.92%	0 - Misc

What's main cause of frustration at work?

Count	%	Answer
34	12.78%	1 - Frustrating Customers
7	2.63%	2 - Feeling Unappreciated
69	25.94%	3 - Team Members Letting Me Down
18	6.77%	4 - Insurance/TPAs
22	8.27%	5 - Management Issues
7	2.63%	6 - Trying to Get Paid
28	10.53%	7 - Miscommunication
35	13.16%	8 - Workload
9	3.38%	9 - No Big Frustrations
37	13.91%	0 - Misc/Other

What's the main cause of great days?

Count	%	Answer
60	22.56%	1 - Feeling Productive
34	12.78%	2 - Connecting with Co-Workers
40	15.04%	3 - Team Doing Their Jobs Well
45	16.92%	4 - Satisfied Customers
47	17.67%	5 - No Surprises
40	15.04%	6 - Misc

Retaining & Firing

Why do good people quit?

Count	%	Answer
52	19.12%	1 - Poor Pay
12	4.41%	2 - Disrespected/Underappreciated
51	18.75%	3 - Bad Management/Communication
12	4.41%	4 - Bad Team Members
41	15.07%	5 - Workload/Stress
15	5.51%	6 - Inconsistent Work Hours/Unpredictable
6	2.21%	7 - Lack of Autonomy
39	14.34%	8 - They Don't Quit/Worker Fault
18	6.62%	9 - Better Opportunities Elsewhere
26	9.56%	0 - Misc

How can your company keep more good workers?

Count	%	Answer
81	29.78%	1 - Increase Pay/Benefits
25	9.19%	2 - Show Greater Respect/Appreciation
23	8.46%	3 - Improve Communication/Expectations
13	4.78%	4 - Remove/Improve Management
28	10.29%	5 - Nothing
13	4.78%	6 - Clarify Career Progression
31	11.40%	7 - Improve Training
14	5.15%	8 - Change Team/Keep Workers Accountable
19	6.99%	9 - Reduce Workload
25	9.19%	0 - Misc/Don't Know

What does it take to get fired at your company?

Count	%	Answer
22	8.06%	1 - Don't Know
14	5.13%	2 - Disrespect
59	21.61%	3 - Moral/Ethical Lapses
14	5.13%	4 - Bad Interactions with Customers/Employees
9	3.30%	5 - Not Following Company Values
96	35.16%	6 - Poor Performance
29	10.62%	7 - Hard to Get Fired
30	10.99%	8 - Misc