

SMARTSURVEY
**PASSION
REPORT**
REPORT
2022



EMPLOYEE PASSION SURVEY

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WHAT IS EMPLOYEE PASSION SURVEY

- ▶ Our Vision



YOUR PASSION DASHBOARD



3 THEMES OF PASSION



15 PASSION INDICATORS

- ▶ YOUR TOP 5
PASSION
INDICATOR



LEVELS OF PASSION



PHASES OF PASSION

- ▶ CHARACTERISTICS
YOU EXHIBIT
- ▶ ACTION PLAN

WHAT IS EMPLOYEE PASSION SURVEY

Going beyond Employee Engagement is the idea behind Passion. Employee Passion Assessment is a self-development tool which aims to identify the passion indicators which drive you to excel at your work.

Many organizations conduct employee satisfaction / employee engagement surveys and the collective decisions are taken at the periphery of the organization. Brilliantly different to this, HCL went a step ahead and discovered the idea of going beyond engagement in the organization by providing the top five passion indicators to the individual.

This report provides you with a comprehensive implication and the actions that you should take to enhance and leverage the Passion in you. It also assesses your intensity of Passion on 15 unique passion indicators and gives you an idea of where you stand on the level of passion



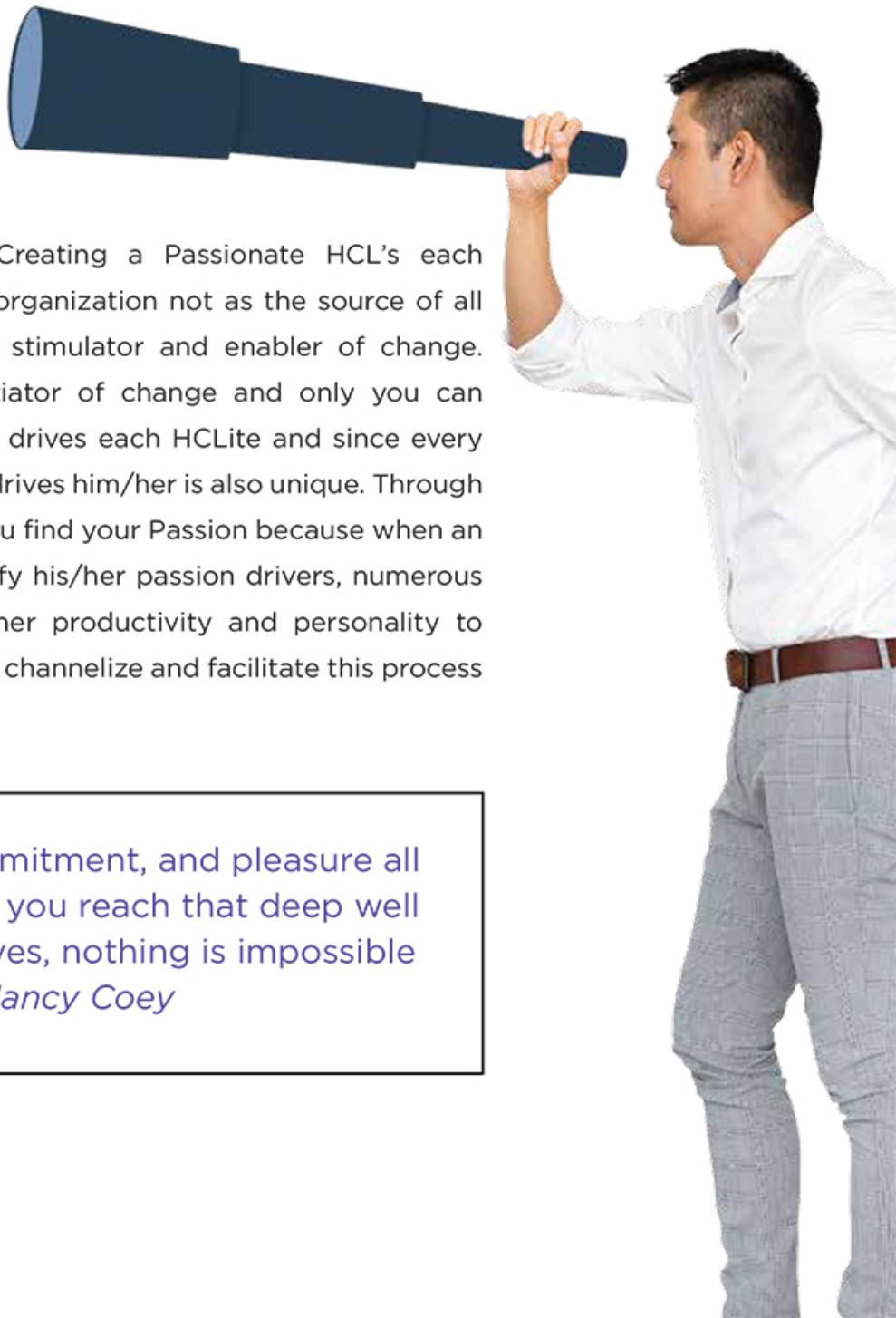
OUR VISION

CREATING
A PASSIONATE HCL!

To fulfil the vision of 'Creating a Passionate HCL's each individual has to see the organization not as the source of all change but as a kind of stimulator and enabler of change. Because you are the initiator of change and only you can sustain it. Passion is what drives each HCLite and since every individual is unique, what drives him/her is also unique. Through this endeavour, we help you find your Passion because when an individual is able to identify his/her passion drivers, numerous avenues emerge for his/her productivity and personality to grow. All that remains is to channelize and facilitate this process of development.

When work, commitment, and pleasure all become one and you reach that deep well where passion lives, nothing is impossible

-Nancy Coey



YOUR PASSION DASHBOARD



YOUR TOP 5 PASSION INDICATORS



RECOGNITION



TRAINING
& LEARNING



CUSTOMER
CENTRICITY



DIVERSITY
& INCLUSION



CAREER
ASPIRATION

YOUR DOMINANT THEME

SECULAR

LEVEL OF PASSION

ENGAGEMENT

Sanjay, You are currently in
THINKING PHASE

3 THEMES OF PASSION FRAMEWORK

YOUR
**DOMINANT
THEME**



SELF

People who look within for motivation. They find reason and strength to achieve a goal without any external influence on them.

SOCIAL

People who look at their peers (friends, colleagues and superiors) for encouragement and motivation. Their connect with others is of high importance

SECULAR

People who get motivated when they receive the required support, recognition and growth from their organization. The organization's activities largely influence their overall performance

SECULAR THEME

Sanjay, you are motivated when you receive the required support, recognition and growth from their organization. The organization's activities largely influence your overall performance.

15 PASSION INDICATORS

SELF	SOCIAL	SECULAR
<ul style="list-style-type: none"> • Autonomy • Altruism • Creativity • Planning and Organizing • Work Life balance 	<ul style="list-style-type: none"> • Collaboration • Connectedness to Leaders • Connectedness to Colleagues • Diversity & Inclusion • Customer Centricity 	<ul style="list-style-type: none"> • Training & Learning • Career Aspiration • Meaningful Work • Recognition • Task Variety



Green category signifies that you are leveraging these passion indicators to the fullest



Amber category signifies that you are moderately leveraging these passion indicators.



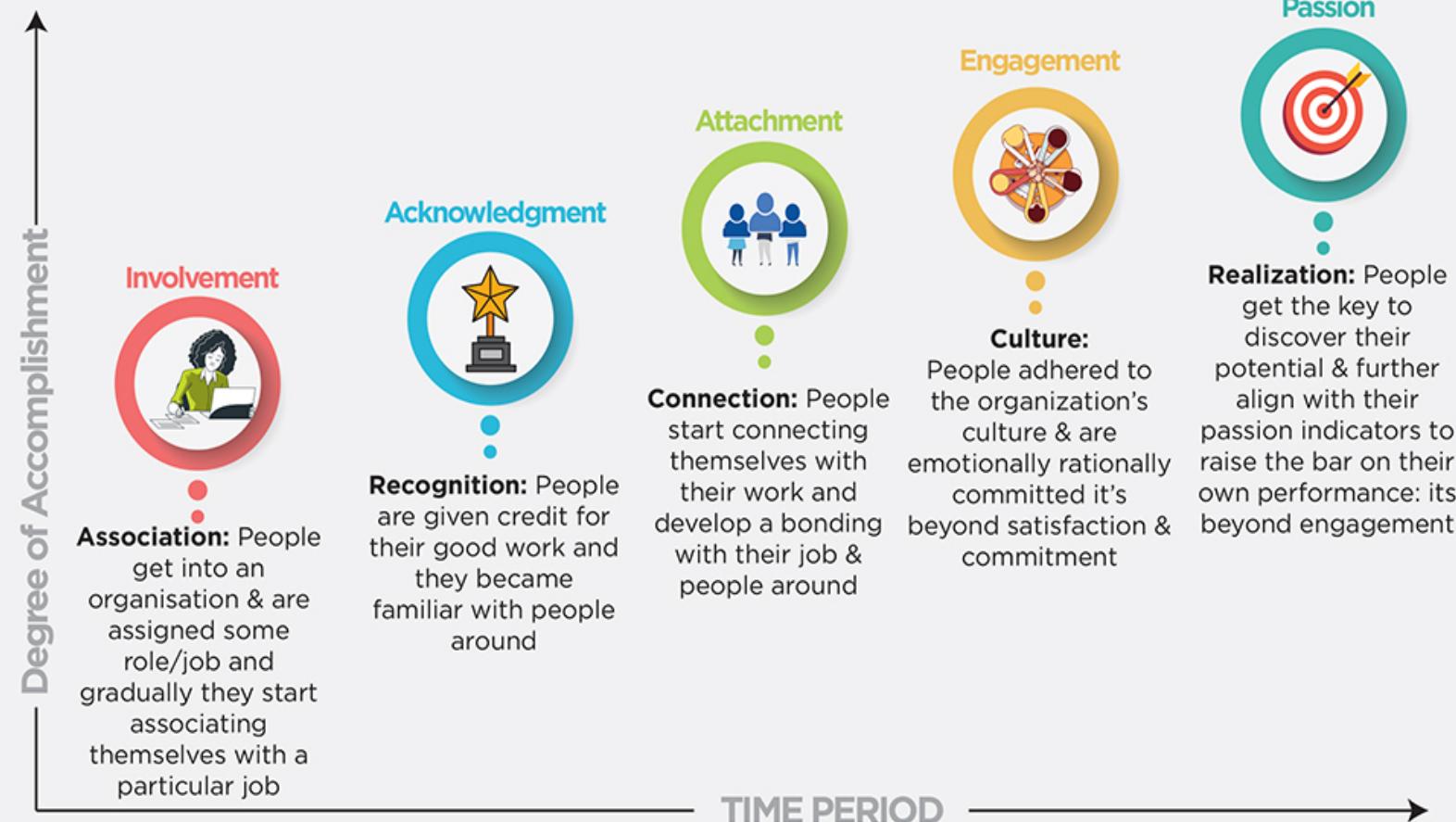
Red category signifies that though these are among your top five passion indicators but you are leveraging them very little. Therefore you need to work on them to get the most out of them.

YOUR
TOP 5
PASSION
INDICATORS



LEVELS OF PASSION

Passion exists on a continuum. There is such a thing as the passion spectrum. Just as light exists on a spectrum, passion also exists on a spectrum. Let us see where you are on your passion spectrum



YOUR LEVEL OF PASSION



ENGAGEMENT

3 PHASES OF PASSION

**YOU ARE
CURRENTLY
INTO**

SLEEPING PHASE

- Look for the root cause of your low motivation and come up with a viable solution
- Seek support from your manager / colleagues/ BU HR and seniors to find a way out
- Discuss your Individual EPIC Report with them to initiate the necessary conversation
- Look for role models around your scope of work and try to emulate their best practices and behaviours
- Attend counselling and mentoring sessions if required

THINKING PHASE

- Taking a look into your interests and driver that need to be leveraged (refer EPIC Individual Report)
- Seek guidance and proper coaching from your seniors on the problems that you face
- Identify a clear career path for yourself and create a specific plan to achieve your job targets
- Develop various competencies and leadership skills that are required for your current or the aspired role
- Identify Passionate employees and collaborate with them enthusiastically

GROWTH PHASE

- Understand what makes you passionate and different from others
- Share your best behaviours, practices and cultivate it in other team members also. This will additionally strengthen your relationship as a manager or a team leader
- Take up a virtual role, for instance being a reviewer of a project or an individual so that you can help them grow
- Participate in driving the various organisation wide initiatives and share your ideas with the concerned teams
- Be a “CHAMPION” for various initiatives in the team in order to improve both productivity and the passion levels of your team members

THINKING PHASE

CHARACTERISTICS YOU EXHIBIT (BASIS YOUR PHASE OF PASSION)

CREATING A PASSIONATE HCL!

SLEEPING PHASE EMPLOYEES

1. You feel powerless due to a lack of motivation at work and you think you do not have control over your activities
2. You fail at work because you lack clarity of your tasks or you feel there is too much work that is burdening you
3. You have low self-esteem and you feel a constant discomfort at workplace

THINKING PHASE EMPLOYEES

1. You feel that you can be more energetic and excited if you are motivated in the right direction
2. You are a little doubtful about yourself and you seek guidance to accomplish your jobs
3. You play safe and defensive when it comes to taking risks. A little more calculation and knowledge will help you do better
4. You are not comfortable with your surroundings and hence communication regarding this will help you prosper

GROWTH PHASE EMPLOYEES

1. You are a happy and a motivated person; you enjoy your work
2. You think positively and rebound from your current situation if it's bad and try to come out of it as soon as possible
3. You follow your passion, love to accomplish the challenging tasks even after facing a lot of problems
4. You take risks knowing that risks are the only way to grow. You step out of your comfort zone to achieve anything. You take wise and informed risk decisions

A young woman with long brown hair, wearing a white and black striped shirt, is looking thoughtfully upwards while holding a pencil and a stack of papers.

YOUR ACTION PLAN

DIVERSITY & INCLUSION



Diversity & Inclusion is the one true thing we all have in common. Celebrate it every day

-Anonymous

You love meeting new people and networking all across. You respect individual similarities and differences. Variety excites you and you are open to thoughts that force you to think in a different direction...

MOST PREFERRED BEHAVIOURS / CHARACTERISTICS YOU EXHIBIT

1. You treat your colleagues as friends rather than only acquaintances
2. You would love to work with different kinds of people on variety of things
3. You like to build contacts, meet new people and interact with them
4. You listen to diverse viewpoints carefully and take inputs
5. You appreciate diversity
6. You do not feel uncomfortable when surrounded by diverse thoughts

MY ACTION POINTS

How to enhance Passion within the workplace?

- Focus on diverse thought processes, ideas and collective actions to enhance your and your team's performance
- Participate in cross functional, multi-cultural and different geo events that are held in the organization
- Interact with different people who differ from you in generation, gender, experience, location etc.
- Be a part of the brainstorming sessions for new ideas for the projects that need to be started / implemented in the organization

Explore the possibilities beyond workplace

- Utilize your network or sources of diverse thinking individuals to create fresh ideas, explore more in your free time
- Involve yourself in activities like sports, theatre etc. which motivates diverse culture
- Get involved in various kinds of festivities, events and celebrations to encourage and welcome more diversity in life

CUSTOMER CENTRICITY

You believe in achieving customer delight by providing value to your customers and understanding their needs. You would not hesitate in walking an extra mile to maintain good customer relationships.

MOST PREFERRED BEHAVIOURS / CHARACTERISTICS YOU EXHIBIT

1. You are well connected and have good relationship with your customers
2. You communicate efficiently with your customers and understand their needs
3. You put in more than the required effort to bring in customer delight
4. You look for ways to suggest new and creative ways to your customers
5. You keep on taking feedback from your customers to enhance the processes further

MY ACTION POINTS

How to enhance Passion within the workplace?

- Try to participate in the events where the organization facilitates to connect with the customers
- Analyze the business scenario/ venture out and find out about the possibilities you can satisfy your customer with
- Be an interface between your team and the customer, understand their needs
- Get your customers to provide feedback using methods like surveys, focus groups discussions etc
- Be assertive when trying to negotiate and state your agenda and limits clearly so as to avoid any confusion and miscommunication

Explore the possibilities beyond workplace

- Try using some non conventional avenues to listen to your customers like participating in events where the customer leadership team addresses the industry
- Read about the customer needs and the relationship management material available on internet
- Social networking on the platforms like twitter, Linked IN etc. can be helpful to build connection with the customers or the prospective customers
- Develop and maintain a certain level of informal relationship with your customers in order to better understand their expectations

RECOGNITION



In the arena of human life the honors and rewards fall to those who show their good qualities in action."

-Aristotle

You value an appropriate and timely recognition for the contributions you make to the company's success. It is important for you to be recognized and to receive the due credit.

MOST PREFERRED BEHAVIOURS / CHARACTERISTICS YOU EXHIBIT

1. You demonstrate relentless energy when you see high recognition associated with the task you handle
2. You want your work to be acknowledged and appropriately recognized
3. You are motivated by appreciation and tend to work harder after it
4. You enjoy being in a high-visibility role
5. You like to display your success to the external world for e.g. via title & awards received

How to enhance Passion within the workplace?

- Self-esteem is a positive reinforcement. If we feel good about ourselves and we believe others feel good about us, we perform better. Employee motivation starts from within. It fuels our sense of responsibility and leads us to the path of recognition
- Strive to become an O2 by consistently performing well at the workplace. O2 League is an exclusive league that recognizes the achievements of the Difference Makers, across the Lines of Businesses and Support functions, who have been outstanding performers and have great potential
- Strive for excellence in whatever you do and recognition will follow

Explore the possibilities beyond workplace

- Make a habit of acknowledging yourself for the things that you accomplish every day, even if they are small. Treat yourself or get yourself something to celebrate the achievement of critical milestones
- Perform all the tasks in your daily life, even household tasks with a view to get better every time you perform them. An excellent effort is always praised
- Appreciate a good effort whenever you see one. A word of appreciation creates a lot of difference

CAREER ASPIRATION

You have an uncompromising determination to climb the professional ladder. You ensure that you have a plan for career advancement with clear timelines

MOST PREFERRED BEHAVIOURS / CHARACTERISTICS YOU EXHIBIT

1. You continuously keep on grooming yourself according to your aspired/ planned roles
2. You keep yourself updated with new avenues of growth within/ outside the organization
3. You openly discuss and seek guidance on your career aspirations from your manager/colleagues and work on it
4. You consciously develop your individual career aspiration plan and regularly monitor its progress
5. You rarely compromise on your career aspirations whatever the situation may be

How to enhance Passion within the workplace?

- You need to leverage on all career building and learning opportunities available and be updated with the latest trends in the market
- Develop an expertise in the domain you work in and also work on building a knowledge repository on other fields/ industries that may interest you or are related to your present line of work
- Talk to your Manager, share your career aspirations and ask for a feedback on your strengths and areas for development. Your manager should be able to enhance your understanding and awareness of the organization's needs, technology changes, the planned programs etc.
- Set Career Goals, consider the information and the awareness you have gained from your Manager, think about your current position and the positions for which you aspire. With your supervisor, decide on the short-term (1 year) and medium-term (2-5 years) goals that are the best fit for you, your position, and the organization



All growth depends upon activity. There is no development physically or intellectually without effort, and effort means work."
-Calvin Coolidge

Explore the possibilities beyond workplace

- Use all that you learn from the various trainings or all the factors that contribute to your career development in creating something that can contribute to others - friends or peers. When you coach or mentor others using the knowledge you have acquired, your own learning goes to the next level
- Create milestones and timelines to measure your success in order to develop a skill or improve your competency in a certain area, you have to practice what you have learnt
- Review your career aspiration action plan regularly, upon completion of a development activity, review your plans on your own and see if you have acquired the ways that can help you to grow in future. Set new goals and revise the action steps and timelines accordingly

TRAINING & LEARNING

You continuously look forward to upgrade your competencies(knowledge, skills and behavior) that help you grow as an individual & as a better professional

MOST PREFERRED BEHAVIOURS / CHARACTERISTICS YOU EXHIBIT

1. You make conscious efforts to enhance your knowledge & skills
2. You believe in consistently equipping yourself with the latest trends in the market
3. You want to work on new projects because of the learning it provides
4. You love sharing knowledge with your peers/team to enhance your learning further
5. Your learning is of prime importance to you in day to day working

MY ACTION POINTS

How to enhance Passion within the workplace?

- Take full advantage of the existing training and learning opportunities available in the organization. Seek out for different types of behavioral and technical trainings.
- Peer coaching and mentoring: Learning at work often occurs through informal, repetitive interaction with your colleagues.
 - Formal Mentoring Programs designed to achieve development goals and improve the effectiveness of the organization.
 - Informal Mentoring /Peer coaching focuses on establishing learning partners to help you do your job and develop skills for the future. Talk to your immediate senior colleagues who can mentor or coach you.
- Participate in the skill enhancement drives that aim at upgrading or re-skilling

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Excellence is an art won by training and habituation. We do not act rightly because we have virtue or excellence, but we rather have those because we have acted rightly. We are what we repeatedly do.

Excellence, then, is not an act but a habit

-Calvin Coolidge

Explore the possibilities beyond workplace

- Discuss & learn from your family and friends. You can learn from others' successes and mistakes and also through sharing your own experiences
- Create milestones and timelines to measure your success in order to develop a skill or improve your competency in a certain area, you have to practice what you have learnt
- Explore your faculties to train people and form focus groups to practice the same

SMART SURVEY

Harness the power of Feedback

HCL