



Company Name

COVID-19 - Workforce Temperature Check - Report

April 2020



YOUR LOGO

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# Introduction

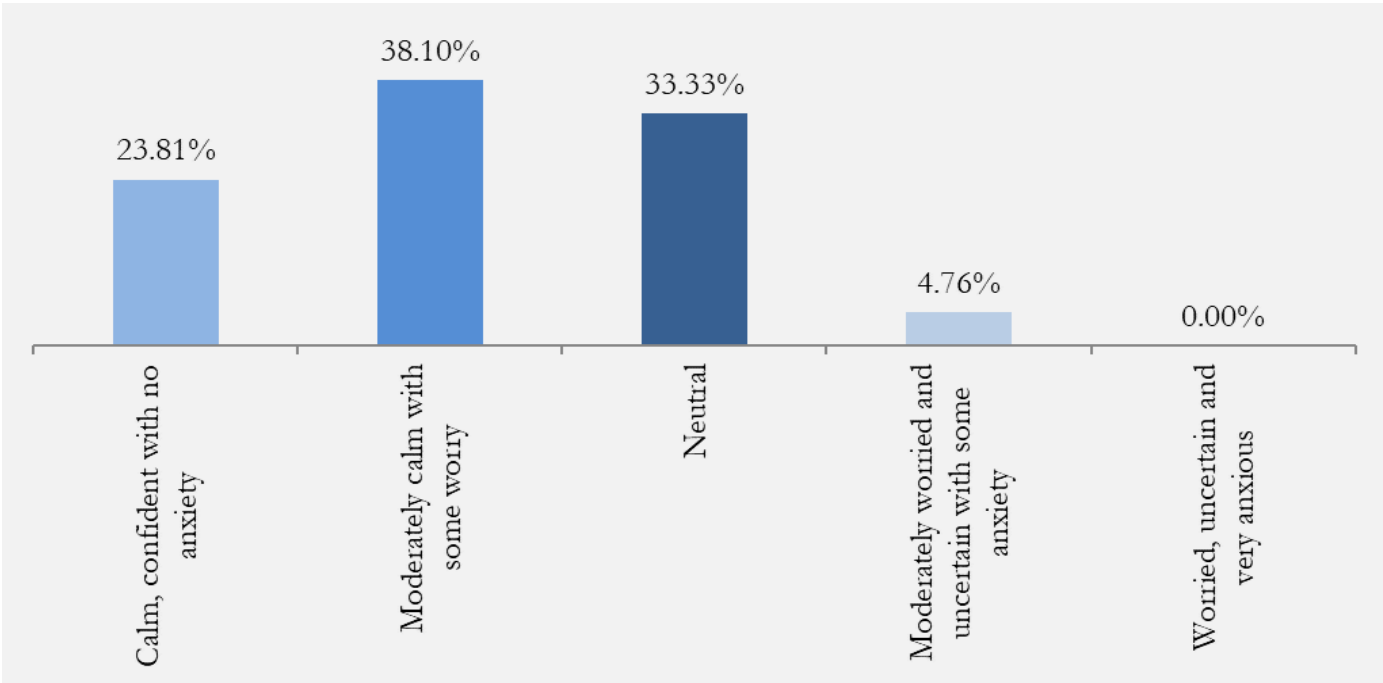
Company XXX, can be pleased with the results contained in this Workforce Temperature Check Report. The efforts of the leaders of Company XXX have proven to be a genuine example of the results that can be achieved in a challenging work environment that is being shaped by both a public health crisis and a resulting economic crisis.

Company XXX undertook this Workforce Temperature Check during 22-27 April, so as to evaluate its work arrangements and responses to Covid-19. The survey asked 3-questions and all responses are contained, without edit, in this report. Most importantly, this Temperature Check sought to identify ways that the business could better support staff during these challenging times.

There has never been a more important time to connect to each other and to put in place the organisational scaffolding or infrastructure that will not only allow Company XXX to better manage this crisis but to emerge even stronger in the recovery phase - smart organisations will use this time to build capacity and strengthen their internal and external relationships, enabling them to gain a competitive advantage and build organisational resilience – the results contained in this report, indicate Company XXX is on the right path.

# Results

## Q1. HOW ARE YOU FEELING AT THIS TIME?



### Additional Responses:

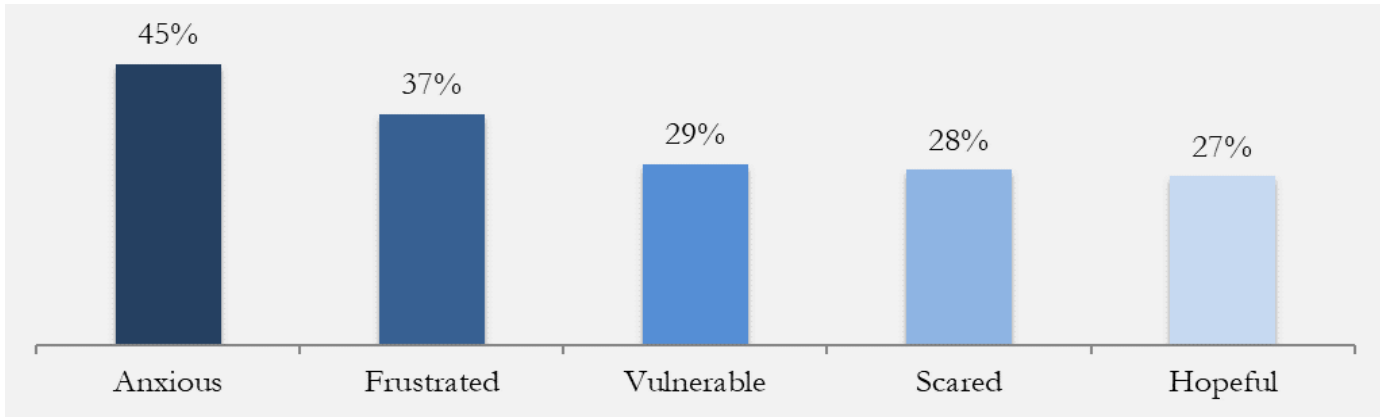
*Calm but uncertain of the future*

*It is hard to worry about something when there is so much else to get done*

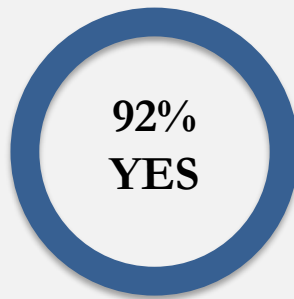
*Enjoying the flexibility of not having to go into the city, especially not having to use public transport. Also feel management have been as transparent as possible in the advising of the direction of the company through this difficult situation. Appreciative of the option to work from home*

These results compare favourably with the general Australian population - research conducted by McCrindle, of 1015 Australians, at the end of March 2020, found that Australians were feeling much more anxious than the Company XXX workforce. The top 5 emotions Australians were experiencing, in response to the unfolding Covid-19 crisis, are shown at the top of the following page:

## TOP 5 EMOTIONS FELT BY AUSTRALIANS – END OF MARCH 2020



### Q2. ARE YOU GETTING ENOUGH INFORMATION AND DIRECTION FROM THE BUSINESS AT THIS TIME?



This forced choice question provides evidence that the leaders of Company XXX are on the right track while at the same time focusing respondents for the next question where they were asked to suggest other ways the business can support them at this time.

The last question (Question-3), used a free-text window to enable respondents to suggest different action the business can take so that the leaders of Company XXX can pivot their response to Covid-19 and more effectively support their workforce - see following page.



### Q3. WHAT ELSE CAN THE BUSINESS BE DOING TO SUPPORT YOU AT THIS TIME?

It is clear that Company XXX is managing its response to Covid-19 very well. There is, however, an opportunity to provide information more regularly and via 'scheduled team forums'. Not only would this mitigate some staff concerns it would be a simple way to facilitate 'connection' and 'unity'. What's more, the current flow of information is 'one-way,' while introducing a weekly Zoom team meeting, for example, would allow conversation and discussion so that leaders can more immediately address concerns.

#### **Verbatim Comments:**

*Further information around the plan if the industry has a significant shut down*

*Continue to keep staff updated with any upcoming changes and if possible provide a fortnightly/monthly look ahead for the company as an overall of where the company sees itself in the coming months*

*I'm happy with the business information / support at present. Any potential issues with office entry etc. are notified immediately*

*This may have been issued already but I would like confirmation on our policy if a contractor or supplier is diagnosed with Covid-19 - will this be a case by case determination?*

*Short-term look ahead plans for the business. Confirmation of continued support for home office work. How are people present in the office being supported - should we have the office open... why even have it open? Perhaps the short-term look ahead plan can share this information? Is there some thought into cutting running costs and downsizing / relocating office footprint?*

*I would like to have a team meeting once a fortnight just to be updated. I think that the General Manager's messages are really good but I'm concerned about what work we have in front of us once our current projects are completed. I'd like to know what the plan is moving out of Covid-19*

*Happy at this time*

*Providing the opportunity to continue to operate as normal is the best thing we can do*

*Regular internal meeting (Monthly or fortnightly) via online medium to keep everyone up to date*

*Keep moving forward. Push on*

*More frequent communication, whether it's good or bad. If things are looking bad, I'd rather know upfront so I can prepare myself. There have been some mixed messages like things are looking good but please take leave this Easter*

*Think the business is doing the best they can at this time of uncertainty*

*Everything has been adequate and I feel I have the necessary amount of support and information during this period*

*Given the amount of information in the media, the business has done well to keep to the facts*

*Very appreciative of the option to work from home and actually thoroughly enjoying working remotely. I feel we have enough platforms for communication in place to ensure that we are all as productive as always, if not more-so. I'd like to see a weekly or fortnightly meeting set into the schedule (via Zoom or another platform), which would enable more connection between us all*

*We need to continue with the medical expert advice and avoid any unnecessary knee jerk reactions that could potentially effect the way we conduct our business*

**Note:** 22 employees were invited to complete the survey and 21 employees did so. In relation to the question above, suggestions were elicited from 17 respondents. One comment was excised to protect confidentiality of the organisation.



People At Their Best thank Company XXX for the opportunity to conduct their Workforce Temperature Check and to prepare and supply this Report.

It is our genuine hope that this Workforce Temperature Check Report contributes to our mission of building purpose driven organisations and helping organisations to grow their internal capability to match their external ambition – helping all organisations to be their best is what drives us.

We encourage you to contact us to explore these findings further.

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