



Employee Detachment Inventory (EDI) FEEDBACK REPORT

PRIVATE & CONFIDENTIAL

Employee : Shiraz Trial 2
Manager : Trial Manager
Organisation : Trial Account Australia
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Date : Tuesday, 21 July 2015

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Introduction

Employee Name	Shiraz Trial 2	Tenure	8 Months
Department	Finance	Manager	Trial Manager
Position	Finance Administrator	HR Contact	Trial HR Manager
Survey Completed	21/07/2015	Employee Score	18.4%

The Employee Detachment Inventory (EDI) provides Human Resource professionals with an objective methodology for measuring the perceptions of departing employees. It measures the degree to which various aspects of the employment experience impacted the employee's decision to leave. The EDI can be used as a stand-alone exit measure or in conjunction with your interview process, using the results contained in this report as a basis for holding a targeted conversation.

The EDI is designed for use by the HR Consultant to guide targeted conversations with both the Employee & Manager.

Key: Engagement vs. Detachment Drivers

Engagement drivers are "pull" forces; these are the reasons for wanting to stay.

Detachment drivers are "push" forces; these are the reasons for wanting to leave.

EDI Framework/Dashboard (Employee Exit Interview) Page 4

Use these results to conduct a targeted Exit Interview with the employee. Also review any Verbatim Comments on Page 5 which may have been completed during the Survey. Remember to thank the Employee for their feedback and participation in this process.

EMPLOYEE DEBRIEF

EDI Framework/Dashboard

Key: ■ Detachment (Push) ■ Engagement (Pull)

Driver: Position	-62%	Driver: Capability	23%	Driver: Colleagues	74%
Personal Workspace	-46%	Support & Training	58%	Acceptance, Belonging & Trust	90%
Contribution	-73%	Policy & Procedures	51%	Encouragement & Support	78%
Difficulty & Challenge	-43%	Standards	39%	Teamwork	53%
Diversity & Variety	-83%	Performance Expectations	34%	Pride, Identity & Commitment	74%
Type of Work	-64%	Current Skill Level	-66%		
Driver: Res, Systems & Equip.	-13%	Driver: Achievement	58%	Driver: Manager	72%
Impact on Effectiveness	86%	Awareness	66%	Accessibility & Approachability	86%
Support & Assistance	-50%	Challenged	50%	Communication	74%
Quality & Effectiveness	-26%	Fulfilled	49%	Clarity & Direction	91%
Availability & Accessibility	-62%	Goal Focused	67%	Support & Development	54%
		Self Directed	60%	Value Alignment	62%
				Style	76%
				Fairness	54%
				Consistency	78%
Driver: Security & Safety	74%	Driver: Growth & Development	-37%	Driver: Senior Leadership	66%
Organisation Stability	75%	Quality of Training	-15%	Visibility	74%
Position Security	74%	Access to Training	-28%	Accessibility	70%
General Workplace Safety	65%	Career Related Devel.	-56%	Confidence	59%
Personal Safety	83%	Position Related Devel.	-50%	Communication	82%
				Vision & Direction	74%
				Inspiring & Motivating	39%
				Commitment to People	62%
Driver: Rewards & Recognition	-70%	Driver: Balance	-36%	Driver: Organisation	72%
Sense of Being Valued	-67%	Hours of Work	-27%	Core Business	80%
Org. Incentive Programs	-89%	Responsiveness to Needs	-71%	Customers	76%
Employee Benefits	-81%	Out of Work Commitments	-45%	Mision & Direction	77%
Performance Related Pay	-50%	Travel & Transportation	67%	Strategy	78%
Base Salary	-62%	Flexible Conditions	-50%	Operating Model & Structure	49%
		Workload/Volume	-91%	Responsibility	62%
				Values	85%

Summary/Notes

Verbatim Comments

My role has changed considerably since the restructure and I know longer feel that it is aligned to my career path. I understand that the organisation needs to change, however I think they could have done a better job of managing the change process by consulting with staff around their roles, responsibility and the direction the company was headed. I am sad to be leaving as I have had an overall good experience.

Employee Notes

Jot down any notes you'd like to explore further, or any new insights you learn through the Exit Interview.

Manager Notes

Jot down any notes you'd like to explore further, or any new insights you learn through the Manager Debrief.



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