

Overall Scorecard

The scorecard shows all scores for all categories within the survey. Expand each category via the arrow to see the individual scores for all questions in a category.

Blue represents the % of favourable responses (agree and strongly agree)

Grey represents the % percentage of neutral responses

Red represents the % of unfavourable responses (disagree & strongly disagree)

Name	Responses	Distribution	NZDF Overall 2022	NZDF Overall 2021	Global
▼ NZDF / Service Purpose		<div style="display: flex; width: 100%;"><div style="width: 71%; background-color: #0070C0; height: 10px;"></div><div style="width: 17%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 12%; background-color: #C00000; height: 10px;"></div></div>	67% ^	-	-
I know what the NZDF is trying to achieve.*	1,368	<div style="display: flex; width: 100%;"><div style="width: 68%; background-color: #0070C0; height: 10px;"></div><div style="width: 16%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 16%; background-color: #C00000; height: 10px;"></div></div>	65% ^	75% v	74% v
I know how the (Service/Portfolio) contributes to the purpose of the NZDF.	1,366	<div style="display: flex; width: 100%;"><div style="width: 83%; background-color: #0070C0; height: 10px;"></div><div style="width: 10%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 7%; background-color: #C00000; height: 10px;"></div></div>	72% ^	-	79% ^
I use NZDF's core values to help me make decisions.	1,366	<div style="display: flex; width: 100%;"><div style="width: 77%; background-color: #0070C0; height: 10px;"></div><div style="width: 17%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 6%; background-color: #C00000; height: 10px;"></div></div>	73% ^	78%	-
I understand that increased diversity will improve NZDF performance.*	1,364	<div style="display: flex; width: 100%;"><div style="width: 55%; background-color: #0070C0; height: 10px;"></div><div style="width: 27%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 18%; background-color: #C00000; height: 10px;"></div></div>	59% v	72% v	-
▼ Organisational Leadership		<div style="display: flex; width: 100%;"><div style="width: 49%; background-color: #0070C0; height: 10px;"></div><div style="width: 27%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 24%; background-color: #C00000; height: 10px;"></div></div>	48%	-	-
I trust senior/organisational leadership (COL(E) and above)*	1,368	<div style="display: flex; width: 100%;"><div style="width: 38%; background-color: #0070C0; height: 10px;"></div><div style="width: 28%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 34%; background-color: #C00000; height: 10px;"></div></div>	40%	49% v	68% v
I have seen senior/organisational leadership (COL(E) and above) consistently modelling the behaviours expected from me.	1,368	<div style="display: flex; width: 100%;"><div style="width: 40%; background-color: #0070C0; height: 10px;"></div><div style="width: 33%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 27%; background-color: #C00000; height: 10px;"></div></div>	39%	-	69% v
The NZDF visibly supports diversity in the workplace.	1,368	<div style="display: flex; width: 100%;"><div style="width: 79%; background-color: #0070C0; height: 10px;"></div><div style="width: 16%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 5%; background-color: #C00000; height: 10px;"></div></div>	73% ^	79%	72% ^
The communication I receive is clear and consistent.	1,368	<div style="display: flex; width: 100%;"><div style="width: 39%; background-color: #0070C0; height: 10px;"></div><div style="width: 31%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 30%; background-color: #C00000; height: 10px;"></div></div>	40%	-	-
▼ Unit Leadership		<div style="display: flex; width: 100%;"><div style="width: 80%; background-color: #0070C0; height: 10px;"></div><div style="width: 12%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 7%; background-color: #C00000; height: 10px;"></div></div>	77% ^	-	-
I trust my unit leadership.	1,368	<div style="display: flex; width: 100%;"><div style="width: 76%; background-color: #0070C0; height: 10px;"></div><div style="width: 13%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 11%; background-color: #C00000; height: 10px;"></div></div>	73% ^	-	78%
I have seen my unit leadership consistently modelling the behaviours expected of me.	1,368	<div style="display: flex; width: 100%;"><div style="width: 73%; background-color: #0070C0; height: 10px;"></div><div style="width: 16%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 11%; background-color: #C00000; height: 10px;"></div></div>	70% ^	-	73%
The person I report to encourages and accepts different perspectives and new ways of doing things.*	1,367	<div style="display: flex; width: 100%;"><div style="width: 84%; background-color: #0070C0; height: 10px;"></div><div style="width: 10%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 6%; background-color: #C00000; height: 10px;"></div></div>	81% ^	79% ^	74% ^
I trust the person I report to.	1,367	<div style="display: flex; width: 100%;"><div style="width: 85%; background-color: #0070C0; height: 10px;"></div><div style="width: 9%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 5%; background-color: #C00000; height: 10px;"></div></div>	83% ^	-	81% ^
I have seen the person I report to consistently modelling the behaviours expected of me.	1,367	<div style="display: flex; width: 100%;"><div style="width: 81%; background-color: #0070C0; height: 10px;"></div><div style="width: 13%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 7%; background-color: #C00000; height: 10px;"></div></div>	79%	-	82%
I feel valued by the person I report to.	1,367	<div style="display: flex; width: 100%;"><div style="width: 82%; background-color: #0070C0; height: 10px;"></div><div style="width: 12%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 6%; background-color: #C00000; height: 10px;"></div></div>	77% ^	86% v	-
▼ My Workplace		<div style="display: flex; width: 100%;"><div style="width: 75%; background-color: #0070C0; height: 10px;"></div><div style="width: 14%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 10%; background-color: #C00000; height: 10px;"></div></div>	68% ^	71% ^	-
I feel comfortable to be myself at work.	1,368	<div style="display: flex; width: 100%;"><div style="width: 85%; background-color: #0070C0; height: 10px;"></div><div style="width: 9%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 6%; background-color: #C00000; height: 10px;"></div></div>	81% ^	81% ^	80% ^
How would you rate the current level of morale in your unit/workplace?	1,368	<div style="display: flex; width: 100%;"><div style="width: 33%; background-color: #0070C0; height: 10px;"></div><div style="width: 39%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 28%; background-color: #C00000; height: 10px;"></div></div>	30%	36% v	-
I feel confident to challenge or call out behaviours that are not in line with our values or make me uncomfortable (either during or outside of work)*	1,368	<div style="display: flex; width: 100%;"><div style="width: 88%; background-color: #0070C0; height: 10px;"></div><div style="width: 7%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 5%; background-color: #C00000; height: 10px;"></div></div>	77% ^	78% ^	-
I am able to question commanders/managers or voice an alternative perspective in my workplace.*	1,368	<div style="display: flex; width: 100%;"><div style="width: 83%; background-color: #0070C0; height: 10px;"></div><div style="width: 8%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 9%; background-color: #C00000; height: 10px;"></div></div>	71% ^	76% ^	76% ^
If I raise health and safety concerns they are taken seriously.*	1,365	<div style="display: flex; width: 100%;"><div style="width: 87%; background-color: #0070C0; height: 10px;"></div><div style="width: 9%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 4%; background-color: #C00000; height: 10px;"></div></div>	79% ^	84% ^	85% ^
▼ My Team		<div style="display: flex; width: 100%;"><div style="width: 75%; background-color: #0070C0; height: 10px;"></div><div style="width: 17%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 8%; background-color: #C00000; height: 10px;"></div></div>	73%	-	-
I feel included by my work mates / colleagues.	1,368	<div style="display: flex; width: 100%;"><div style="width: 89%; background-color: #0070C0; height: 10px;"></div><div style="width: 7%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 4%; background-color: #C00000; height: 10px;"></div></div>	86% ^	84% ^	81% ^
My team takes the time to celebrate our success.	1,368	<div style="display: flex; width: 100%;"><div style="width: 61%; background-color: #0070C0; height: 10px;"></div><div style="width: 25%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 15%; background-color: #C00000; height: 10px;"></div></div>	62%	-	-
I see my work mates/ colleagues consistently role modelling the behaviours expected from me.*	1,368	<div style="display: flex; width: 100%;"><div style="width: 76%; background-color: #0070C0; height: 10px;"></div><div style="width: 19%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 5%; background-color: #C00000; height: 10px;"></div></div>	71% ^	67% ^	-
▼ My Job		<div style="display: flex; width: 100%;"><div style="width: 72%; background-color: #0070C0; height: 10px;"></div><div style="width: 13%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 15%; background-color: #C00000; height: 10px;"></div></div>	67% ^	-	-
I know how my work contributes to the success of the NZDF.	1,368	<div style="display: flex; width: 100%;"><div style="width: 85%; background-color: #0070C0; height: 10px;"></div><div style="width: 9%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 6%; background-color: #C00000; height: 10px;"></div></div>	79% ^	87%	88% v
I am empowered to make decisions about the way I do my job.*	1,368	<div style="display: flex; width: 100%;"><div style="width: 80%; background-color: #0070C0; height: 10px;"></div><div style="width: 11%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 9%; background-color: #C00000; height: 10px;"></div></div>	72% ^	70% ^	-
I have the tools and resources I need to do my job effectively.	1,368	<div style="display: flex; width: 100%;"><div style="width: 45%; background-color: #0070C0; height: 10px;"></div><div style="width: 20%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 36%; background-color: #C00000; height: 10px;"></div></div>	46%	57% v	75% v

RELEASED UNDER THE OFFICIAL INFORMATION ACT 1982

Name	Responses	Distribution	NZDF Overall 2022	NZDF Overall 2021	Global
I have the knowledge and skills I need to do my job effectively.	1,368		80%	-	75% ^
I am able to work remotely when my job allows.	1,368		67% ^	-	-
Overall, I am satisfied with my job.	1,368		58%	65% v	78% v
Performance			64% ^	-	-
I am involved in setting the performance objectives in my PDR.	1,368		70% ^	-	-
The feedback I get helps me to improve my performance.	1,368		66%	69%	72% v
I get positive feedback or recognition when I do a good job.*	1,368		70%	66% ^	67% ^
The person I report to talks to me regularly about my performance and development.*	1,368		51%	61% v	72% v
Respectful Workplace			77% ^	77% ^	-
Within the NZDF I am able to perform my duties free from inappropriate and harmful behaviour.	1,368		89% ^	85% ^	-
Within the NZDF I have witnessed inappropriate and harmful behaviour towards others in the last 12 months. (Reverse Scoring)	1,365		71% ^	68% ^	-
If I experience inappropriate behaviour in my workplace, I feel comfortable reporting the issue.*	1,368		81% ^	89%	-
If I raise a complaint about inappropriate behaviour in my workplace, I trust that the complaint will be handled effectively by the NZDF	1,368		66% ^	67% ^	-
Career Development			56% ^	-	-
I understand how Career/ Promotion decisions are made at my level. (MIL only)	1,368		62% ^	-	-
I understand the Development opportunities available to me.	1,368		66% ^	-	-
I feel able to influence career management decisions made about me. (MIL only)	1,368		45% ^	45% ^	-
I know where to find information to support my career planning.	1,366		60% ^	-	59% ^
All things considered, how satisfied are you with the way your career is being managed? (MIL only)	1,368		41% ^	46%	-
Pay and Benefits			36%	-	-
I understand the NZDF remuneration framework.	1,368		63% ^	-	65% ^
The pay I receive is fair for the work I do.	1,368		23% ^	45% v	55% v
The benefits I receive are fair for the work I do.	1,368		34% v	54% v	68% v
The housing/accommodation assistance I receive is fair for my situation. (MIL only)	1,364		23%	41% v	-
Wellbeing			53%	-	-
I am able to maintain a balance between my personal and working life.	1,368		59%	64% v	79% v
I spend too much time away from home. (Reverse Scoring)	1,367		47% v	50% v	-
The level of work related stress I experience is acceptable.	1,368		54%	61% v	-
I am supported to manage my work related stress well.	1,365		55% ^	-	82% v
My family supports my career in the NZDF. (MIL only)	1,367		75%	83% v	-
I feel supported by the NZDF to manage the family/personal challenges that come from being in the military. (MIL only)	1,367		53% ^	-	-
How would you rate your current individual level of morale?	1,367		34%	43% v	-

RELEASED UNDER THE OFFICIAL INFORMATION ACT 1982

Name	Responses	Distribution	NZDF Overall 2022	NZDF Overall 2021	Global
▼ Organisational Commitment I feel a sense of commitment to the NZDF.	1,368		57%	66% ▼	-
I am proud to be in the NZDF.	1,367		75%	82% ▼	81% ▼
I would recommend the NZDF as a great place to work.	1,368		48% ^	63% ▼	73% ▼
I am actively looking at leaving the NZDF. (Reverse Scoring)	1,367		38% ▼	48% ▼	60% ▼
▼ Questions for Leaders I understand how to action performance management processes if required.	621		70%	-	-
I feel confident having difficult conversations with my team when required.	621		89%	-	-
I have received adequate training and understand the policies and processes required to be an NZDF people manager.	621		59%	-	-
I am able to effectively balance the demands of my units output delivery and my people management responsibilities.	621		60%	-	-