

Results for: **NZDF 2022** ▼

Filters ▼

ARM: **CIVIL STAFF** ▼ SERVICE: All ▼ PORTFOLIO: All ▼ COMPETENCY GROUP: All ▼ RANK: All ▼ GENDER: All ▼ BRANCH: All ▼ LOCATION: All ▼ TRADE: All ▼

Who lives in the same household as you?: All ▼ Which ethnic group do you belong to?: All ▼ Which of the following options best describes how you think of yourself?: All ▼ I am currently:: All ▼

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)

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Name	Responses	Distribution	NZDF Overall 2022	NZDF Overall 2021	Global
▼ NZDF / Service Purpose		<div style="display: flex; width: 100%;"><div style="width: 72%;"></div><div style="width: 21%;"></div><div style="width: 7%;"></div></div>	67% ^	-	-
I know what the NZDF is trying to achieve.*	1,865	<div style="display: flex; width: 100%;"><div style="width: 79%;"></div><div style="width: 15%;"></div><div style="width: 6%;"></div></div>	65% ^	75% ^	74% ^
I know how the (Service/Portfolio) contributes to the purpose of the NZDF.	1,818	<div style="display: flex; width: 100%;"><div style="width: 61%;"></div><div style="width: 27%;"></div><div style="width: 11%;"></div></div>	72% v	-	79% v
I use NZDF's core values to help me make decisions.	1,864	<div style="display: flex; width: 100%;"><div style="width: 76%;"></div><div style="width: 20%;"></div><div style="width: 4%;"></div></div>	73% ^	78% v	-
I understand that increased diversity will improve NZDF performance.*	1,864	<div style="display: flex; width: 100%;"><div style="width: 71%;"></div><div style="width: 22%;"></div><div style="width: 7%;"></div></div>	59% ^	72%	-
▼ Organisational Leadership		<div style="display: flex; width: 100%;"><div style="width: 56%;"></div><div style="width: 28%;"></div><div style="width: 16%;"></div></div>	48% ^	-	-
I trust senior/organisational leadership (COL(E) and above).*	1,862	<div style="display: flex; width: 100%;"><div style="width: 51%;"></div><div style="width: 31%;"></div><div style="width: 18%;"></div></div>	40% ^	49% ^	68% v
I have seen senior/organisational leadership (COL(E) and above) consistently modelling the behaviours expected from me.	1,858	<div style="display: flex; width: 100%;"><div style="width: 47%;"></div><div style="width: 36%;"></div><div style="width: 17%;"></div></div>	39% ^	-	69% v
The NZDF visibly supports diversity in the workplace.	1,865	<div style="display: flex; width: 100%;"><div style="width: 75%;"></div><div style="width: 18%;"></div><div style="width: 7%;"></div></div>	73%	79% v	72% ^
The communication I receive is clear and consistent.	1,865	<div style="display: flex; width: 100%;"><div style="width: 51%;"></div><div style="width: 26%;"></div><div style="width: 23%;"></div></div>	40% ^	-	-
▼ Unit Leadership		<div style="display: flex; width: 100%;"><div style="width: 76%;"></div><div style="width: 14%;"></div><div style="width: 9%;"></div></div>	77%	-	-
I trust my unit leadership.	1,865	<div style="display: flex; width: 100%;"><div style="width: 73%;"></div><div style="width: 14%;"></div><div style="width: 13%;"></div></div>	73%	-	78% v
I have seen my unit leadership consistently modelling the behaviours expected of me.	1,865	<div style="display: flex; width: 100%;"><div style="width: 68%;"></div><div style="width: 19%;"></div><div style="width: 14%;"></div></div>	70%	-	73% v
The person I report to encourages and accepts different perspectives and new ways of doing things.*	1,865	<div style="display: flex; width: 100%;"><div style="width: 81%;"></div><div style="width: 12%;"></div><div style="width: 7%;"></div></div>	81%	79% ^	74% ^
I trust the person I report to.	1,865	<div style="display: flex; width: 100%;"><div style="width: 81%;"></div><div style="width: 12%;"></div><div style="width: 7%;"></div></div>	83%	-	81%
I have seen the person I report to consistently modelling the behaviours expected of me.	1,866	<div style="display: flex; width: 100%;"><div style="width: 77%;"></div><div style="width: 15%;"></div><div style="width: 8%;"></div></div>	79%	-	82% v
I feel valued by the person I report to.	1,866	<div style="display: flex; width: 100%;"><div style="width: 78%;"></div><div style="width: 14%;"></div><div style="width: 8%;"></div></div>	77%	86% v	-
▼ My Workplace		<div style="display: flex; width: 100%;"><div style="width: 69%;"></div><div style="width: 18%;"></div><div style="width: 13%;"></div></div>	68%	71% v	-
I feel comfortable to be myself at work.	1,865	<div style="display: flex; width: 100%;"><div style="width: 82%;"></div><div style="width: 11%;"></div><div style="width: 6%;"></div></div>	81%	81%	80% ^
How would you rate the current level of morale in your unit/workplace?	1,866	<div style="display: flex; width: 100%;"><div style="width: 34%;"></div><div style="width: 37%;"></div><div style="width: 29%;"></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).*	1,866	<div style="display: flex; width: 100%;"><div style="width: 76%;"></div><div style="width: 13%;"></div><div style="width: 11%;"></div></div>	77%	78% v	-
I am able to question commanders/managers or voice an alternative perspective in my workplace.*	1,865	<div style="display: flex; width: 100%;"><div style="width: 75%;"></div><div style="width: 13%;"></div><div style="width: 11%;"></div></div>	71% ^	76%	76%
If I raise health and safety concerns they are taken seriously.*	1,863	<div style="display: flex; width: 100%;"><div style="width: 76%;"></div><div style="width: 18%;"></div><div style="width: 6%;"></div></div>	79% v	84% v	85% v
▼ My Team		<div style="display: flex; width: 100%;"><div style="width: 70%;"></div><div style="width: 20%;"></div><div style="width: 10%;"></div></div>	73% v	-	-
I feel included by my work mates / colleagues.	1,866	<div style="display: flex; width: 100%;"><div style="width: 83%;"></div><div style="width: 12%;"></div><div style="width: 5%;"></div></div>	86% v	84%	81% ^
My team takes the time to celebrate our success.	1,866	<div style="display: flex; width: 100%;"><div style="width: 59%;"></div><div style="width: 25%;"></div><div style="width: 16%;"></div></div>	62% v	-	-
I see my work mates/ colleagues consistently role modelling the behaviours expected from me.*	1,866	<div style="display: flex; width: 100%;"><div style="width: 69%;"></div><div style="width: 22%;"></div><div style="width: 9%;"></div></div>	71%	67% ^	-
▼ My Job		<div style="display: flex; width: 100%;"><div style="width: 75%;"></div><div style="width: 13%;"></div><div style="width: 12%;"></div></div>	67% ^	-	-
I know how my work contributes to the success of the NZDF.	1,866	<div style="display: flex; width: 100%;"><div style="width: 88%;"></div><div style="width: 8%;"></div><div style="width: 4%;"></div></div>	79% ^	87%	88%
I am empowered to make decisions about the way I do my job.*	1,865	<div style="display: flex; width: 100%;"><div style="width: 76%;"></div><div style="width: 14%;"></div><div style="width: 10%;"></div></div>	72% ^	70% ^	-
I have the tools and resources I need to do my job effectively.	1,866	<div style="display: flex; width: 100%;"><div style="width: 49%;"></div><div style="width: 20%;"></div><div style="width: 31%;"></div></div>	46% ^	57% v	75% v
I have the knowledge and skills I need to do my job effectively.	1,866	<div style="display: flex; width: 100%;"><div style="width: 87%;"></div><div style="width: 10%;"></div><div style="width: 3%;"></div></div>	80% ^	-	75% ^
I am able to work remotely when my job allows.	1,866	<div style="display: flex; width: 100%;"><div style="width: 83%;"></div><div style="width: 7%;"></div><div style="width: 9%;"></div></div>	67% ^	-	-
Overall, I am satisfied with my job.	1,866	<div style="display: flex; width: 100%;"><div style="width: 68%;"></div><div style="width: 19%;"></div><div style="width: 13%;"></div></div>	58% ^	65% ^	78% v
▼ Performance		<div style="display: flex; width: 100%;"><div style="width: 70%;"></div><div style="width: 20%;"></div><div style="width: 10%;"></div></div>	64% ^	-	-
I am involved in setting the performance objectives in my PDR.	1,865	<div style="display: flex; width: 100%;"><div style="width: 79%;"></div><div style="width: 14%;"></div><div style="width: 6%;"></div></div>	70% ^	-	-
The feedback I get helps me to improve my performance.	1,866	<div style="display: flex; width: 100%;"><div style="width: 68%;"></div><div style="width: 22%;"></div><div style="width: 10%;"></div></div>	66%	69%	72% v
I get positive feedback or recognition when I do a good job.*	1,866	<div style="display: flex; width: 100%;"><div style="width: 75%;"></div><div style="width: 16%;"></div><div style="width: 8%;"></div></div>	70% ^	66% ^	67% ^
The person I report to talks to me regularly about my performance and development.*	1,866	<div style="display: flex; width: 100%;"><div style="width: 58%;"></div><div style="width: 26%;"></div><div style="width: 16%;"></div></div>	51% ^	61% v	72% v

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Name	Responses	Distribution	NZDF Overall 2022	NZDF Overall 2021	Global
▼ Respectful Workplace		<div style="display: flex; justify-content: space-between;">76%14%10%</div>	77%	77%	-
Within the NZDF I am able to perform my duties free from inappropriate and harmful behaviour.	1,865	<div style="display: flex; justify-content: space-between;">89%7%4%</div>	89%	85% ^	-
Within the NZDF I have witnessed inappropriate and harmful behaviour towards others in the last 12 months. (Reverse Scoring)	1,865	<div style="display: flex; justify-content: space-between;">70%14%16%</div>	71%	68% ^	-
If I experience inappropriate behaviour in my workplace, I feel comfortable reporting the issue.*	1,866	<div style="display: flex; justify-content: space-between;">79%14%7%</div>	81% v	89% v	-
If I raise a complaint about inappropriate behaviour in my workplace, I trust that the complaint will be handled effectively by the NZDF	1,865	<div style="display: flex; justify-content: space-between;">66%22%12%</div>	66%	67%	-
▼ Career Development		<div style="display: flex; justify-content: space-between;">64%21%14%</div>	56% ^	-	-
I understand how Career/ Promotion decisions are made at my level. (MIL only)		Too few responses	62%	-	-
I understand the Development opportunities available to me.	1,866	<div style="display: flex; justify-content: space-between;">68%19%13%</div>	66%	-	-
I feel able to influence career management decisions made about me. (MIL only)		Too few responses	45%	45%	-
I know where to find information to support my career planning.	1,866	<div style="display: flex; justify-content: space-between;">61%23%16%</div>	60%	-	59%
All things considered, how satisfied are you with the way your career is being managed? (MIL only)		Too few responses	41%	46%	-
▼ Pay and Benefits		<div style="display: flex; justify-content: space-between;">47%22%31%</div>	36% ^	-	-
I understand the NZDF remuneration framework.	1,866	<div style="display: flex; justify-content: space-between;">72%16%12%</div>	63% ^	-	65% ^
The pay I receive is fair for the work I do.	1,865	<div style="display: flex; justify-content: space-between;">28%22%51%</div>	23% ^	45% v	55% v
The benefits I receive are fair for the work I do.	1,866	<div style="display: flex; justify-content: space-between;">41%29%30%</div>	34% ^	54% v	68% v
The housing/accommodation assistance I receive is fair for my situation. (MIL only)		Too few responses	23%	41%	-
▼ Wellbeing		<div style="display: flex; justify-content: space-between;">62%25%13%</div>	53% ^	-	-
I am able to maintain a balance between my personal and working life.	1,866	<div style="display: flex; justify-content: space-between;">79%12%9%</div>	59% ^	64% ^	79%
I spend too much time away from home. (Reverse Scoring)	1,864	<div style="display: flex; justify-content: space-between;">70%25%5%</div>	47% ^	50% ^	-
The level of work related stress I experience is acceptable.	1,866	<div style="display: flex; justify-content: space-between;">60%23%17%</div>	54% ^	61%	-
I am supported to manage my work related stress well.	1,866	<div style="display: flex; justify-content: space-between;">62%27%11%</div>	55% ^	-	82% v
My family supports my career in the NZDF. (MIL only)		Too few responses	75%	83%	-
I feel supported by the NZDF to manage the family/personal challenges that come from being in the military. (MIL only)		Too few responses	53%	-	-
How would you rate your current individual level of morale?	1,866	<div style="display: flex; justify-content: space-between;">42%37%22%</div>	34% ^	43%	-
▼ Organisational Commitment		<div style="display: flex; justify-content: space-between;">66%23%11%</div>	57% ^	66%	-
I feel a sense of commitment to the NZDF.	1,866	<div style="display: flex; justify-content: space-between;">77%15%7%</div>	66% ^	72% ^	-
I am proud to be in the NZDF.	1,865	<div style="display: flex; justify-content: space-between;">81%15%4%</div>	75% ^	82%	81%
I would recommend the NZDF as a great place to work.	1,865	<div style="display: flex; justify-content: space-between;">55%31%14%</div>	48% ^	63% v	73% v
I am actively looking at leaving the NZDF. (Reverse Scoring)	1,863	<div style="display: flex; justify-content: space-between;">51%30%19%</div>	38% ^	48% ^	60% v
▼ Questions for Leaders		<div style="display: flex; justify-content: space-between;">72%15%13%</div>	70%	-	-
I understand how to action performance management processes if required.	434	<div style="display: flex; justify-content: space-between;">78%11%11%</div>	75%	-	-
I feel confident having difficult conversations with my team when required.	434	<div style="display: flex; justify-content: space-between;">89%7%4%</div>	89%	-	-
I have received adequate training and understand the policies and processes required to be an NZDF people manager.	434	<div style="display: flex; justify-content: space-between;">59%23%19%</div>	59%	-	-
I am able to effectively balance the demands of my units output delivery and my people management responsibilities.	433	<div style="display: flex; justify-content: space-between;">62%18%19%</div>	60%	-	-