

# Tier 2 employee score above median – employees in all other tiers score in bottom quartile

Percentage of respondents who selected “agree” or “strongly agree”

9(2)(b)(ii), 9(2)(ba)(i)

Comparison (Statistical Significance): ● Significantly Weaker<sup>1</sup> ● Significantly Stronger<sup>1</sup> ● Comparable ○ Comparison not available

	Kāinga Ora		2		3		4		5		6		7	
n	2,572		13		78		327		755		781		613	
OHI Score	52	-9	74	○	48	-10	52	-5	50	-10	54	-12	50	○
Direction	48	-14	69	○	45	-5	46	-9	46	-17	50	-20	48	○
Leadership	54	-14	77	○	51	-13	61	-6	53	-13	55	-15	49	○
Work Environment	54	-12	89	○	55	-15	53	-13	50	-13	58	-11	52	○
Accountability	56	1	69	○	40	-12	50	5	52	-3	60	-3	60	○
Coordination & Control	42	-5	59	○	31	-11	37	-4	40	-5	45	-11	44	○
Capabilities	68	-2	85	○	67	1	74	9	68	-1	68	-8	63	○
Motivation	45	-26	77	○	61	-23	49	-27	44	-26	48	-17	38	○
Innovation & Learning	42	-12	64	○	34	-15	40	-9	43	-9	43	-21	40	○
External Orientation	57	2	80	○	52	11	62	15	58	1	57	-3	53	○

Results not show n for groups of <10 participants to protect confidentiality

Released under the Official Information Act

9(2)(b)(i)

# Variance in scores continues across business groups, particularly in Motivation, Direction and Work Environment

Percentage of respondents who selected “agree” or “strongly agree”

Difference more than the difference of overall OHI Score (ie 38 points)

9(2)(b)(ii), 9(2)(ba)(i)

	Kāinga Ora	Executive Leadership Team	Government & Sector Relationships	Strategy Finance and Policy	People Governance & Capability	Delivery Transformation	Constructor & Innovation	Commercial	Urban Planning And Design	Urban Development And Delivery	National Services	Auckland & Northland	Central	South Island	Difference between highest and lowest scoring groups
n	2,572	14	32	185	405	61	119	166	43	120	478	449	324	163	
OHI Score	52	71	45	62	50	44	37	51	33	52	54	52	55	48	38
Direction	48	64	37	57	48	41	31	50	23	45	50	48	52	42	41
Leadership	54	74	40	65	48	48	36	54	39	56	55	55	60	51	38
Work Environment	54	86	41	67	55	51	33	53	18	56	57	54	57	43	68
Accountability	56	64	62	61	49	45	39	53	47	48	60	63	59	54	25
Coordination & Control	42	60	29	52	35	23	31	41	23	38	47	47	46	37	37
Capabilities	68	79	74	76	66	57	53	67	53	77	70	66	69	69	26
Motivation	45	72	24	57	42	42	29	46	29	45	44	43	53	49	48
Innovation & Learning	42	60	43	52	45	43	28	46	22	47	44	38	41	29	38
External Orientation	57	79	55	68	60	42	50	52	45	57	60	54	55	57	37

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9(2)(b)(i)