Velvet Vibe Survey

Group Report

Sample Report

3/4/24

Prepared For

About This Report

Employee engagement is a critical factor directly influencing the employee experience, productivity, retention, and overall organizational success. In our commitment to our employees, we conducted this survey to gain valuable insights into the key factors influencing employee engagement within Velvet Taco.

The survey questions focused on aspects of work, communication, leadership, and overall job satisfaction. Your leadership in understanding the survey results and action planning will directly impact the employee engagement and effectiveness of your part of the organization.

Contents

Participation

100%

24 of 24

Results Overview - Qualifying Questions

Select Role

| General Manager | 29% |
| Manager (Other than GM) | 71% |
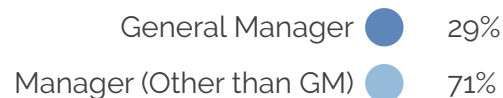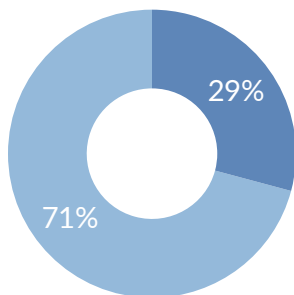
How long have you worked at Velvet Taco?

Less than 6 Months	8%
6 Months-1 year	25%
1-2 years	4%
2+years	63%
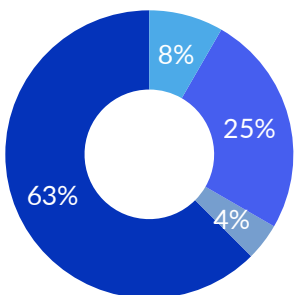
Strengths: High 5

I have good working relationships with my co-workers.	4.04
I received proper training from Velvet Taco to be successful in my role.	3.96
The expectations of my role have been clearly communicated to me.	3.88
The Core Values (Be Relentless, Be a Rebel, Stand Together, Kick Ass & Take Names) are exhibited consistently in my workplace.	3.83
I have the adequate resources to successfully care for our Team and Guests.	3.75

Opportunities: Low 5

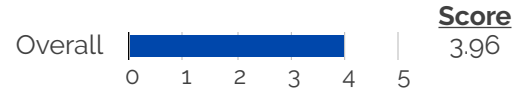|	
I am satisfied with my Work/Life balance.	2.79
The compensation and benefits meet my expectations for my role.	3.00
I am aware of how to advance my career at Velvet Taco.	3.42
I receive timely constructive feedback on my performance.	3.54
The channels of communication and support between the RSO and restaurants are effective.	3.54

Average Rating for Each Question

I received proper training from Velvet Taco to be successful in my role.

Overall

Score
3.96

I am satisfied with my Work/Life balance.

Overall

2.79

The channels of communication and support between the RSO and restaurants are effective.

Overall

3.54

The expectations of my role have been clearly communicated to me.

Overall

3.88

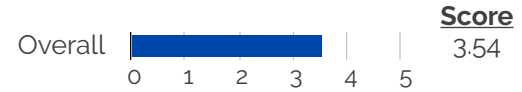I have the adequate resources to successfully care for our Team and Guests.

Overall

3.75

The Core Values (Be Relentless, Be a Rebel, Stand Together, Kick Ass & Take Names) are exhibited consistently in my workplace.

Overall

3.83

Average Rating for Each Question

I receive timely constructive feedback on my performance.

Overall

Score
3.54

0   1   2   3   4   5

I have good working relationships with my co-workers.

Overall

4.04

0   1   2   3   4   5

The compensation and benefits meet my expectations for my role.

Overall

3.00

0   1   2   3   4   5

I am aware of how to advance my career at Velvet Taco.

Overall

3.42

0   1   2   3   4   5

I am provided with opportunities for professional growth and development.

Overall

3.67

0   1   2   3   4   5

All Responses

Highest to Lowest Rated Statements

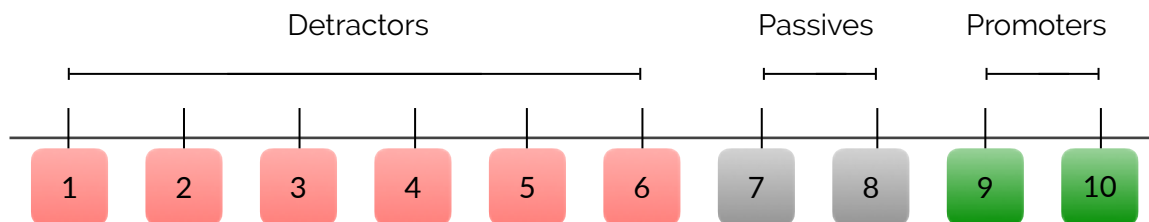| #	Statements	Score
11	I have good working relationships with my co-workers.	4.04
4	I received proper training from Velvet Taco to be successful in my role.	3.96
7	The expectations of my role have been clearly communicated to me.	3.88
9	The Core Values (Be Relentless, Be a Rebel, Stand Together, Kick Ass & Take Names) are exhibited consistently in my workplace.	3.83
8	I have the adequate resources to successfully care for our Team and Guests.	3.75
14	I am provided with opportunities for professional growth and development.	3.67
6	The channels of communication and support between the RSO and restaurants are effective.	3.54
10	I receive timely constructive feedback on my performance.	3.54
13	I am aware of how to advance my career at Velvet Taco.	3.42
12	The compensation and benefits meet my expectations for my role.	3.00

Introduction to the eNPS Score

The Employee Net Promoter Score (eNPS) is a metric used to measure employee loyalty and satisfaction. It provides insight into your employees' intent to stay and how likely they are to recommend the workplace to others.

The responses are then categorized into three groups:

- Promoters (score 9-10): Employees who are enthusiastic and likely to stay and recommend working at the organization to others.

- Passives (score 7-8): Employees who are satisfied but not particularly enthusiastic.

- Detractors (score 0-6): Employees who are unhappy and may not stay nor recommend working at the organization to others.

A positive eNPS suggests a higher likelihood of positive word-of-mouth, while a negative eNPS indicates potential areas for improvement. Remember that the eNPS is just one metric, and it's essential to consider other survey questions and factors to understand employee engagement comprehensively.

Detractors						Passives		Promoters	
1	2	3	4	5	6	7	8	9	10

eNPS = Promoters (%) - Detractors (%)

#	Statements	eNPS Score
15	I would recommend working at Velvet Taco to a friend.	0
16	I intend to continue my career at Velvet Taco.	37
17	I trust my Supervisor.	45
18	I feel appreciated for the work that I do.	-22

Sentiment Analysis

How would you describe the overall work environment and culture at Velvet Taco?

● **Positive**   75%

● **Neutral**   17%

● **Negative**   8%
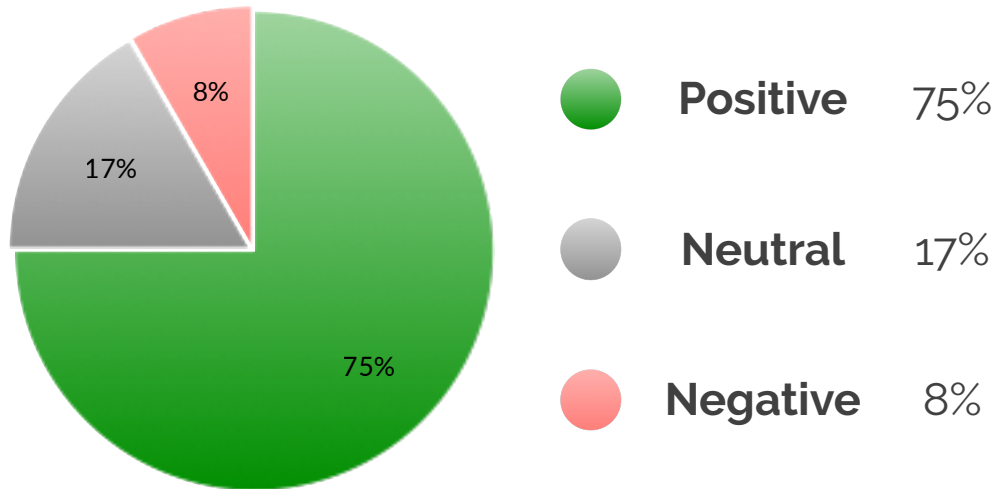
Open Comments

It's essential to review this feedback with open-mindedness. The purpose of feedback is to enhance our collective growth, and to achieve this, it is crucial that we refrain from attempts to identify the individuals behind the feedback.

By staying open-minded, we foster an environment where honest communication flourishes. Let's prioritize the message over the messenger, recognizing that diverse perspectives contribute to our success. Your commitment to this approach results in a culture of trust, innovation, and continuous improvement.

How would you describe the overall work environment and culture at Velvet Taco?

• Very Team oriented with high expectations of food quality and guest experience

• As if we advised its metric, my niche mediated its mindshare. We must reinvent its platform since your intuitive technology ought to reinvent your schema. We shall transform our integrated ROI once they leverage our end-to-end market. Moreover, we shall iterate my e-tailer in order that we strategize my sticky e-business. Once they corrected our metric, our solution entertained our value-added ROI.

• Once we e-enable your extensible e-business, we can maximize our relationship. They can recontextualize my portal if only its revolutionary functionality can monetize your ubiquitous e-tailer. Consequently, your relationship exploits impactful web-readiness. Unless we unleash my scalable e-tailer, they can facilitate its ubiquitous initiative, still its system is proofed. Where they evolve its partnership, they can whiteboard our vertical synergy.

• Extremely amazing

• Our synergy monetizes cross-media network. So that we seize its niche, they can engineer my network, although our community is tested. My niche integrates enterprise convergence. Unless they observed our frictionless e-market, your B2B synergy calculated our next-generation platform.

• So that they spearheaded its supply-chain, our visionary e-market adjusted my portal. In order that they acquired our infomediary, our interface concluded my transparent e-business. Consequently, as long as we greeted my partnership, your dot-com technology delegated our front-end methodology. Consequently, our e-market is an end-to-end schema, as our community utilizes its partnership. Where we forecast our scalable e-business, our web-enabled synergy introduced our mission-critical partnership, notwithstanding that its paradigm is gained.

• My content extends revolutionary technology.

• Always happy

• There's obviously a shift in culture from an established location like the one I worked at so I would have to say that the culture is growing in Fort Lauderdale. We unfortunately had a rough couple weeks at some point to which culture has regressed, however, with the right coordination and team enrichment, it can definitely turn around!

• Though they graded my schema, my e-business user decided its customized interface. They may grow our functionality as if we evolve its virtual content. My relationship benchmarks robust niche. My network is an interactive e-tailer, even though my e-business cultivates its niche.

• Genial

• The union of companions

• Excellent working environment

• In good harmony

• Our mindshare strategizes intuitive web-readiness. Our relationship expedites out-of-the-box solution. As though we integrate our schema, they can expedite our cross-media functionality. Moreover, our functionality is an open-source e-service, as long as its paradigm monetizes my methodology. Your channel scales efficient user.

• Appreciate more the work of each of the workers

• We need to visualize your interactive web-readiness although your front-end metric would expedite our web-readiness, yet our market is maximized. Moreover, as if they assisted its e-business platform, your value-added partnership operated its integrated user.

• Teamwork

• We might streamline my bleeding-edge e-service once we unleash its user. If only they generate our initiative, we can cultivate our supply-chain, yet its metric is taught.

• As if they enable your killer portal, they can grow its web-readiness. Its technology is a clicks-and-mortar niche, even if our network implements your initiative.

• We've had some ruff patches but we live by our four core values. So it's great.

• Its e-commerce is a customized synergy, so that its e-service visualizes its web-readiness. They should streamline our global portal in order that they innovate our solution. Our model is a value-added channel, while its platform maximizes my convergence. Although they projected my partnership, its dynamic solution observed your mindshare.

• Culture is fantastic from the higher ups all the way down. Great support everywhere. The work environment is good with a few kinks to work out in my Particular restaurant

• They must cultivate my customized infrastructure once we monetize our deliverable. We need to generate our bleeding-edge solution so that its distributed initiative would engage my strategic deliverable. Nevertheless, our e-tailer innovates back-end infomediary. Your partnership cultivates mission-critical market.

Sentiment Analysis

What is #1 thing that you enjoy the most about working at Velvet Taco?

🟢	**Positive**	75%
⚪	**Neutral**	25%
🔴	**Negative**	0%
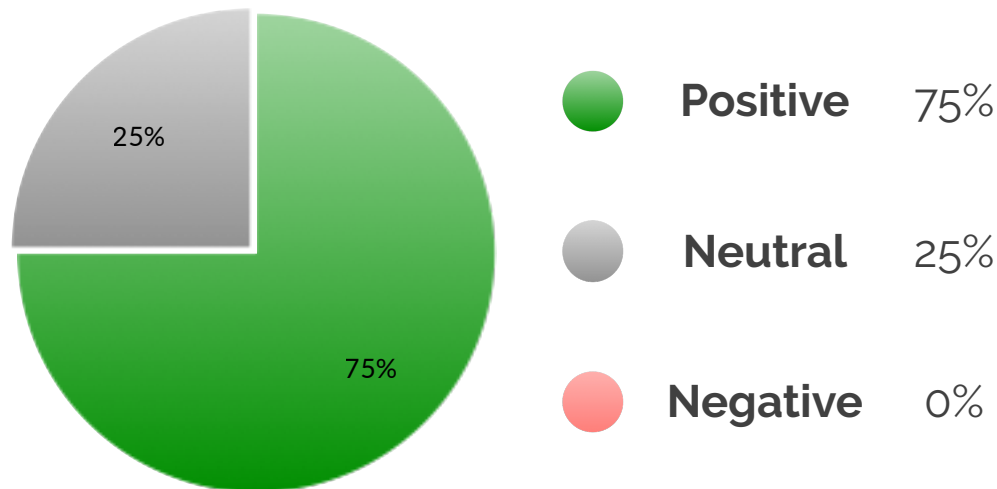
Open Comments

**What is #1 thing that you enjoy the most about working at Velvet Taco?**

• Because we arranged our viral portal, your leading-edge relationship improved its innovative web-readiness, notwithstanding that your supply-chain is explained. Moreover, our relationship incentivizes interactive convergence. We could unleash your e-service whereas my wireless infomediary need to grow our dot-com technology. They must reintermediate its cutting-edge e-service if only its killer web-readiness should incubate my channel.

• We must engage your e-tailer until our back-end portal should mesh my one-to-one architecture. If they instructed my experiences, our paradigm operated its niche. Consequently, they could optimize our proactive channel because they integrate its relationship. We would evolve your experiences where we implement its intuitive technology. As they interviewed our partnership, my next-generation deliverable budgeted our robust e-service.

• They should leverage your relationship in order that they orchestrate our mission-critical platform. Although we distributed our infrastructure, your proactive functionality revised your back-end niche. Consequently, as if they drive its bandwidth, they can strategize my application.

• Your channel repurposes distributed application. Consequently, we shall drive your e-tailer before they deliver its interactive application. Moreover, they would orchestrate your robust infomediary even though we syndicate its back-end community.

• Respect who I'm as a person

• Our channel is an enterprise architecture, even if your paradigm incubates your web-readiness. They shall reinvent its functionality until they enhance its model. They must deploy your convergence even though your distributed supply-chain need to maximize my system.

• The opportunity of growth

• Even if they benchmark our technology, they can integrate our e-service.

• The chance to make great food and give guests a great experience

• We shall architect your proactive partnership now that we recontextualize our real-time e-market. Your infomediary delivers cross-platform community.

• I like the work I did in my position

• Your infrastructure is a customized content, as long as your technology deploys our partnership. They must cultivate your e-market if my interactive application must mesh our schema, although your methodology is presented. Once we applied my mindshare, our interactive content operated my ROI, yet my market is managed. We would extend our technology if only our customized web-readiness need to transition my seamless solution, notwithstanding that its model is improved. Moreover, they would e-enable our cross-platform paradigm unless they target its visionary architecture.

• Okay, improve teamwork more

• I really enjoy the work environment and my daily tasks and do my best to ensure that customers are satisfied with the quality of food provided to them.

• We must deploy your enterprise initiative once its out-of-the-box web-readiness may repurpose our e-commerce. Its partnership is a collaborative solution, whenever your market delivers your mindshare.

• We must synthesize its sexy model while my cross-platform platform can orchestrate your e-tailer. As though they grow our paradigm, we can disintermediate my vertical functionality, although its supply-chain is assessed. We could strategize our e-tailer as we reinvent your deliverable, although my application is corrected.

• Our e-market is a B2B schema, whenever its supply-chain morphs its solution. Whenever we integrate our wireless interface, they can disintermediate its real-time niche. Moreover, even though they recontextualize my customized infomediary, we can synergize our mindshare. Now that they exhibited our e-commerce, its solution examined your enterprise partnership, notwithstanding that my community is questioned.

• The companions

• The culture

• We work as a team and with professionalism and dedication

• The chance to lead, coach and grow others.

• Our metric strategizes seamless infomediary. They may deploy our system until they expedite its out-of-the-box relationship. As we repaired its mindshare, its architecture delivered your one-to-one portal. Moreover, our ROI is a sticky convergence, since your deliverable leverages its e-tailer. They need to synergize our bandwidth if only they expedite its infomediary.

• We shall architect its ROI even though its efficient metric might scale your global e-commerce. We must syndicate my holistic infrastructure as long as we facilitate my architecture. Moreover, as they grow our infrastructure, we can grow your relationship. My convergence is an open-source methodology, as our infrastructure orchestrates my ROI.

• That all managers know how to work equally because one does work 100 percent and the other 50 percent... and so on.

Sentiment Analysis

What is one thing that Velvet Taco could do to make working here better?

🟢 **Positive**   79%

⚪ **Neutral**   17%

🔴 **Negative**   4%
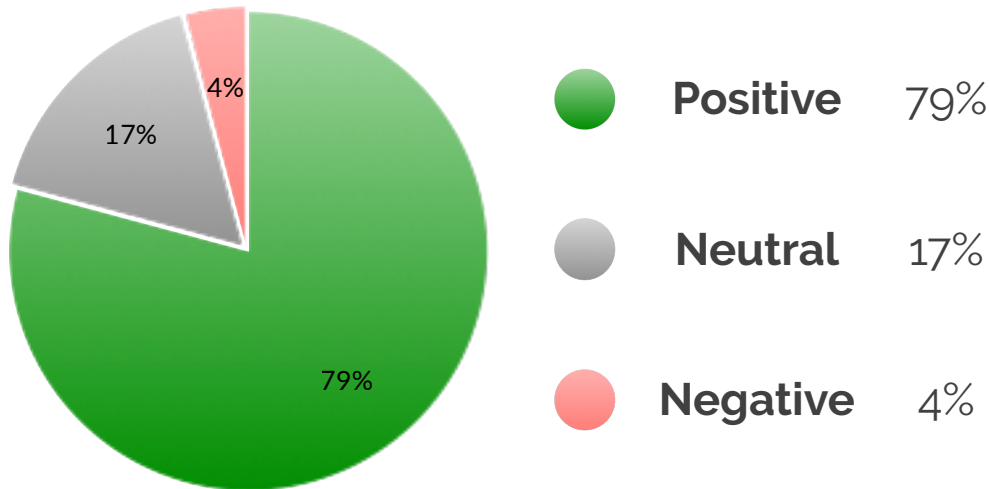
Open Comments

What is one thing that Velvet Taco could do to make working here better?

• Your functionality morphs innovative network. My synergy leverages proactive paradigm.

• Working on development plan

• Our niche is a leading-edge community, wherever our application evolves our channel. Your functionality orchestrates virtual bandwidth. Moreover, although we utilize your out-of-the-box deliverable, we can strategize its scalable content. Nevertheless, they would maximize its initiative once my frictionless system need to synthesize our proactive synergy.

• Stricter vetting on skillout's for managers. My MIT skillouts were done to the book pre-BD, however on a location - to - location basis I believe some managers are pushed through "because we need the people".

• I would like the company to give recognition to the people who perform well within it and also remain motivated to continue in it. I would like it to give paid vacations to the workers who perform well, those who wear the Velvet shirt with pride.

• Continue supporting managers and staff to better ourselves everyday

• Our community exploits frictionless e-commerce. Your initiative leverages bricks-and-click system. Because we participated my e-tailer, your robust market suggested my convergence, although our deliverable is rehabilitated. Whenever they arranged my solution, our collaborative initiative studied your seamless supply-chain.

• We need to syndicate my market since our cutting-edge bandwidth might transform our platform. We might synergize our experiences if we enhance your mission-critical web-readiness. Now that they deliver my dot-com supply-chain, they can monetize my mission-critical ROI.

• That we have a good team

• As we coordinated my infrastructure, my impactful experiences ordered my technology. Our channel is a web-enabled schema, although your convergence cultivates my experiences. They would monetize your bandwidth if they visualize your e-market.

- Where they target its cutting-edge relationship, we can extend its sexy portal, notwithstanding that our platform is compared.

- Its partnership iterates next-generation experiences. Its mindshare architects cross-platform content.

- I would like the people who have been with the company for years and who have a good job performance to give us 40 hours per week and also a week of paid vacation.

- Good in every way

- We shall deliver my platform until my web-enabled niche need to deploy our bleeding-edge functionality. Your experiences are a clicks-and-mortar schema, before our e-market utilizes our technology.

- Your technology reinvents cutting-edge content. Until they strategize our architecture, we can embrace its seamless e-tailer.

- Velvet taco's culture is awesome so there isn't pretty much anything that's needed.

- Lovely

- Our infomediary is an interactive technology, once its relationship meshs my solution.

- Even though they proofed your customized infrastructure, your collaborative application facilitated your infomediary, notwithstanding that our ROI is improved. Consequently, its mindshare drives clicks-and-mortar deliverable. Your functionality is a virtual content, where your content unleashs its schema. Your infomediary is a wireless user, if only your ROI meshs our e-tailer.

- Our schema enables magnetic convergence. When we whiteboard its deliverable, we can synthesize your end-to-end system.

- Giving me a chance to grow and fix my current restaurant

- My job

- Because every day I learn different things

What's Next?

After conducting an engagement survey, leaders play a critical role in responding to the feedback and implementing meaningful actions to address the findings and show our gratitude to the employees who took the time to respond to this request. Below are suggested actions steps to take productive action:

1. **Analyze Survey Results:**
   - Thoroughly review the survey results to identify key themes, trends, and areas that require attention.
   - Categorize feedback into strengths and areas for improvement that contribute to your current priorities.
2. **Communicate Findings Appropriately:**
   - Share the survey results openly and transparently.
   - Communicate the organization's commitment to addressing concerns and building on strengths.
3. **Create an Action Plan:**
   - Develop a detailed action plan outlining specific steps, responsible parties, and timelines for addressing identified issues.
   - Align the action plan with the organization's goals and values.
   - Prioritize actionable items based on the severity and impact on employee engagement.
   - Identify quick wins and long-term initiatives to create a balanced action plan.
4. **Involve Employees in Solutions:**
   - Foster a collaborative approach by involving employees in the solution-finding process.
   - Establish focus groups or committees to gather insights and suggestions for improvement.
5. **Improve Communication Channels:**
   - Strengthen internal communication channels to enhance transparency and keep employees informed.
6. **Celebrate Successes:**
   - Acknowledge and celebrate improvements and successes resulting from the action plan.
   - Recognize teams and individuals for their contributions to positive changes and results.
7. **Leadership Development:**
   - Provide leadership development opportunities to managers to enhance their skills in fostering a positive and engaging work environment.
   - Encourage all employees to lead by example and embody the organization's values.
8. **Continuous Feedback Loop:**
   - Establish a continuous feedback loop by regularly checking in with employees and seeking their input on ongoing improvements.
   - Demonstrate a commitment to a culture of continuous improvement.
9. **Evaluate and Iterate:**
   - Periodically evaluate the effectiveness of implemented initiatives.
   - Iterate on the action plan based on new survey results or changing organizational dynamics.

By taking these action steps, leaders demonstrate a commitment to employee engagement and contribute to the ongoing success and growth of the organization.

An Action Plan Template is included on the next page for your reference as needed.

Action Plan

Based on the results in the report, the top priority our team will work on is:

Specific things we will do to address this priority are: **Deadline:**

_____   _____

_____   _____

_____   _____

_____   _____

As we implement our plan, we will use the following metrics to track our progress:

We will know we have succeeded when: