



# THE 10K VIEW

This guide is meant to help  
Employers interpret the results of the  
Employee and Manager Surveys.

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## STRATEGIC PRIORITIES

Use the table below to summarize discussion and conclusions regarding which factor needs attention and which elements within that factor ought to be addressed. Consider: The gap between Management's Perspective of the Employee's View and the Employee's View.

In the open area identify the next steps in the diagnostic process including what tools you will use to refine your diagnosis. (visit [www.employersofchoice.ca](http://www.employersofchoice.ca) to see what is available).

FACTORS	ELEMENT	STRATEGIC PRIORITIES and DIAGNOSTIC NEXT STEPS. Try to focus on no more than three strategic priorities (within one factor if possible), otherwise your efforts may be too scattered to have impact.
<p><b>JOIN</b> Getting the people that we want to come and work for us.</p>	<ol style="list-style-type: none"> <li>1. Strategic Leadership</li> <li>2. Frontline Management</li> <li>3. Workplace Culture</li> <li>4. Work-Life balance</li> <li>5. Pay and Benefits</li> <li>6. Work Itself</li> <li>7. Learning opportunities</li> <li>8. Diversity</li> </ol>	<div style="border: 1px solid black; height: 100px;"></div>
<p><b>STAY</b> Getting the people that we want value to stay with us.</p>	<ol style="list-style-type: none"> <li>1. Strategic Leadership</li> <li>2. Frontline Management</li> <li>3. Workplace Culture</li> <li>4. Work-Life balance</li> <li>5. Pay and Benefits</li> <li>6. Work Itself</li> <li>7. Learning opportunities</li> <li>8. Diversity</li> </ol>	<div style="border: 1px solid black; height: 100px;"></div>
<p><b>PERFORM</b> Getting the people who stay with us to make a high performance contribution.</p>	<ol style="list-style-type: none"> <li>1. Strategic Leadership</li> <li>2. Frontline Management</li> <li>3. Workplace Culture</li> <li>4. Work-Life balance</li> <li>5. Pay and Benefits</li> <li>6. Work Itself</li> <li>7. Learning opportunities</li> <li>8. Diversity</li> </ol>	<div style="border: 1px solid black; height: 100px;"></div>
<p><b>ADAPT</b> Getting our staff to willingly adapt as conditions change.</p>	<ol style="list-style-type: none"> <li>1. Strategic Leadership</li> <li>2. Frontline Management</li> <li>3. Workplace Culture</li> <li>4. Work-Life balance</li> <li>5. Pay and Benefits</li> <li>6. Work Itself</li> <li>7. Learning opportunities</li> <li>8. Diversity</li> </ol>	<div style="border: 1px solid black; height: 100px;"></div>