

Work Unit Percentile Lookup Table

	Min	5 th	10 th	15 th	20 th	25 th	30 th	35 th	40 th	45 th	50 th	55 th	60 th	65 th	70 th	75 th	80 th	85 th	90 th	95 th	Max
Engagement	20	50	55	57	59	61	63	64	65	66	67	68	69	70	71	72	74	75	77	79	87

Engagement Characteristics (Roof)

BC Public Service Commitment	23	53	57	61	62	64	65	67	67	68	70	70	72	73	74	74	75	77	78	81	89
Job Satisfaction	28	52	56	59	61	63	65	65	66	67	68	69	70	71	72	73	74	76	78	80	91
Organization Satisfaction	11	41	47	51	53	55	57	59	60	62	63	64	65	67	68	70	72	73	76	78	88

Workplace Functions (Building Blocks)

Empowerment	26	47	53	56	59	61	62	64	66	67	68	69	70	71	73	74	75	76	79	82	93
Stress & Workload	19	41	46	48	50	52	53	55	56	58	59	61	62	63	65	66	67	69	72	74	83
Job Suitability	39	63	67	69	71	73	74	75	76	77	78	78	79	80	81	83	84	85	86	88	97
Vision, Mission & Goals	4	41	46	50	52	54	56	58	60	61	62	64	65	67	68	70	71	72	74	77	88
Teamwork	48	65	69	70	72	74	75	75	76	77	78	79	79	80	81	82	83	85	86	88	96
Tools & Workspace	12	46	51	53	55	57	59	60	61	62	64	64	65	67	68	69	71	72	74	77	86
Recognition	20	42	48	51	53	55	56	58	59	60	62	63	65	66	68	69	71	72	75	78	90
Professional Development	18	44	49	51	54	57	58	59	60	62	63	64	65	67	68	69	71	73	76	78	88
Pay & Benefits	8	30	34	37	39	41	42	44	45	47	48	49	51	52	54	55	57	60	61	65	75
Staffing Practices	18	39	45	48	51	54	57	60	62	63	65	66	68	70	71	73	74	77	80	83	92
Respectful Environment	28	56	61	66	68	69	71	72	74	74	75	76	78	78	80	80	82	84	85	87	93

Management (Foundation)

Executive-Level Management	4	35	40	43	47	50	52	54	56	57	59	60	61	63	64	66	68	70	72	75	86
Supervisory-Level Management	32	56	60	64	65	67	69	70	71	72	74	74	75	76	77	78	79	81	82	85	93

Percentiles are based on all 603 work units within the BC Public Service as defined by organizations during the survey period. The information in this table represents the total population of respondents who completed the survey (19,756). If you have any questions about this table, email Work.Environment.Survey@gov.bc.ca.

Percentile (Definition): a measure used in statistics indicating the value below which a given percentage of observations in a group of observations fall. For example, the 20th percentile is the value (or score) below which 20 percent of the observations may be found. The term percentile and the related term percentile rank are often used in the reporting of scores. For example, if a score is in the 86th percentile, it is higher than 86% of the other scores.

HOW TO READ THE PERCENTILE LOOKUP TABLE:

	Min	5 th	10 th	15 th	20 th	25 th
Engagement	11	44	49	53	56	58

Based on work units, for Engagement, a score of 58 points rests on the 25th percentile.

COLOUR LEGEND:

- Understand Your Challenges (54 Points or Lower)
- Focus on Improvements (55 to 64 Points)
- Leverage Your Strengths (65 to 74 Points)
- Celebrate Your Successes (75 to 84 Points)
- Model Your Achievements (85 Points or Higher)