

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	21	53	58	61	63	64	66	67	68	69	70	71	71	72	73	74	76	77	79	81	94

Engagement Characteristics (Roof)

BC Public Service Commitment	22	53	61	64	66	67	69	70	70	71	72	73	74	75	76	77	78	79	81	83	96
Job Satisfaction	22	55	60	62	63	65	66	67	68	69	70	71	72	73	74	75	76	78	80	82	89
Organization Satisfaction	18	45	51	55	58	60	61	63	64	65	66	68	69	70	71	73	74	76	77	80	92

Workplace Functions (Building Blocks)

Empowerment	22	51	57	60	62	64	65	67	68	69	70	71	72	73	74	76	77	78	80	82	93
Stress & Workload	29	45	49	51	53	55	57	58	59	60	62	63	64	65	66	67	69	70	72	75	86
Job Suitability	38	65	68	71	73	74	75	76	77	78	79	80	80	81	82	83	84	86	87	89	94
Vision, Mission & Goals	24	43	52	55	57	60	61	63	64	65	66	67	68	70	71	72	73	75	77	81	91
Teamwork	50	65	71	73	74	75	76	77	78	79	80	81	81	82	83	84	85	86	87	89	96
Tools & Workspace	26	41	48	50	52	54	56	57	58	59	60	61	62	63	65	66	67	69	70	74	87
Recognition	20	46	50	53	56	58	59	61	63	64	65	66	67	68	70	71	72	74	76	79	93
Professional Development	28	49	54	56	58	59	61	62	64	65	67	68	69	70	71	72	74	75	77	80	93
Pay & Benefits	8	22	29	33	38	40	42	44	46	47	49	50	51	53	55	56	58	60	62	65	80
Staffing Practices	17	43	49	53	56	58	61	62	64	66	68	69	70	72	73	74	76	78	80	83	93
Respectful Environment	31	60	66	68	70	72	73	74	76	77	78	79	80	81	82	83	84	85	86	88	95

Management (Foundation)

Executive-Level Management	19	39	45	49	51	53	55	56	58	59	60	62	63	65	66	68	70	71	74	77	88
Supervisory-Level Management	40	59	63	66	68	69	71	72	73	74	75	76	77	78	79	80	81	82	84	86	95

Percentiles are based on all 677 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 (22,950). 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)