

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	30	49	53	55	57	59	60	61	63	63	64	65	67	67	68	70	71	72	74	77	89

Engagement Characteristics (Roof)

BC Public Service Commitment	30	52	56	59	61	62	64	65	65	66	67	69	70	71	72	73	74	76	78	80	91
Job Satisfaction	39	53	56	57	59	60	61	63	64	65	66	67	68	69	70	71	72	74	76	80	92
Organization Satisfaction	21	40	43	47	50	52	54	55	56	58	59	61	62	63	64	66	68	70	71	75	88

Workplace Functions (Building Blocks)

Empowerment	30	49	54	56	58	60	61	63	64	65	66	67	68	69	71	72	73	74	78	80	87
Stress & Workload	21	37	43	45	48	50	52	54	55	56	58	59	60	61	62	63	65	66	69	73	88
Job Suitability	50	63	66	68	70	71	73	74	75	76	77	78	79	80	81	82	83	84	86	88	94
Vision, Mission & Goals	23	37	41	45	48	50	52	54	56	57	59	60	62	63	64	66	68	70	72	75	85
Teamwork	52	65	67	69	71	72	73	74	74	75	76	77	78	79	80	80	82	83	84	87	94
Workplace Tools	27	42	45	49	51	52	54	56	57	58	59	60	61	63	64	65	66	68	70	73	84
Recognition	23	42	48	51	52	54	55	57	58	59	60	61	63	63	64	66	68	69	72	76	86
Professional Development	17	39	44	46	49	51	53	55	56	58	59	60	62	63	64	65	67	69	71	75	85
Pay & Benefits	10	29	33	37	39	41	43	44	45	46	47	49	50	51	53	54	56	58	60	64	83
Staffing Practices	19	36	44	47	50	53	55	56	58	60	62	63	64	66	67	69	71	73	75	79	88
Respectful Environment	32	57	61	64	66	68	69	70	71	73	74	75	76	77	78	80	81	82	84	85	94

Management (Foundation)

Executive-Level Management	18	33	38	42	44	46	48	50	52	53	56	57	59	60	62	63	66	68	70	73	89
Supervisory-Level Management	36	54	58	61	63	64	66	67	68	69	70	71	71	73	74	75	77	78	80	84	93

Percentiles are based on all 629 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 (19,477). 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	30	49	53	55	57	59

Based on work units, for Engagement, a score of 59 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)