

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	40	54	57	60	62	64	65	66	67	68	69	70	71	72	73	74	75	76	78	80	90

Engagement Characteristics (Roof)

BC Public Service Commitment	38	56	60	62	64	65	67	68	69	70	72	73	73	74	75	76	77	79	80	82	91
Job Satisfaction	45	57	60	62	64	65	66	67	68	69	70	71	72	73	73	74	76	77	79	81	89
Organization Satisfaction	24	46	50	53	56	58	60	62	63	65	66	67	68	70	71	72	74	75	77	80	92

Workplace Functions (Building Blocks)

Empowerment	34	53	57	60	62	64	66	67	68	69	71	72	73	74	75	76	77	79	81	83	93
Stress & Workload	28	46	49	53	56	58	59	60	61	63	64	65	66	68	69	70	72	73	76	79	87
Job Suitability	48	64	67	69	71	72	73	74	76	77	77	78	79	80	81	82	83	84	85	87	94
Vision, Mission & Goals	26	47	52	55	58	60	61	63	64	66	67	68	69	71	72	73	74	76	78	82	90
Teamwork	58	68	71	73	75	76	77	78	79	80	81	81	82	83	84	85	85	86	88	90	96
Tools & Workspace	27	46	51	53	55	57	58	60	61	63	63	64	66	67	68	69	70	71	73	76	88
Recognition	30	46	51	54	56	58	60	61	63	64	65	66	67	68	70	72	73	75	77	80	90
Professional Development	34	47	53	55	57	59	61	62	63	64	65	66	68	69	70	72	73	74	76	79	90
Pay & Benefits	14	30	35	39	41	44	46	48	49	51	52	53	55	56	57	59	60	62	65	67	78
Staffing Practices	20	43	51	54	56	59	61	63	65	66	68	69	71	73	74	76	77	79	82	85	96
Respectful Environment	34	62	67	69	71	73	74	75	77	78	79	80	80	82	83	84	85	86	88	89	96

Management (Foundation)

Executive-Level Management	16	40	45	48	51	53	55	58	60	61	62	64	65	66	68	69	71	72	74	78	92
Supervisory-Level Management	37	60	65	69	70	71	73	74	75	76	77	78	79	80	81	82	83	84	86	88	95

Percentiles are based on all 728 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 (24,675). 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	40	54	57	60	62	64

Based on work units, for Engagement, a score of 64 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)