

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 | 35 | 53 | 56 | 59 | 60 | 62 | 64 | 65 | 66 | 67 | 69 | 70 | 71 | 72 | 73 | 74 | 75 | 76 | 78 | 80 | 88 |

Engagement Characteristics (Roof)

| | | | | | | | | | | | | | | | | | | | | | |
|------------------------------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|
| BC Public Service Commitment | 26 | 54 | 58 | 59 | 62 | 63 | 65 | 67 | 68 | 69 | 70 | 72 | 72 | 74 | 74 | 76 | 77 | 78 | 79 | 81 | 89 |
| Job Satisfaction | 41 | 56 | 59 | 61 | 63 | 64 | 65 | 66 | 67 | 68 | 69 | 70 | 71 | 72 | 73 | 74 | 75 | 76 | 78 | 80 | 90 |
| Organization Satisfaction | 27 | 44 | 49 | 52 | 55 | 57 | 59 | 61 | 63 | 64 | 66 | 67 | 69 | 70 | 71 | 72 | 74 | 76 | 78 | 80 | 92 |

Workplace Functions (Building Blocks)

| | | | | | | | | | | | | | | | | | | | | | |
|--------------------------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Empowerment | 29 | 55 | 59 | 63 | 65 | 66 | 67 | 68 | 70 | 71 | 72 | 73 | 74 | 75 | 76 | 77 | 78 | 80 | 82 | 85 | 92 |
| Stress & Workload | 23 | 46 | 51 | 54 | 56 | 58 | 59 | 61 | 62 | 63 | 65 | 66 | 67 | 68 | 70 | 71 | 73 | 75 | 76 | 79 | 90 |
| Job Suitability | 42 | 65 | 68 | 69 | 71 | 72 | 73 | 74 | 75 | 75 | 76 | 77 | 77 | 78 | 79 | 80 | 81 | 82 | 83 | 85 | 92 |
| Vision, Mission & Goals | 28 | 46 | 50 | 53 | 56 | 58 | 60 | 62 | 63 | 65 | 67 | 68 | 69 | 70 | 72 | 73 | 75 | 76 | 78 | 81 | 91 |
| Teamwork | 59 | 70 | 73 | 75 | 77 | 78 | 80 | 80 | 81 | 82 | 82 | 83 | 84 | 85 | 86 | 86 | 88 | 89 | 90 | 92 | 97 |
| Tools & Workspace | 36 | 53 | 58 | 60 | 62 | 64 | 66 | 67 | 69 | 70 | 71 | 72 | 73 | 74 | 75 | 76 | 78 | 79 | 81 | 84 | 93 |
| Recognition | 31 | 47 | 52 | 55 | 58 | 60 | 61 | 63 | 64 | 66 | 67 | 68 | 69 | 70 | 71 | 73 | 74 | 76 | 78 | 81 | 91 |
| Professional Development | 32 | 51 | 56 | 58 | 60 | 62 | 64 | 66 | 67 | 68 | 69 | 70 | 71 | 72 | 73 | 74 | 76 | 77 | 79 | 81 | 89 |
| Pay & Benefits | 15 | 29 | 32 | 35 | 38 | 40 | 43 | 44 | 46 | 48 | 49 | 50 | 51 | 53 | 54 | 55 | 57 | 59 | 61 | 63 | 74 |
| Staffing Practices | 22 | 44 | 47 | 51 | 53 | 56 | 58 | 60 | 61 | 63 | 64 | 66 | 67 | 69 | 70 | 72 | 73 | 75 | 78 | 81 | 91 |
| Respectful Environment | 40 | 63 | 67 | 71 | 73 | 75 | 77 | 78 | 79 | 79 | 80 | 81 | 82 | 83 | 84 | 85 | 86 | 88 | 89 | 91 | 97 |

Management (Foundation)

| | | | | | | | | | | | | | | | | | | | | | |
|------------------------------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Executive-Level Management | 21 | 41 | 47 | 50 | 53 | 55 | 57 | 59 | 61 | 63 | 64 | 66 | 67 | 68 | 69 | 71 | 73 | 74 | 77 | 81 | 92 |
| Supervisory-Level Management | 42 | 65 | 69 | 71 | 73 | 74 | 75 | 76 | 77 | 78 | 79 | 80 | 81 | 82 | 83 | 84 | 85 | 86 | 88 | 90 | 95 |

Percentiles are based on all 734 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 (24,485). 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 | 35 | 53 | 56 | 59 | 60 | 62 |

Based on work units, for Engagement, a score of 62 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)