











Outcome	Rank (1-10)	
Full appreciation of work done	5	
Job security	3	
Good working conditions	2	
Feeling of being in on things	6	
Good wages	1	
Tactful discipline	8	
Personal loyalty to employees	7	
Interesting work	4	

Sympathetic help with personal problems	10	
Promotion and growth in the organization	9	

Overall feedback: Interpreting the Result

The score comes from comparing your rankings with the average rankings obtained from a sample of 1000 current employees. These average rankings are as follows:

- 2 – full appreciation of work done
- 4 – job security
- 7 – good working conditions
- 3 – feeling of being in on things
- 5 – good wages
- 9 – tactful discipline
- 8 – personal loyalty to employees
- 1 – interesting work
- 10 – sympathetic help with personal problems
- 6 – promotion and growth in the organization

Remember, you should not view these average rankings as “correct.” There are no right and wrong answers.