



Surveys

A science-based approach that delivers the information you need to create positive change

Effective workplace surveys give your employees the chance to be heard, help you retain and attract new talent, and provide the feedback individual managers and leaders need to improve. These elements create a more efficient, competitive, and successful organization. Whether your responsibility is to redesign culture, assess managerial or team effectiveness, or track quality, customer service or safety on the job, the survey data from Aubrey Daniels International (ADI) will help guide your business in today's challenging workplace.

ADI surveys are unique. Our surveys are designed, not on theory about how people and organizations work best, but on an evidence-based and well-documented science about best practices. This science-based approach leads to surveys that are easily translated into coachable action plans for people, systems or processes. Whether creating a great culture or increasing individual success, the behavioral technology behind the tool leads to high and steady rates of positive performance.

Our survey results tell a story about your company's human and business performance excellence by:

- **Identifying** areas for change in how work is done or how a culture is sustained
- **Analyzing** strengths and needs of initiative rollouts across an area or company
- **Providing** steps toward managerial and personal effectiveness
- **Creating** clear paths to achieve individual and team success
- **Outlining** systemic issues that impede or support business objectives

Benefits of Implementing an ADI Survey

Expert Design & Administration

A properly designed and managed survey demands significant time and experience and requires an in-depth understanding of survey

development and implementation. Our survey experts and professional staff will eliminate your need for designating internal resources, ensuring a properly designed and managed survey.

Proven Content

We provide time-tested, behaviorally anchored, valid, reliable and meaningful content (items / questions). We understand when, why, and how to use the right content to enhance your business and capitalize on your people resources.

Maximized Responding & Actionable Feedback

From designing and conducting, to compiling and interpreting results, our surveys are well-focused and result in actionable feedback. Our objective content design and proprietary administration tools guarantee confidential responding that maximizes response rates and helps ensure feedback is confidential, candid, meaningful and reliable.

Professional Reports

We provide multiple levels of analysis based on the particular needs of your organization. Common analyses include, by organization, region, team, department/area, individual, position, and years of service. Reports incorporate graphical displays of scoring, scoring change comparisons, percent of responding, and detailed statistical analyses including scoring average, range, and modal breakdowns on all content.

Survey Offerings

We offer over 15 pre-existing surveys covering most every aspect of business, including – climate, culture, customer satisfaction, employee satisfaction/engagement, executive assessment, initiative assessment, leadership effectiveness, project management, safety culture, safety leadership, 360°, and teamwork. We understand the need for customized surveys as well. Our survey development experts are available to customize our current surveys or create new surveys to fit your unique business

need(s), and to refine existing content you may already have.

Our time-tested, behaviorally anchored, and meaningful survey content is organized in the following categories:

- Organizational Surveys
- Leadership Surveys
- Safety Surveys
- Customized Surveys

Survey Mediums

Technology has enabled surveys to be implemented with great ease. We also understand that using the internet to implement your survey(s) may not be conducive to your organization. For this reason, ADI offers three mediums for you to choose from to conduct your survey – online, paper, and telephone.

Contact

If you are interested in speaking with one or more of our client references, or if you would like additional information, please visit our website, call or e-mail.

phone: **678-904-6150**

e-mail: **surveys@aubreydaniels.com**

online: **www.adisurveys.com**

ADI

Since 1978 **ADI** has been dedicated to changing the way the world works. To do this we have focused our attention on the one factor that affects work every day: the behavior of people. Every action, every decision, every change is the result of someone's behavior and affects the behavior of other people, sometimes only a few and sometimes thousands. Business is constantly searching for the answers to "Why do people do what they do?" and "How can we get them to do what we need them to do all the time?" ADI provides real-world answers to these questions through its Precision Leadership™ consulting services.

"I had to send you a note of praise and commendation. While I'm sure this doesn't surprise you, I continue to be impressed with the level of service, responsiveness, and customer focus that ADI delivers on a consistent basis."

–Tim McRay
Daimler Financial Services

"It is great to know that there have been some significant changes in the perception of direct reports for those managers who really took up the process."

– Carolyn Hands
SafetyWorks (ADI Partner)

"As always, the project management surveys went great and provided valid feedback."

– Matt Gwin
Blue Cross & Blue Shield of Alabama