



ALL THINGS CUSTOMER

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Leadership Jersey
Assessing the quality of
Jersey Leadership...

Results:
16th Oct - 31st Dec 2024

SUMMARY – KEY CHANGES YOY

Slide 1 of 2



➤ Overall results...

- There's an increase in male respondents (so the split is more balanced this year: 52% female, 45% male)
- Female respondents rated overall more negatively than last year
- Overall, all, but 1, of the 8 leadership questions relating to the person the respondent reports to, all rated more negatively than last year
- Overall, 'how would you rate yourself as a leader' was 7.1 (+0.1 YOY). Male respondents continue to rate themselves more highly, 7.3, an increase of +0.3 YOY which is one of the larger changes this year, whilst females rated themselves 6.8 (+0.1 YOY)
- Another bigger change is that the overall quality of leadership within an organisation rated more negatively than last year, 6.2 (-0.3 YOY)
- Positively, diversity within the senior management team increased to 5.4 (+0.2 YOY), the highest it's ever been, although still a long way to go
- Receiving a performance appraisal within the last 12 months, has risen again, to 65%, after it's slight decline last year. Additionally, there is an overall +7% YOY increase in respondents receiving leadership/development training this year
- Whilst those at board level continue to rate the most positively. Those at middle and junior levels ratings reduced the most, particularly at middle level. Those at a senior level rated more positively after being the most negative last year

SUMMARY – KEY CHANGES YOY

Slide 2 of 2



➤ With regards to the 8 overall leadership attribute questions...

- Overall, once again, those who report to a female or male boss both rate the same, 6.3 (-0.1 YOY)
- The best gender mix is potentially a female reporting to a male, who rated 6.4. This is a change as for the last 2 years, female reporting to a female have rated the highest
- The least favourable, is potentially a male reporting to a female, 6.2. This was the lowest rated last year too, whereas the year before, females reporting to males were rated least favourable (which has been rated the highest this year)

➤ With regards to rating bosses as leaders...

- Overall, as per last year, those who report to a male boss rated the highest leaders 44% (+1% YOY), and those who report to a female boss rated the lowest, 34% 'leaders'. These last 2 years, we've seen female leader ratings drop, by -7% this year, and -8% last year
- Once again, females reporting to males, rated the highest 'leaders', 48%, and male reporting to female the lowest as 'leader's, at 34%
- Additionally, when asking if your CEO is more of a manager, or a leader, there's been a slight reduction the last few years, with only 51% saying their CEO's are leaders

SUMMARY - RESPONDENTS

16th October – 31st December 2024

571 respondents

5th survey – 2020, 2021, 2022, 2023, 2024

✓ Results have been rounded to 1 decimal place.

✓ 'Overall' results include 'prefer not to say' and 'non-binary'.

- We received 571 responses, and of these, 77% told us they 'reported to someone' (-0.4 YOY). Those who didn't report to anyone were just asked to rate themselves as a leader, and asked if they'd attended a 'Leadership Jersey' event
- After last years unbalanced split of respondents in relation to gender (female 59%, and, male 38%), this year, the balance was more even, female 52% and, male 45%. The remaining respondents preferring not to say, or are non-binary
- The majority of respondents were once again 40-55 years old, 49%. Overall, this has changed very little since 2020
- The top 3 sectors that completed the survey were... 'Other Business Activities' 26%, 'Public Administration' 14%, 'Third Sector/Charity' 8%, These are the same top 3 as the last few years
- With regards to seniority levels within an organisation, the majority of respondents were once again at a senior level 33%, middle level 31%, there were more board level this year 27% (+6% YOY), followed by junior level 9%
- There was a fairly even split between organisations with less than 25 people 27%, organisations with between 26-100 people 27%, and organisations with 501+ people 23%. There were slightly less respondents from organisations with 101-250 people 10% (which has reduced the past few years), and, organisations with 251-500 people 14%. These are very minimal changes YOY

SUMMARY – MY ORGANISATION

Rate the overall quality of leadership within your organisation

- Last year, this rating went up to 6.5, the highest it had been, however, this year, it's one of the bigger survey movements, dropping to 6.2 (-0.3 YOY)
- Both male and female respondents rated lower than last year, 6.2 (-0.2 YOY) and 6.3 (-0.3 YOY) respectively
- The past few years, those who report to a female boss, tend to answer this question more positively 6.4, compared to 6.1 who report to males. However, it's notable that last year, males reporting to females increased considerably to 7.3, however, this year reduces to 6.4 (-0.9 YOY)
- When comparing seniority level, respondents at board level continued to rate the highest 7.1. Those at middle level rated more negatively this year at 5.8 (-0.6 YOY)

Rate the overall culture within your organisation

- Overall, a slight drop from last year. Rating 6.5 (-0.1 YOY)
- Both male and female respondents rated slightly lower than previous years, 6.5 and 6.6 respectively, both decreasing by -0.1 YOY
- Last year, males reporting to females increased to 7.6, a massive +1.4 increase YOY. However, this year it declines to 6.6, (-1.0 YOY), one of the biggest changes seen this year
- The past few years, those who report to a female boss, tend to answer more positively 6.6, compared to 6.4 who report to males
- When comparing seniority level, respondents at board level continued to rate the highest 7.3, which was +0.2 YOY. Those at middle level rated the most negatively this year 6.1 (-0.5 YOY), along with those at a junior level also rating 6.1 (-0.1 YOY)

SUMMARY – MY ORGANISATION



Rate the diversity within your organisations Senior Management Team

- It's positive to see a +0.2 increase this year to 5.4, the highest it's ever been, although still a long way to go
- For the 5th year running, this is the lowest overall score for organisations
- Those who report to a female boss rate slightly higher, 5.4, than those who report to a male boss 5.3. Those who report to a male boss increased by +0.3 this year
- In particular, a male reporting to a female rate the highest, 6.1, and females who report to a male the lowest 4.9
- When comparing seniority level, those at a board level rate the highest 6.1. (+0.4 YOY) Those at a senior level rated 5.6 (+0.6 YOY) and those at middle level rated the lowest 4.9 (-0,2 YOY)

Would you prefer to work for a manager, or a leader?

- Overall, 91% told us they would prefer to work for a leader, rather than a manager, (+1% YOY)

SUMMARY – MY ORGANISATION

Would you describe the CEO within your organisation as more of a manager, or a leader?

- A continued slight decrease YOY is when asked to describe the CEO. Respondents felt that 51% were 'leaders' rather than 'managers', -1% YOY
- This continues to highlight that CEO's are generally considered more 'leaders' than the person respondents report to, as only 41% felt that the person they report to is more of a leader
- Females rate slightly more positively than males when answering this question, 56% leader, compared to 48% respectively
- When comparing seniority level, those at board level once again rated the highest, believing that their CEO's were 61% leaders, however this is a reduction by -12% YOY which is a notable change. Those at a middle level rated the lowest, 43% leaders, -7% YOY.

Would you describe the person you report to as more of a manager, or a leader?

- Overall, respondents rated that the person they report to is more of a 'manager' 59%, rather than a 'leader' 41%. This feeling is the same for the past 5 years
- Those who report to males rated more highly, 44% leader +1% YOY, than those who report to females, 34% leader -7% YOY
- Males reporting to females rated the lowest, 34% leader, and females reporting to males rated the highest, 48% leader

SUMMARY – JOB SATISFACTION

Which of the below options would give you greatest job satisfaction?

The options we provided;

- An organisation with values that align with my own
- Leadership that inspires me
- Salary & Benefits
- Company culture
- Job security
- Work life balance & Flexible working
- Development & Progression

- The overall top 3 were... 'Work life balance & Flexible working' 60%, 'Salary & Benefits' 49%, and 'An organisation with values that align with my own' 49%. These are the same top 3 as last year
- However, when looking at these results by seniority, 'Salary & Benefits' and 'Job Security' rate low for those at board level, which brings these overall ratings down, without board level, these in particular would rate more highly
- Overall, some of the biggest increases are: 'Job Security' 20% (+5% YOY), 'Leadership that inspires me' 49% (+4% YOY) and 'Development & Progression' 29% (+4% YOY)
- Overall, some of the biggest decreases are: 'Salary & Benefits' 49% (-7% YOY), and 'Work life balance & Flexible working' 60% (-4% YOY)
- Females appreciate 'Work life balance & Flexible working' in particular, as well as 'An organisation with values that align with my own', higher than male respondents
- Male respondents appreciate 'Salary & Benefits', 'Job Security' and 'Leadership that inspires me', higher than female respondents

SUMMARY – WHO I REPORT TO – *BY GENDER*

When asking respondents about the person they report to...

	Male Respondent Male Boss 2024	Male Respondent Female Boss 2024	Female Respondent Female Boss 2024	Female Respondent Male Boss 2024
	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>
Percentage gender breakdown	31%	13%	26%	30%

- As you can see on slide 12, when analysing the overall scores of the 8 various leadership attribute questions by boss gender, male and female bosses both rate the same, 6.3
- Overall, there are either, reduced, or static ratings for every one of these 8 questions. The most notable declines are...

Female bosses

- The person I report to is a great leader... 5.8 (-0.4 YOY)
- The person I report to inspires me... 5.8 (-0.3 YOY)
- The person I report to is visionary, and describes a vision for our organisation that I can understand, and subscribe to... 5.7 (-0.3 YOY)

Male bosses

- How would you rate your relationship with the person you report to?... 7.3 (-0.3 YOY)
- The person I report to communicates clearly and regularly... 6.2 (-0.2 YOY)

SUMMARY – WHO I REPORT TO – *BY GENDER*

	Those who report to a Male Boss 2023	Those who report to a Male Boss 2024	Change YOY	Overall 2024	Those who report to a Female Boss 2023	Those who report to a Female Boss 2024	Change YOY	Overall 2024
	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score
Who I Report To...								
Would you describe the person you report to as more of a manager, or a leader?	Manager - 57% Leader - 43%	Manager - 56% Leader - 44%	Leader - +1%	Manager - 59% Leader - 41%	Manager - 59% Leader - 41%	Manager - 66% Leader - 34%	Leader - -7%	Manager - 59% Leader - 41%
Would you prefer to work for a manager, or a leader?	Manager - 11% Leader - 89%	Manager - 7% Leader - 93%	Leader - +4%	Manager - 9% Leader - 91%	Manager - 8% Leader - 92%	Manager - 11% Leader - 89%	Leader - -3%	Manager - 9% Leader - 91%
How would you rate your relationship with the person you report to?	7.6	7.3	-0.3	7.3	7.3	7.3	0.0	7.3
The person I report to is a great leader...	6.1	6.1	0.0	6.0	6.2	5.8	-0.4	6.0
The person I report to inspires me...	5.9	5.9	0.0	5.9	6.1	5.8	-0.3	5.9
The person I report to is authentic, they actually do what they ask of others...	6.7	6.7	0.0	6.7	6.6	6.6	0.0	6.7
The person I report to is visionary, and describes a vision for our organisation that I can understand, and subscribe to...	6.0	5.9	-0.1	5.8	6.0	5.7	-0.3	5.8
The person I report to is supportive, and cares about me as a person...	7.0	6.9	-0.1	7.0	7.1	7.0	-0.1	7.0
The person I report to communicates clearly and regularly...	6.4	6.2	-0.2	6.2	6.3	6.2	-0.1	6.2
The person I report to gives me regular feedback on my performance, and helps me improve...	5.7	5.6	-0.1	5.7	5.8	5.8	0.0	5.7
Average of the 8 questions above	6.4	6.3	-0.1	6.3	6.4	6.3	-0.1	6.3
In the last 12 months, have you had a performance appraisal?	Yes - 63% No - 37%	Yes - 62% No - 38%	Yes - -1%	Yes - 65% No - 35%	Yes - 64% No - 36%	Yes - 70% No - 30%	Yes - +6%	Yes - 65% No - 35%
In the last 12 months, have you had the opportunity to appraise the performance of the person you report to?	Yes - 23% No - 77%	Yes - 25% No - 75%	Yes - +2%	Yes - 24% No - 76%	Yes - 16% No - 84%	Yes - 22% No - 78%	Yes - +6%	Yes - 24% No - 76%
In the last 12 months, have you considered leaving your job because of the person you report to?	Yes - 32% No - 68%	Yes - 33% No - 67%	Yes - +1%	Yes - 36% No - 65%	Yes - 40% No - 60%	Yes - 37% No - 63%	Yes - -3%	Yes - 36% No - 65%

SUMMARY – WHO I REPORT TO – *BY GENDER*



The 3 slides that follow (slides 14, 15 & 16) show the 8 leadership attribute questions broken down even further, by respondent and boss gender

Slide 14 - Shows 2024's summary by respondent and boss gender...

- Here, you can see that the best gender mix is potentially a female reporting to a male who rated 6.4. This is a change, as for the last 2 years, female reporting to a female have rated the highest
- The least favourable, is potentially a male reporting to a female, 6.2. This was the lowest rated last year too, whereas the year before, females reporting to males were rated least favourable (which has been rated the highest this year)

Slide 15 & 16 - Shows the 2023 and 2024 YOY comparisons for...

- Slide 15 - Male respondents, broken down by male and female boss
- Slide 16 - Female respondents, broken down by male and female boss

Most noticeable within these slides that hasn't been mentioned previously, are....

- Overall, female respondents rating more negatively this year, for both male and female bosses, particularly female bosses
- Male respondents rating female bosses +0.5 YOY when asked how they would rate their relationship with the person they report to, (now 7.2)
- Interestingly, male respondents' ratings show less opportunity for an annual appraisal, but more opportunities to appraise the person they report to this year, especially if they have a female boss
- Additionally, females reporting to females show as though they have more opportunities for an annual appraisal

SUMMARY – WHO I REPORT TO BY GENDER

Results have been rounded to 1 decimal place
'Overall' includes 'prefer not to say' and 'non-binary'

	Male Respondent Male Boss 2024	Male Respondent Female Boss 2024	Female Respondent Female Boss 2024	Female Respondent Male Boss 2024	Overall 2024
	Average Score	Average Score	Average Score	Average Score	Average Score
Who I Report To...					
Would you describe the person you report to as more of a manager, or a leader?	Manager - 59% Leader - 41%	Manager - 66% Leader - 34%	Manager - 65% Leader - 35%	Manager - 52% Leader - 48%	Manager - 59% Leader - 41%
Would you prefer to work for a manager, or a leader?	Manager - 5% Leader - 95%	Manager - 7% Leader - 93%	Manager - 13% Leader - 87%	Manager - 7% Leader - 93%	Manager - 9% Leader - 91%
How would you rate your relationship with the person you report to?	7.2	7.2	7.4	7.4	7.3
The person I report to is a great leader...	6.1	5.7	5.9	6.1	6.0
The person I report to inspires me...	5.9	5.7	5.9	6.0	5.9
The person I report to is authentic, they actually do what they ask of others...	6.7	6.6	6.6	6.7	6.7
The person I report to is visionary, and describes a vision for our organisation that I can understand, and subscribe to...	5.9	5.7	5.7	6.0	5.8
The person I report to is supportive, and cares about me as a person...	6.8	7.1	7.1	6.9	7.0
The person I report to communicates clearly and regularly...	6.2	6.1	6.3	6.1	6.2
The person I report to gives me regular feedback on my performance, and helps me improve...	5.6	5.8	5.8	5.7	5.7
Average of the 8 questions above	6.3	6.2	6.3	6.4	6.3
In the last 12 months, have you had a performance appraisal?	Yes - 60% No - 40%	Yes - 57% No - 43%	Yes - 76% No - 24%	Yes - 62% No - 38%	Yes - 65% No - 35%
In the last 12 months, have you had the opportunity to appraise the performance of the person you report to?	Yes - 30% No - 70%	Yes - 25% No - 75%	Yes - 21% No - 79%	Yes - 19% No - 81%	Yes - 24% No - 76%
In the last 12 months, have you considered leaving your job because of the person you report to?	Yes - 32% No - 68%	Yes - 36% No - 64%	Yes - 37% No - 63%	Yes - 34% No - 66%	Yes - 36% No - 65%

MALE RESPONDENTS

Who I Report To...

Results have been rounded to 1 decimal place
'Overall' includes 'prefer not to say' and 'non-binary'

	Male Respondent Male Boss 2023	Male Respondent Male Boss 2024	Change YOY	Overall 2024	Male Respondent Female Boss 2023	Male Respondent Female Boss 2024	Change YOY	Overall 2024
	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score
Who I Report To...								
Would you describe the person you report to as more of a manager, or a leader?	Manager - 61% Leader - 39%	Manager - 59% Leader - 41%	Leader - +2%	Manager - 59% Leader - 41%	Manager - 64% Leader - 36%	Manager - 66% Leader - 34%	Leader - -2%	Manager - 59% Leader - 41%
Would you prefer to work for a manager, or a leader?	Manager - 10% Leader - 90%	Manager - 5% Leader - 95%	Leader - +5%	Manager - 9% Leader - 91%	Manager - 7% Leader - 93%	Manager - 7% Leader - 93%	Leader - 0%	Manager - 9% Leader - 91%
How would you rate your relationship with the person you report to?	7.5	7.2	-0.3	7.3	6.7	7.2	0.5	7.3
The person I report to is a great leader...	6.0	6.1	0.1	6.0	5.7	5.7	0.0	6.0
The person I report to inspires me...	5.8	5.9	0.1	5.9	5.9	5.7	-0.2	5.9
The person I report to is authentic, they actually do what they ask of others...	6.7	6.7	0.0	6.7	6.5	6.6	0.1	6.7
The person I report to is visionary, and describes a vision for our organisation that I can understand, and subscribe to...	5.7	5.9	0.2	5.8	5.7	5.7	0.0	5.8
The person I report to is supportive, and cares about me as a person...	6.8	6.8	0.0	7.0	6.8	7.1	0.3	7.0
The person I report to communicates clearly and regularly...	6.4	6.2	-0.2	6.2	6.3	6.1	-0.2	6.2
The person I report to gives me regular feedback on my performance, and helps me improve...	5.6	5.6	0.0	5.7	5.4	5.8	0.4	5.7
Average of the 8 questions above	6.3	6.3	0.0	6.3	6.1	6.2	0.1	6.3
In the last 12 months, have you had a performance appraisal?	Yes - 65% No - 35%	Yes - 60% No - 40%	Yes - -5%	Yes - 65% No - 35%	Yes - 68% No - 32%	Yes - 57% No - 43%	Yes - -11%	Yes - 65% No - 35%
In the last 12 months, have you had the opportunity to appraise the performance of the person you report to?	Yes - 23% No - 77%	Yes - 30% No - 70%	Yes - +7%	Yes - 24% No - 76%	Yes - 11% No - 89%	Yes - 25% No - 75%	Yes - +14%	Yes - 24% No - 76%
In the last 12 months, have you considered leaving your job because of the person you report to?	Yes - 34% No - 66%	Yes - 32% No - 68%	Yes - -2%	Yes - 36% No - 65%	Yes - 39% No - 61%	Yes - 36% No - 64%	Yes - -3%	Yes - 36% No - 65%

FEMALE RESPONDENTS

Who I Report To...

Results have been rounded to 1 decimal place
'Overall' includes 'prefer not to say' and 'non-binary'

	Female Respondent Female Boss 2023	Female Respondent Female Boss 2024	Change YOY	Overall 2024	Female Respondent Male Boss 2023	Female Respondent Male Boss 2024	Change YOY	Overall 2024
	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score
Who I Report To...								
Would you describe the person you report to as more of a manager, or a leader?	Manager - 56% Leader - 44%	Manager - 65% Leader - 35%	Leader - -9%	Manager - 59% Leader - 41%	Manager - 53% Leader - 47%	Manager - 52% Leader - 48%	Leader - +1%	Manager - 59% Leader - 41%
Would you prefer to work for a manager, or a leader?	Manager - 9% Leader - 91%	Manager - 13% Leader - 87%	Leader - -4%	Manager - 9% Leader - 91%	Manager - 12% Leader - 88%	Manager - 7% Leader - 93%	Leader - +5%	Manager - 9% Leader - 91%
How would you rate your relationship with the person you report to?	7.6	7.4	-0.2	7.3	7.6	7.4	-0.2	7.3
The person I report to is a great leader...	6.5	5.9	-0.6	6.0	6.3	6.1	-0.2	6.0
The person I report to inspires me...	6.3	5.9	-0.4	5.9	6.0	6.0	0.0	5.9
The person I report to is authentic, they actually do what they ask of others...	6.7	6.6	-0.1	6.7	6.7	6.7	0.0	6.7
The person I report to is visionary, and describes a vision for our organisation that I can understand, and subscribe to...	6.2	5.7	-0.5	5.8	6.2	6.0	-0.2	5.8
The person I report to is supportive, and cares about me as a person...	7.3	7.1	-0.2	7.0	7.2	6.9	-0.3	7.0
The person I report to communicates clearly and regularly...	6.4	6.3	-0.1	6.2	6.4	6.1	-0.3	6.2
The person I report to gives me regular feedback on my performance, and helps me improve...	6.0	5.8	-0.2	5.7	5.8	5.7	-0.1	5.7
Average of the 8 questions above	6.6	6.3	-0.3	6.3	6.5	6.4	-0.1	6.3
In the last 12 months, have you had a performance appraisal?	Yes - 64% No - 36%	Yes - 76% No - 24%	Yes - +12%	Yes - 65% No - 35%	Yes - 61% No - 39%	Yes - 62% No - 38%	Yes - +1%	Yes - 65% No - 35%
In the last 12 months, have you had the opportunity to appraise the performance of the person you report to?	Yes - 18% No - 82%	Yes - 21% No - 79%	Yes - +3%	Yes - 24% No - 76%	Yes - 23% No - 77%	Yes - 19% No - 81%	Yes - -4%	Yes - 24% No - 76%
In the last 12 months, have you considered leaving your job because of the person you report to?	Yes - 40% No - 60%	Yes - 37% No - 63%	Yes - -3%	Yes - 36% No - 65%	Yes - 31% No - 69%	Yes - 34% No - 66%	Yes - +3%	Yes - 36% No - 65%

SUMMARY – WHO I REPORT TO – *BY GENDER*



In the last 12 months, have you had a performance appraisal?

- Overall, 65% have had a performance appraisal in the last 12 months +3% YOY. With 35% not receiving an appraisal, more can be done here
- The 76% (+12% YOY) in annual appraisals from female bosses to female respondents, is positive to see. However, we'd like to see this across the board

In the last 12 months, have you had the opportunity to appraise the performance of the person you report to?

- It would also be wonderful if performance feedback was a 2-way street, as 76% still have not had the opportunity to appraise the performance of the person they report to within the last 12 months. However, this is a +4% YOY increase, a small positive step

In the last 12 months, have you considered leaving your job because of the person you report to?

- Overall, 65% haven't considered leaving their job because of the person they report to, although, 35% is still a high number to have considered it
- Overall, those who report to a male boss are less likely to have considered leaving 33% said yes, compared to 37% who report to a female boss

SUMMARY – MY LEADERSHIP & LEADERSHIP JERSEY ATTENDANCE...



Rate yourself as a leader

- Overall, when respondents rated themselves as a leader, the average was 7.1, +0.1 YOY
- Male respondents continue to rate themselves more highly, 7.3 (+0.3 YOY), whilst females rated themselves 6.8 (+0.1 YOY)
- Those at board level rated themselves the highest, 7.5, followed senior level 7.4, middle level 6.7 (+0.4 YOY), then junior level 6.0.
- Those who don't report to anyone rated themselves a 7.3, (-0,2 YOY)

Have you received any leadership development/training within the last 12 months?

- Overall, 42% of respondents said that they had received leadership/development training within the last 12 months, up +7% YOY which is great to see
- A fairly equal training split between male and female respondents, 45% and 41% respectively

Have you ever attended a 'Leadership Jersey' event?

- Overall, 30% of respondents said that they had attended a 'Leadership Jersey' event (+0.2 YOY). An equal split between male and female attendance
- Those at board level attended the most, followed by senior level. Lower attendance from those at middle level, and particularly junior level



Overall 2020	Overall 2021	Overall 2022	Overall 2023	Overall 2024	Change YOY 2023-2024
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	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score
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Do you report to someone?	Yes - 81% No - 19%	Yes - 78% No - 22%	Yes - 76% No - 24%	Yes - 81% No - 19%	Yes - 77% No - 23%	Yes - -4% No - +4%
The person I report to is...	Male - 64% Female - 33% Prefer not to say - 3% Non-Binary - 0%	Male - 62% Female - 35% Prefer not to say - 3% Non-Binary - 0%	Male - 61% Female - 36% Prefer not to say - 3% Non-Binary - 0%	Male - 63% Female - 35% Prefer not to say - 2% Non-Binary - 0%	Male - 58% Female - 38% Prefer not to say - 3% Non-Binary - 0%	Male - -5% Female - +3% Prefer not to say - +1% Non-Binary - 0%

My Organisation...

Results have been rounded to 1 decimal place
'Overall' includes 'prefer not to say' and 'non-binary'

Overall 2020	Overall 2021	Overall 2022	Overall 2023	Overall 2024	Change YOY 2023-2024
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	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score
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My Organisation...						
How would you rate the overall quality of leadership within your organisation?	6.1	6.0	6.0	6.5	6.2	-0.3
How would you rate the overall culture within your organisation?	6.3	6.1	6.2	6.6	6.5	-0.1
How diverse are the Senior Management Team within your organisation?	5.1	4.8	5.2	5.2	5.4	0.2
Would you describe the CEO within your organisation as more of a manager, or a leader?	Manager - 49% Leader - 51%	Manager - 50% Leader - 50%	Manager - 45% Leader - 55%	Manager - 48% Leader - 52%	Manager - 49% Leader - 51%	Leader - -1%

Who I Report To...

Results have been rounded to 1 decimal place
'Overall' includes 'prefer not to say' and 'non-binary'

	Overall 2020	Overall 2021	Overall 2022	Overall 2023	Overall 2024	Change YOY 2023-2024
	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score
Who I Report To...						
Would you describe the person you report to as more of a manager, or a leader?	Manager - 60% Leader - 40%	Manager - 59% Leader - 42%	Manager - 58% Leader - 42%	Manager - 58% Leader - 42%	Manager - 59% Leader - 41%	Leader - -1%
Would you prefer to work for a manager, or a leader?	Manager - 10% Leader - 91%	Manager - 8% Leader - 92%	Manager - 8% Leader - 92%	Manager - 10% Leader - 90%	Manager - 9% Leader - 91%	Leader - +1%
How would you rate your relationship with the person you report to?	7.0	7.0	7.2	7.5	7.3	-0.2
The person I report to is a great leader...	5.8	5.7	5.9	6.2	6.0	-0.2
The person I report to inspires me...	5.6	5.6	5.8	6.0	5.9	-0.1
The person I report to is authentic, they actually do what they ask of others...	6.3	6.4	6.6	6.7	6.7	0.0
The person I report to is visionary, and describes a vision for our organisation that I can understand, and subscribe to...	5.7	5.7	5.8	6.0	5.8	-0.2
The person I report to is supportive, and cares about me as a person...	6.6	6.6	6.8	7.1	7.0	-0.1
The person I report to communicates clearly and regularly...	6.0	6.0	6.1	6.4	6.2	-0.2
The person I report to gives me regular feedback on my performance, and helps me improve...	5.5	5.5	5.6	5.8	5.7	-0.1
Average of the 8 questions above	6.1	6.1	6.2	6.5	6.3	-0.2
In the last 12 months, have you had a performance appraisal?	Yes - 60% No - 41%	Yes - 57% No - 43%	Yes - 67% No - 33%	Yes - 62% No - 38%	Yes - 65% No - 35%	+3% Yes
In the last 12 months, have you had the opportunity to appraise the performance of the person you report to?	Yes - 25% No - 75%	Yes - 18% No - 82%	Yes - 19% No - 81%	Yes - 20% No - 80%	Yes - 24% No - 76%	+4% Yes
In the last 12 months, have you considered leaving your job because of the person you report to?	Yes - 37% No - 63%	Yes - 39% No - 61%	Yes - 36% No - 64%	Yes - 35% No - 65%	Yes - 36% No - 65%	+1% Yes

Job Satisfaction, My Leadership & Leadership Jersey Attendance...

Results have been rounded to 1 decimal place
'Overall' includes 'prefer not to say' and 'non-binary'

Overall 2020	Overall 2021	Overall 2022	Overall 2023	Overall 2024	Change YOY 2023-2024
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	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score
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Job Satisfaction, My Leadership & Leadership Jersey Attendance...						
	Work life balance & flexible working - 63%	Work life balance & flexible working - 66%	Work life balance & flexible working - 66%	Work life balance & flexible working - 64%	Work life balance & flexible working - 60%	Work life balance & flexible working - -4%
	Leadership that inspires me - 55%	Leadership that inspires me - 56%	Leadership that inspires me - 51%	Leadership that inspires me - 45%	Leadership that inspires me - 49%	Leadership that inspires me - +4%
	An organisation with values that align with my own - 49%	An organisation with values that align with my own - 44%	An organisation with values that align with my own - 45%	An organisation with values that align with my own - 52%	An organisation with values that align with my own - 49%	An organisation with values that align with my own - -3%
	Salary & Benefits - 49%	Salary & Benefits - 49%	Salary & Benefits - 49%	Salary & Benefits - 56%	Salary & Benefits - 49%	Salary & Benefits - -7%
	Company Culture - 36%	Company Culture - 36%	Company Culture - 45%	Company Culture - 43%	Company Culture - 44%	Company Culture - +1%
	Development & Progression - 31%	Development & Progression - 30%	Development & Progression - 31%	Development & Progression - 25%	Development & Progression - 29%	Development & Progression - +4%
	Job Security - 18%	Job Security - 20%	Job Security - 14%	Job Security - 15%	Job Security - 20%	Job Security - +5%
Of the options below, which 3 would give you the greatest job satisfaction?						
Overall, how would you rate yourself as a leader? (also includes those who don't report to anyone)	7.0	7.0	7.1	7.0	7.1	0.1
Have you ever attended a 'Leadership Jersey' event?	n/a	n/a	n/a	Yes - 28% No - 72%	Yes - 30% No - 70%	Yes - +2%
Have you received any leadership development/training within the last 12 months?	n/a	n/a	n/a	Yes - 35% No - 65%	Yes - 42% No - 58%	Yes - +7%

Demographic...

Results have been rounded to 1 decimal place
'Overall' includes 'prefer not to say' and 'non-binary'

Overall 2020	Overall 2021	Overall 2022	Overall 2023	Overall 2024	Change YOY 2023-2024
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Average Score	Average Score	Average Score	Average Score	Average Score	Average Score
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Demographic...						
Within your organisation, are you...	Board Level - 24% Senior Level - 30% Middle Level - 34% Junior Level - 11%	Board Level - 25% Senior Level - 34% Middle Level - 32% Junior Level - 9%	Board Level - 28% Senior Level - 40% Middle Level - 26% Junior Level - 6%	Board Level - 21% Senior Level - 36% Middle Level - 33% Junior Level - 10%	Board Level - 27% Senior Level - 33% Middle Level - 31% Junior Level - 9%	Board Level - +6% Senior Level - -3% Middle Level - -2% Junior Level - -1%
What size is your organisation?	501+ - 20% 251-500 - 11% 101-250 - 16% 26-100 - 27% 25 or less - 27%	501+ - 20% 251-500 - 10% 101-250 - 15% 26-100 - 27% 25 or less - 28%	501+ - 26% 251-500 - 12% 101-250 - 13% 26-100 - 24% 25 or less - 25%	501+ - 23% 251-500 - 10% 101-250 - 17% 26-100 - 24% 25 or less - 27%	501+ - 23% 251-500 - 14% 101-250 - 10% 26-100 - 27% 25 or less - 27%	501+ - 0% 251-500 - +4% 101-250 - -7% 26-100 - +3% 25 or less - 0%
Are you...	Male - 47% Female - 48% Prefer not to say - 4% Non-Binary - 1%	Male - 47% Female - 48% Prefer not to say - 5% Non-Binary - 0%	Male - 48% Female - 48% Prefer not to say - 3% Non-Binary - 0%	Male - 38% Female - 59% Prefer not to say - 3% Non-Binary - 0%	Male - 45% Female - 52% Prefer not to say - 4% Non-Binary - 0%	Male - +7% Female - -7% Prefer not to say - -1% Non-Binary - 0%
Which of the following age brackets do you fall into?	16-23 - 3% 24-39 - 24% 40-55 - 48% 56-74 - 22% 75+ - 0% Prefer not to say - 4%	16-23 - 2% 24-39 - 20% 40-55 - 47% 56-74 - 25% 75+ - 1% Prefer not to say - 5%	16-23 - 1% 24-39 - 19% 40-55 - 53% 56-74 - 24% 75+ - 0% Prefer not to say - 3%	16-23 - 1% 24-39 - 21% 40-55 - 47% 56-74 - 28% 75+ - 1% Prefer not to say - 3%	16-23 - 2% 24-39 - 19% 40-55 - 49% 56-74 - 26% 75+ - 1% Prefer not to say - 4%	16-23 - +1% 24-39 - -2% 40-55 - +2% 56-74 - -2% 75+ - 0% Prefer not to say - +1%



Respondent Gender

	Male Respondents 2023	Male Respondents 2024	Change YOY	Overall 2024	Female Respondents 2023	Female Respondents 2024	Change YOY	Overall 2024
	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score
Are you...	38%	45%	+7%	Male - 45% Female - 52% Prefer not to say - 4% Non-Binary - 0%	59%	52%	-7%	Male - 45% Female - 52% Prefer not to say - 4% Non-Binary - 0%

	Male Respondents 2023	Male Respondents 2024	Change YOY	Overall 2024	Female Respondents 2023	Female Respondents 2024	Change YOY	Overall 2024
	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score
My Organisation...								
How would you rate the overall quality of leadership within your organisation?	6.4	6.2	-0.2	6.2	6.6	6.3	-0.3	6.2
How would you rate the overall culture within your organisation?	6.6	6.5	-0.1	6.5	6.7	6.6	-0.1	6.5
How diverse are the Senior Management Team within your organisation?	5.4	5.8	0.4	5.4	5.0	5.0	0.0	5.4
Would you describe the CEO within your organisation as more of a manager, or a leader?	Manager - 50% Leader - 50%	Manager - 52% Leader - 48%	Leader - -2%	Manager - 49% Leader - 51%	Manager - 45% Leader - 55%	Manager - 44% Leader - 56%	Leader - +1%	Manager - 49% Leader - 51%

Who I Report To...

Results have been rounded to 1 decimal place
'Overall' includes 'prefer not to say' and 'non-binary'

	Male Respondents 2023	Male Respondents 2024	Change YOY	Overall 2024	Female Respondents 2023	Female Respondents 2024	Change YOY	Overall 2024
	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score
Who I Report To...								
Would you describe the person you report to as more of a manager, or a leader?	Manager - 62% Leader - 38%	Manager - 61% Leader - 39%	Leader - +1%	Manager - 59% Leader - 41%	Manager - 55% Leader - 45%	Manager - 57% Leader - 43%	Leader - -2%	Manager - 59% Leader - 41%
Would you prefer to work for a manager, or a leader?	Manager - 9% Leader - 91%	Manager - 6% Leader - 94%	Leader - +3%	Manager - 9% Leader - 91%	Manager - 11% Leader - 89%	Manager - 10% Leader - 90%	Leader - +1%	Manager - 9% Leader - 91%
How would you rate your relationship with the person you report to?	7.4	7.2	-0.2	7.3	7.6	7.4	-0.2	7.3
The person I report to is a great leader...	5.9	6.0	0.1	6.0	6.4	6.1	-0.3	6.0
The person I report to inspires me...	5.8	5.8	0.0	5.9	6.1	6.0	-0.1	5.9
The person I report to is authentic, they actually do what they ask of others...	6.7	6.7	0.0	6.7	6.7	6.7	0.0	6.7
The person I report to is visionary, and describes a vision for our organisation that I can understand, and subscribe to...	5.7	5.8	0.1	5.8	6.2	5.9	-0.3	5.8
The person I report to is supportive, and cares about me as a person...	6.8	6.9	0.1	7.0	7.3	7.0	-0.3	7.0
The person I report to communicates clearly and regularly...	6.4	6.2	-0.2	6.2	6.4	6.2	-0.2	6.2
The person I report to gives me regular feedback on my performance, and helps me improve...	5.6	5.6	0.0	5.7	5.9	5.7	-0.2	5.7
Average of the 8 questions above	6.3	6.3	0.0	6.3	6.6	6.4	-0.2	6.3
In the last 12 months, have you had a performance appraisal?	Yes - 66% No - 34%	Yes - 59% No - 41%	Yes - -7%	Yes - 65% No - 35%	Yes - 62% No - 38%	Yes - 68% No - 32%	Yes - +6%	Yes - 65% No - 35%
In the last 12 months, have you had the opportunity to appraise the performance of the person you report to?	Yes - 20% No - 80%	Yes - 28% No - 72%	Yes - +8%	Yes - 24% No - 76%	Yes - 21% No - 79%	Yes - 20% No - 80%	Yes - -1%	Yes - 24% No - 76%
In the last 12 months, have you considered leaving your job because of the person you report to?	Yes - 35% No - 65%	Yes - 33% No - 67%	Yes - -2%	Yes - 36% No - 65%	Yes - 35% No - 65%	Yes - 36% No - 64%	Yes - +1%	Yes - 36% No - 65%

Job Satisfaction, My Leadership & Leadership Jersey Attendance...

Results have been rounded to 1 decimal place
'Overall' includes 'prefer not to say' and 'non-binary'

	Male Respondents 2023	Male Respondents 2024	Change YOY	Overall 2024	Female Respondents 2023	Female Respondents 2024	Change YOY	Overall 2024
	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score
Job Satisfaction, My Leadership & Leadership Jersey Attendance...								
	Work life balance & flexible working - 60%	Work life balance & flexible working - 49%	Work life balance & flexible working - -11%	Work life balance & flexible working - 60%	Work life balance & flexible working - 66%	Work life balance & flexible working - 67%	Work life balance & flexible working - +1%	Work life balance & flexible working - 60%
	Leadership that inspires me - 42%	Leadership that inspires me - 54%	Leadership that inspires me - +12%	Leadership that inspires me - 49%	Leadership that inspires me - 45%	Leadership that inspires me - 47%	Leadership that inspires me - +2%	Leadership that inspires me - 49%
	An organisation with values that align with my own - 52%	An organisation with values that align with my own - 46%	An organisation with values that align with my own - -6%	An organisation with values that align with my own - 49%	An organisation with values that align with my own - 53%	An organisation with values that align with my own - 51%	An organisation with values that align with my own - -2%	An organisation with values that align with my own - 49%
	Salary & Benefits - 61%	Salary & Benefits - 55%	Salary & Benefits - -6%	Salary & Benefits - 49%	Salary & Benefits - 54%	Salary & Benefits - 44%	Salary & Benefits - -10%	Salary & Benefits - 49%
	Company Culture - 40%	Company Culture - 44%	Company Culture - +4%	Company Culture - 44%	Company Culture - 45%	Company Culture - 44%	Company Culture - -1%	Company Culture - 44%
	Development & Progression - 23%	Development & Progression - 28%	Development & Progression - +5%	Development & Progression - 29%	Development & Progression - 26%	Development & Progression - 31%	Development & Progression - +5%	Development & Progression - 29%
	Job Security - 22%	Job Security - 24%	Job Security - +2%	Job Security -20%	Job Security - 11%	Job Security - 16%	Job Security - +5%	Job Security -20%
Of the options below, which 3 would give you the greatest job satisfaction?								
Overall, how would you rate yourself as a leader?	7.0	7.3	0.3	7.1	6.7	6.8	0.1	7.1
Have you ever attended a 'Leadership Jersey' event?	Yes - 26% No - 74%	Yes - 28% No - 72%	Yes - +2%	Yes - 30% No - 70%	Yes - 27% No - 73%	Yes - 29% No - 71%	Yes - +2%	Yes - 30% No - 70%
Have you received any leadership development/training within the last 12 months?	Yes - 36% No - 64%	Yes - 45% No - 55%	Yes - +9%	Yes - 42% No - 58%	Yes - 35% No - 65%	Yes - 41% No - 59%	Yes - +6%	Yes - 42% No - 58%



Boss Gender

	Those who report to a Male Boss 2023	Those who report to a Male Boss 2024	Change YOY	Those who report to a Female Boss 2023	Those who report to a Female Boss 2024	Change YOY
	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score
Percentage gender breakdown	63%	58%	-5%	35%	38%	+3%

	Those who report to a Male Boss 2023	Those who report to a Male Boss 2024	Change YOY	Overall 2024	Those who report to a Female Boss 2023	Those who report to a Female Boss 2024	Change YOY	Overall 2024
	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>
My Organisation...								
How would you rate the overall quality of leadership within your organisation?	6.4	6.1	-0.3	6.2	6.6	6.4	-0.2	6.2
How would you rate the overall culture within your organisation?	6.5	6.4	-0.1	6.5	6.8	6.6	-0.2	6.5
How diverse are the Senior Management Team within your organisation?	5.0	5.3	0.3	5.4	5.4	5.4	0.0	5.4
Would you describe the CEO within your organisation as more of a manager, or a leader?	Manager - 48% Leader - 52%	Manager - 48% Leader - 52%	Leader - 0%	Manager - 49% Leader - 51%	Manager - 47% Leader - 53%	Manager - 49% Leader - 51%	Leader - -2%	Manager - 49% Leader - 51%

Who I Report To...

Results have been rounded to 1 decimal place
'Overall' includes 'prefer not to say' and 'non-binary'

	Those who report to a Male Boss 2023	Those who report to a Male Boss 2024	Change YOY	Overall 2024	Those who report to a Female Boss 2023	Those who report to a Female Boss 2024	Change YOY	Overall 2024
	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score
Who I Report To...								
Would you describe the person you report to as more of a manager, or a leader?	Manager - 57% Leader - 43%	Manager - 56% Leader - 44%	Leader - +1%	Manager - 59% Leader - 41%	Manager - 59% Leader - 41%	Manager - 66% Leader - 34%	Leader - -7%	Manager - 59% Leader - 41%
Would you prefer to work for a manager, or a leader?	Manager - 11% Leader - 89%	Manager - 7% Leader - 93%	Leader - +4%	Manager - 9% Leader - 91%	Manager - 8% Leader - 92%	Manager - 11% Leader - 89%	Leader - -3%	Manager - 9% Leader - 91%
How would you rate your relationship with the person you report to?	7.6	7.3	-0.3	7.3	7.3	7.3	0.0	7.3
The person I report to is a great leader...	6.1	6.1	0.0	6.0	6.2	5.8	-0.4	6.0
The person I report to inspires me...	5.9	5.9	0.0	5.9	6.1	5.8	-0.3	5.9
The person I report to is authentic, they actually do what they ask of others...	6.7	6.7	0.0	6.7	6.6	6.6	0.0	6.7
The person I report to is visionary, and describes a vision for our organisation that I can understand, and subscribe to...	6.0	5.9	-0.1	5.8	6.0	5.7	-0.3	5.8
The person I report to is supportive, and cares about me as a person...	7.0	6.9	-0.1	7.0	7.1	7.0	-0.1	7.0
The person I report to communicates clearly and regularly...	6.4	6.2	-0.2	6.2	6.3	6.2	-0.1	6.2
The person I report to gives me regular feedback on my performance, and helps me improve...	5.7	5.6	-0.1	5.7	5.8	5.8	0.0	5.7
Average of the 8 questions above	6.4	6.3	-0.1	6.3	6.4	6.3	-0.1	6.3
In the last 12 months, have you had a performance appraisal?	Yes - 63% No - 37%	Yes - 62% No - 38%	Yes - -1%	Yes - 65% No - 35%	Yes - 64% No - 36%	Yes - 70% No - 30%	Yes - +6%	Yes - 65% No - 35%
In the last 12 months, have you had the opportunity to appraise the performance of the person you report to?	Yes - 23% No - 77%	Yes - 25% No - 75%	Yes - +2%	Yes - 24% No - 76%	Yes - 16% No - 84%	Yes - 22% No - 78%	Yes - +6%	Yes - 24% No - 76%
In the last 12 months, have you considered leaving your job because of the person you report to?	Yes - 32% No - 68%	Yes - 33% No - 67%	Yes - +1%	Yes - 36% No - 65%	Yes - 40% No - 60%	Yes - 37% No - 63%	Yes - -3%	Yes - 36% No - 65%

My Leadership...

Results have been rounded to 1 decimal place
'Overall' includes 'prefer not to say' and 'non-binary'

	Those who report to a Male Boss 2023	Those who report to a Male Boss 2024	Change YOY	Overall 2024	Those who report to a Female Boss 2023	Those who report to a Female Boss 2024	Change YOY	Overall 2024
	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>
My Leadership...								
Overall, how would you rate yourself as a leader?	6.9	7.1	0.2	7.1	6.7	6.7	0.0	7.1
Have you received any leadership development/training within the last 12 months?	Yes - 35% No - 65%	Yes - 45% No - 55%	Yes - 10%	Yes - 42% No - 58%	Yes - 36% No - 64%	Yes - 38% No - 62%	Yes - +2%	Yes - 42% No - 58%



2024
Respondent
&
Boss
Breakdown

	Male Respondent Male Boss 2024	Male Respondent Female Boss 2024	Female Respondent Female Boss 2024	Female Respondent Male Boss 2024
	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>
Percentage gender breakdown	31%	13%	26%	30%

My Organisation...

Results have been rounded to 1 decimal place
'Overall' includes 'prefer not to say' and 'non-binary'

	Male Respondent Male Boss 2024	Male Respondent Female Boss 2024	Female Respondent Female Boss 2024	Female Respondent Male Boss 2024	Overall 2024
	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>
My Organisation...					
How would you rate the overall quality of leadership within your organisation?	6.1	6.4	6.3	6.2	6.2
How would you rate the overall culture within your organisation?	6.4	6.6	6.7	6.4	6.5
How diverse are the Senior Management Team within your organisation?	5.7	6.1	5.2	4.9	5.4
Would you describe the CEO within your organisation as more of a manager, or a leader?	Manager - 52% Leader - 48%	Manager - 54% Leader - 46%	Manager - 45% Leader - 55%	Manager - 44% Leader - 56%	Manager - 49% Leader - 51%

Who I Report To...

Results have been rounded to 1 decimal place
'Overall' includes 'prefer not to say' and 'non-binary'

	Male Respondent Male Boss 2024	Male Respondent Female Boss 2024	Female Respondent Female Boss 2024	Female Respondent Male Boss 2024	Overall 2024
	Average Score	Average Score	Average Score	Average Score	Average Score
Who I Report To...					
Would you describe the person you report to as more of a manager, or a leader?	Manager - 59% Leader - 41%	Manager - 66% Leader - 34%	Manager - 65% Leader - 35%	Manager - 52% Leader - 48%	Manager - 59% Leader - 41%
Would you prefer to work for a manager, or a leader?	Manager - 5% Leader - 95%	Manager - 7% Leader - 93%	Manager - 13% Leader - 87%	Manager - 7% Leader - 93%	Manager - 9% Leader - 91%
How would you rate your relationship with the person you report to?	7.2	7.2	7.4	7.4	7.3
The person I report to is a great leader...	6.1	5.7	5.9	6.1	6.0
The person I report to inspires me...	5.9	5.7	5.9	6.0	5.9
The person I report to is authentic, they actually do what they ask of others...	6.7	6.6	6.6	6.7	6.7
The person I report to is visionary, and describes a vision for our organisation that I can understand, and subscribe to...	5.9	5.7	5.7	6.0	5.8
The person I report to is supportive, and cares about me as a person...	6.8	7.1	7.1	6.9	7.0
The person I report to communicates clearly and regularly...	6.2	6.1	6.3	6.1	6.2
The person I report to gives me regular feedback on my performance, and helps me improve...	5.6	5.8	5.8	5.7	5.7
Average of the 8 questions above	6.3	6.2	6.3	6.4	6.3
In the last 12 months, have you had a performance appraisal?	Yes - 60% No - 40%	Yes - 57% No - 43%	Yes - 76% No - 24%	Yes - 62% No - 38%	Yes - 65% No - 35%
In the last 12 months, have you had the opportunity to appraise the performance of the person you report to?	Yes - 30% No - 70%	Yes - 25% No - 75%	Yes - 21% No - 79%	Yes - 19% No - 81%	Yes - 24% No - 76%
In the last 12 months, have you considered leaving your job because of the person you report to?	Yes - 32% No - 68%	Yes - 36% No - 64%	Yes - 37% No - 63%	Yes - 34% No - 66%	Yes - 36% No - 65%

My Leadership...

Results have been rounded to 1 decimal place
 'Overall' includes 'prefer not to say' and 'non-binary'

	Male Respondent Male Boss 2024	Male Respondent Female Boss 2024	Female Respondent Female Boss 2024	Female Respondent Male Boss 2024	Overall 2024
	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>
My Leadership...					
Overall, how would you rate yourself as a leader?	7.4	7.0	6.7	6.9	7.1



Male Respondents Breakdown

	Male Respondent Male Boss 2023	Male Respondent Male Boss 2024	Change YOY	Male Respondent Female Boss 2023	Male Respondent Female Boss 2024	Change YOY
	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score
Percentage gender breakdown	29%	31%	+2%	7%	13%	+6%

My Organisation...

Results have been rounded to 1 decimal place
'Overall' includes 'prefer not to say' and 'non-binary'

	Male Respondent Male Boss 2023	Male Respondent Male Boss 2024	Change YOY	Overall 2024	Male Respondent Female Boss 2023	Male Respondent Female Boss 2024	Change YOY	Overall 2024
	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>
My Organisation...								
How would you rate the overall quality of leadership within your organisation?	6.1	6.1	0.0	6.2	7.3	6.4	-0.9	6.2
How would you rate the overall culture within your organisation?	6.4	6.4	0.0	6.5	7.6	6.6	-1.0	6.5
How diverse are the Senior Management Team within your organisation?	5.3	5.7	0.4	5.4	6.1	6.1	0.0	5.4
Would you describe the CEO within your organisation as more of a manager, or a leader?	Manager - 51% Leader - 49%	Manager - 52% Leader - 48%	Leader - -1%	Manager - 49% Leader - 51%	Manager - 46% Leader - 54%	Manager - 54% Leader - 46%	Leader - -8%	Manager - 49% Leader - 51%

Who I Report To...

Results have been rounded to 1 decimal place
'Overall' includes 'prefer not to say' and 'non-binary'

	Male Respondent Male Boss 2023	Male Respondent Male Boss 2024	Change YOY	Overall 2024	Male Respondent Female Boss 2023	Male Respondent Female Boss 2024	Change YOY	Overall 2024
	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score
Who I Report To...								
Would you describe the person you report to as more of a manager, or a leader?	Manager - 61% Leader - 39%	Manager - 59% Leader - 41%	Leader - +2%	Manager - 59% Leader - 41%	Manager - 64% Leader - 36%	Manager - 66% Leader - 34%	Leader - -2%	Manager - 59% Leader - 41%
Would you prefer to work for a manager, or a leader?	Manager - 10% Leader - 90%	Manager - 5% Leader - 95%	Leader - +5%	Manager - 9% Leader - 91%	Manager - 7% Leader - 93%	Manager - 7% Leader - 93%	Leader - 0%	Manager - 9% Leader - 91%
How would you rate your relationship with the person you report to?	7.5	7.2	-0.3	7.3	6.7	7.2	0.5	7.3
The person I report to is a great leader...	6.0	6.1	0.1	6.0	5.7	5.7	0.0	6.0
The person I report to inspires me...	5.8	5.9	0.1	5.9	5.9	5.7	-0.2	5.9
The person I report to is authentic, they actually do what they ask of others...	6.7	6.7	0.0	6.7	6.5	6.6	0.1	6.7
The person I report to is visionary, and describes a vision for our organisation that I can understand, and subscribe to...	5.7	5.9	0.2	5.8	5.7	5.7	0.0	5.8
The person I report to is supportive, and cares about me as a person...	6.8	6.8	0.0	7.0	6.8	7.1	0.3	7.0
The person I report to communicates clearly and regularly...	6.4	6.2	-0.2	6.2	6.3	6.1	-0.2	6.2
The person I report to gives me regular feedback on my performance, and helps me improve...	5.6	5.6	0.0	5.7	5.4	5.8	0.4	5.7
Average of the 8 questions above	6.3	6.3	0.0	6.3	6.1	6.2	0.1	6.3
In the last 12 months, have you had a performance appraisal?	Yes - 65% No - 35%	Yes - 60% No - 40%	Yes - -5%	Yes - 65% No - 35%	Yes - 68% No - 32%	Yes - 57% No - 43%	Yes - -11%	Yes - 65% No - 35%
In the last 12 months, have you had the opportunity to appraise the performance of the person you report to?	Yes - 23% No - 77%	Yes - 30% No - 70%	Yes - +7%	Yes - 24% No - 76%	Yes - 11% No - 89%	Yes - 25% No - 75%	Yes - +14%	Yes - 24% No - 76%
In the last 12 months, have you considered leaving your job because of the person you report to?	Yes - 34% No - 66%	Yes - 32% No - 68%	Yes - -2%	Yes - 36% No - 65%	Yes - 39% No - 61%	Yes - 36% No - 64%	Yes - -3%	Yes - 36% No - 65%

My Leadership...

Results have been rounded to 1 decimal place
'Overall' includes 'prefer not to say' and 'non-binary'

	Male Respondent Male Boss 2023	Male Respondent Male Boss 2024	Change YOY	Overall 2024		Male Respondent Female Boss 2023	Male Respondent Female Boss 2024	Change YOY	Overall 2024
	Average Score	Average Score	Average Score	Average Score		Average Score	Average Score	Average Score	Average Score
My Leadership...									
Overall, how would you rate yourself as a leader?	7.0	7.4	0.4	7.1		6.9	7.0	0.1	7.1



Female Respondents Breakdown

	Female Respondent Female Boss 2023	Female Respondent Female Boss 2024	Change YOY	Female Respondent Male Boss 2023	Female Respondent Male Boss 2024	Change YOY
	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score
Percentage gender breakdown	28%	26%	-2%	35%	30%	-5%

	Female Respondent Female Boss 2023	Female Respondent Female Boss 2024	Change YOY	Overall 2024	Female Respondent Male Boss 2023	Female Respondent Male Boss 2024	Change YOY	Overall 2024
	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score
My Organisation...								
How would you rate the overall quality of leadership within your organisation?	6.5	6.3	-0.2	6.2	6.6	6.2	-0.4	6.2
How would you rate the overall culture within your organisation?	6.6	6.7	0.1	6.5	6.7	6.4	-0.3	6.5
How diverse are the Senior Management Team within your organisation?	5.3	5.2	-0.1	5.4	4.8	4.9	0.1	5.4
Would you describe the CEO within your organisation as more of a manager, or a leader?	Manager - 47% Leader - 53%	Manager - 45% Leader - 55%	Leader - +2%	Manager - 49% Leader - 51%	Manager - 44% Leader - 56%	Manager - 44% Leader - 56%	Leader - 0%	Manager - 49% Leader - 51%

Who I Report To...

Results have been rounded to 1 decimal place
'Overall' includes 'prefer not to say' and 'non-binary'

	Female Respondent Female Boss 2023	Female Respondent Female Boss 2024	Change YOY	Overall 2024	Female Respondent Male Boss 2023	Female Respondent Male Boss 2024	Change YOY	Overall 2024
	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score	Average Score
Who I Report To...								
Would you describe the person you report to as more of a manager, or a leader?	Manager - 56% Leader - 44%	Manager - 65% Leader - 35%	Leader - -9%	Manager - 59% Leader - 41%	Manager - 53% Leader - 47%	Manager - 52% Leader - 48%	Leader - +1%	Manager - 59% Leader - 41%
Would you prefer to work for a manager, or a leader?	Manager - 9% Leader - 91%	Manager - 13% Leader - 87%	Leader - -4%	Manager - 9% Leader - 91%	Manager - 12% Leader - 88%	Manager - 7% Leader - 93%	Leader - +5%	Manager - 9% Leader - 91%
How would you rate your relationship with the person you report to?	7.6	7.4	-0.2	7.3	7.6	7.4	-0.2	7.3
The person I report to is a great leader...	6.5	5.9	-0.6	6.0	6.3	6.1	-0.2	6.0
The person I report to inspires me...	6.3	5.9	-0.4	5.9	6.0	6.0	0.0	5.9
The person I report to is authentic, they actually do what they ask of others...	6.7	6.6	-0.1	6.7	6.7	6.7	0.0	6.7
The person I report to is visionary, and describes a vision for our organisation that I can understand, and subscribe to...	6.2	5.7	-0.5	5.8	6.2	6.0	-0.2	5.8
The person I report to is supportive, and cares about me as a person...	7.3	7.1	-0.2	7.0	7.2	6.9	-0.3	7.0
The person I report to communicates clearly and regularly...	6.4	6.3	-0.1	6.2	6.4	6.1	-0.3	6.2
The person I report to gives me regular feedback on my performance, and helps me improve...	6.0	5.8	-0.2	5.7	5.8	5.7	-0.1	5.7
Average of the 8 questions above	6.6	6.3	-0.3	6.3	6.5	6.4	-0.1	6.3
In the last 12 months, have you had a performance appraisal?	Yes - 64% No - 36%	Yes - 76% No - 24%	Yes - +12%	Yes - 65% No - 35%	Yes - 61% No - 39%	Yes - 62% No - 38%	Yes - +1%	Yes - 65% No - 35%
In the last 12 months, have you had the opportunity to appraise the performance of the person you report to?	Yes - 18% No - 82%	Yes - 21% No - 79%	Yes - +3%	Yes - 24% No - 76%	Yes - 23% No - 77%	Yes - 19% No - 81%	Yes - -4%	Yes - 24% No - 76%
In the last 12 months, have you considered leaving your job because of the person you report to?	Yes - 40% No - 60%	Yes - 37% No - 63%	Yes - -3%	Yes - 36% No - 65%	Yes - 31% No - 69%	Yes - 34% No - 66%	Yes - +3%	Yes - 36% No - 65%

My Leadership...

Results have been rounded to 1 decimal place
'Overall' includes 'prefer not to say' and 'non-binary'

	Female Respondent Female Boss 2023	Female Respondent Female Boss 2024	Change YOY	Overall 2024		Female Respondent Male Boss 2023	Female Respondent Male Boss 2024	Change YOY	Overall 2024
	Average Score	Average Score	Average Score	Average Score		Average Score	Average Score	Average Score	Average Score
My Leadership...									
Overall, how would you rate yourself as a leader?	6.7	6.7	0.0	7.1		6.8	6.9	+0.1	7.1



**Seniority
Level:
*Board***

My Organisation...

Results have been rounded to 1 decimal place
'Overall' includes 'prefer not to say' and 'non-binary'

	Board Level 2023	Board Level 2024	Change YOY	Overall 2024
	Average Score	Average Score	Average Score	Average Score
My Organisation...				
How would you rate the overall quality of leadership within your organisation?	7.3	7.1	-0.2	6.2
How would you rate the overall culture within your organisation?	7.1	7.3	0.2	6.5
How diverse are the Senior Management Team within your organisation?	5.7	6.1	0.4	5.4
Would you describe the CEO within your organisation as more of a manager, or a leader?	Manager - 27% Leader - 73%	Manager - 39% Leader - 61%	Leader - -12%	Manager - 49% Leader - 51%

Who I Report To...

Results have been rounded to 1 decimal place
'Overall' includes 'prefer not to say' and 'non-binary'

	Board Level 2023	Board Level 2024	Change YOY	Overall 2024
	Average Score	Average Score	Average Score	Average Score
Who I Report To...				
Would you describe the person you report to as more of a manager, or a leader?	Manager - 33% Leader - 67%	Manager - 39% Leader - 61%	Leader - -6%	Manager - 59% Leader - 41%
Would you prefer to work for a manager, or a leader?	Manager - 9% Leader - 91%	Manager - 4% Leader - 96%	Leader - +5%	Manager - 9% Leader - 91%
How would you rate your relationship with the person you report to?	8.0	7.8	-0.2	7.3
The person I report to is a great leader...	7.2	6.9	-0.3	6.0
The person I report to inspires me...	6.8	6.8	0.0	5.9
The person I report to is authentic, they actually do what they ask of others...	7.5	7.5	0.0	6.7
The person I report to is visionary, and describes a vision for our organisation that I can understand, and subscribe to...	6.9	6.6	-0.3	5.8
The person I report to is supportive, and cares about me as a person...	7.2	7.6	0.4	7.0
The person I report to communicates clearly and regularly...	6.9	6.9	0.0	6.2
The person I report to gives me regular feedback on my performance, and helps me improve...	6.1	5.9	-0.2	5.7
Average of the 8 questions above	7.1	7.0	-0.1	6.3
In the last 12 months, have you had a performance appraisal?	Yes - 58% No - 42%	Yes - 58% No - 42%	Yes - 0%	Yes - 65% No - 35%
In the last 12 months, have you had the opportunity to appraise the performance of the person you report to?	Yes - 24% No - 76%	Yes - 25% No - 75%	Yes - +1%	Yes - 24% No - 76%
In the last 12 months, have you considered leaving your job because of the person you report to?	Yes - 24% No - 76%	Yes - 33% No - 67%	Yes - +9%	Yes - 36% No - 65%

My Leadership & Leadership Jersey Attendance...

Results have been rounded to 1 decimal place
'Overall' includes 'prefer not to say' and 'non-binary'

	Board Level 2023	Board Level 2024	Change YOY	Overall 2024
	Average Score	Average Score	Average Score	Average Score
My Leadership & Leadership Jersey Attendance...				
Overall, how would you rate yourself as a leader?	7.4	7.5	+0.1	7.1
Have you ever attended a 'Leadership Jersey' event?	Yes - 52% No - 48%	Yes - 55% No - 45%	Yes - +3%	Yes - 30% No - 70%



**Seniority
Level:
*Senior***

My Organisation...

Results have been rounded to 1 decimal place
'Overall' includes 'prefer not to say' and 'non-binary'

	Senior Level 2023	Senior Level 2024	Change YOY	Overall 2024
	Average Score	Average Score	Average Score	Average Score
My Organisation...				
How would you rate the overall quality of leadership within your organisation?	6.4	6.4	0.0	6.2
How would you rate the overall culture within your organisation?	6.6	6.7	0.1	6.5
How diverse are the Senior Management Team within your organisation?	5.0	5.6	0.6	5.4
Would you describe the CEO within your organisation as more of a manager, or a leader?	Manager - 47% Leader - 53%	Manager - 45% Leader - 55%	Leader - +2%	Manager - 49% Leader - 51%

Who I Report To...

Results have been rounded to 1 decimal place
'Overall' includes 'prefer not to say' and 'non-binary'

	Senior Level 2023	Senior Level 2024	Change YOY	Overall 2024
	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>
Who I Report To...				
Would you describe the person you report to as more of a manager, or a leader?	Manager - 58% Leader - 42%	Manager - 55% Leader - 45%	Leader - +3%	Manager - 59% Leader - 41%
Would you prefer to work for a manager, or a leader?	Manager - 8% Leader - 92%	Manager - 8% Leader - 92%	Leader - 0%	Manager - 9% Leader - 91%
How would you rate your relationship with the person you report to?	7.5	7.5	0.0	7.3
The person I report to is a great leader...	6.0	6.1	0.1	6.0
The person I report to inspires me...	5.8	6.0	0.2	5.9
The person I report to is authentic, they actually do what they ask of others...	6.4	6.9	0.5	6.7
The person I report to is visionary, and describes a vision for our organisation that I can understand, and subscribe to...	5.9	6.1	0.2	5.8
The person I report to is supportive, and cares about me as a person...	6.9	7.0	0.1	7.0
The person I report to communicates clearly and regularly...	6.1	6.2	0.1	6.2
The person I report to gives me regular feedback on my performance, and helps me improve...	5.4	5.8	0.4	5.7
Average of the 8 questions above	6.3	6.5	0.2	6.3
In the last 12 months, have you had a performance appraisal?	Yes - 63% No - 37%	Yes - 66% No - 34%	Yes - +3%	Yes - 65% No - 35%
In the last 12 months, have you had the opportunity to appraise the performance of the person you report to?	Yes - 22% No - 78%	Yes - 25% No - 75%	Yes - +3%	Yes - 24% No - 76%
In the last 12 months, have you considered leaving your job because of the person you report to?	Yes - 38% No - 62%	Yes - 33% No - 67%	Yes - -5%	Yes - 36% No - 65%

My Leadership & Leadership Jersey Attendance...

Results have been rounded to 1 decimal place
'Overall' includes 'prefer not to say' and 'non-binary'

	Senior Level 2023	Senior Level 2024	Change YOY	Overall 2024
	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>
My Leadership & Leadership Jersey Attendance...				
Overall, how would you rate yourself as a leader?	7.4	7.4	0.0	7.1
Have you ever attended a 'Leadership Jersey' event?	Yes - 35% No - 65%	Yes - 32% No - 68%	Yes - +3%	Yes - 30% No - 70%



Seniority
Level:
Middle

My Organisation...

Results have been rounded to 1 decimal place
'Overall' includes 'prefer not to say' and 'non-binary'

	Middle Level 2023	Middle Level 2024	Change YOY	Overall 2024
	Average Score	Average Score	Average Score	Average Score
My Organisation...				
How would you rate the overall quality of leadership within your organisation?	6.4	5.8	-0.6	6.2
How would you rate the overall culture within your organisation?	6.6	6.1	-0.5	6.5
How diverse are the Senior Management Team within your organisation?	5.1	4.9	-0.2	5.4
Would you describe the CEO within your organisation as more of a manager, or a leader?	Manager - 50% Leader - 50%	Manager - 57% Leader - 43%	Leader - -7%	Manager - 49% Leader - 51%

Who I Report To...

Results have been rounded to 1 decimal place
'Overall' includes 'prefer not to say' and 'non-binary'

	Middle Level 2023	Middle Level 2024	Change YOY	Overall 2024
	Average Score	Average Score	Average Score	Average Score
Who I Report To...				
Would you describe the person you report to as more of a manager, or a leader?	Manager - 64% Leader - 36%	Manager - 69% Leader - 31%	Leader - -5%	Manager - 59% Leader - 41%
Would you prefer to work for a manager, or a leader?	Manager - 11% Leader - 89%	Manager - 8% Leader - 92%	Leader - +3%	Manager - 9% Leader - 91%
How would you rate your relationship with the person you report to?	7.5	7.0	-0.5	7.3
The person I report to is a great leader...	6.1	5.5	-0.6	6.0
The person I report to inspires me...	5.9	5.4	-0.5	5.9
The person I report to is authentic, they actually do what they ask of others...	6.8	6.3	-0.5	6.7
The person I report to is visionary, and describes a vision for our organisation that I can understand, and subscribe to...	5.9	5.3	-0.6	5.8
The person I report to is supportive, and cares about me as a person...	7.3	6.7	-0.6	7.0
The person I report to communicates clearly and regularly...	6.5	5.9	-0.6	6.2
The person I report to gives me regular feedback on my performance, and helps me improve...	6.0	5.4	-0.6	5.7
Average of the 8 questions above	6.5	5.9	-0.6	6.3
In the last 12 months, have you had a performance appraisal?	Yes - 67% No - 33%	Yes - 68% No - 32%	Yes - +1%	Yes - 65% No - 35%
In the last 12 months, have you had the opportunity to appraise the performance of the person you report to?	Yes - 20% No - 80%	Yes - 21% No - 79%	Yes - +1%	Yes - 24% No - 76%
In the last 12 months, have you considered leaving your job because of the person you report to?	Yes - 34% No - 66%	Yes - 41% No - 59%	Yes - +7%	Yes - 36% No - 65%

My Leadership & Leadership Jersey Attendance...

Results have been rounded to 1 decimal place
'Overall' includes 'prefer not to say' and 'non-binary'

	Middle Level 2023	Middle Level 2024	Change YOY	Overall 2024
	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>
My Leadership & Leadership Jersey Attendance...				
Overall, how would you rate yourself as a leader?	6.3	6.7	+0.4	7.1
Have you ever attended a 'Leadership Jersey' event?	Yes - 18% No - 82%	Yes - 19% No - 81%	Yes - +1%	Yes - 30% No - 70%



**Seniority
Level:
*Junior***

My Organisation...

Results have been rounded to 1 decimal place
'Overall' includes 'prefer not to say' and 'non-binary'

	Junior Level 2023	Junior Level 2024	Change YOY	Overall 2024
	Average Score	Average Score	Average Score	Average Score
My Organisation...				
How would you rate the overall quality of leadership within your organisation?	6.0	6.0	0.0	6.2
How would you rate the overall culture within your organisation?	6.2	6.1	-0.1	6.5
How diverse are the Senior Management Team within your organisation?	5.3	5.2	-0.1	5.4
Would you describe the CEO within your organisation as more of a manager, or a leader?	Manager - 59% Leader - 41%	Manager - 44% Leader - 56%	Leader - +15%	Manager - 49% Leader - 51%

Who I Report To...


Results have been rounded to 1 decimal place
'Overall' includes 'prefer not to say' and 'non-binary'

	Junior Level 2023	Junior Level 2024	Change YOY	Overall 2024
	Average Score	Average Score	Average Score	Average Score
Who I Report To...				
Would you describe the person you report to as more of a manager, or a leader?	Manager - 57% Leader - 43%	Manager - 71% Leader - 29%	Leader - -14%	Manager - 59% Leader - 41%
Would you prefer to work for a manager, or a leader?	Manager - 13% Leader - 87%	Manager - 19% Leader - 81%	Leader - -6%	Manager - 9% Leader - 91%
How would you rate your relationship with the person you report to?	7.1	6.9	-0.2	7.3
The person I report to is a great leader...	6.3	5.8	-0.5	6.0
The person I report to inspires me...	6.2	5.5	-0.7	5.9
The person I report to is authentic, they actually do what they ask of others...	6.8	6.2	-0.6	6.7
The person I report to is visionary, and describes a vision for our organisation that I can understand, and subscribe to...	6.0	5.5	-0.5	5.8
The person I report to is supportive, and cares about me as a person...	7.0	6.9	-0.1	7.0
The person I report to communicates clearly and regularly...	6.5	6.1	-0.4	6.2
The person I report to gives me regular feedback on my performance, and helps me improve...	5.8	5.7	-0.1	5.7
Average of the 8 questions above	6.5	6.1	-0.4	6.3
In the last 12 months, have you had a performance appraisal?	Yes - 48% No - 52%	Yes - 60% No - 40%	Yes - +12%	Yes - 65% No - 35%
In the last 12 months, have you had the opportunity to appraise the performance of the person you report to?	Yes - 13% No - 87%	Yes - 25% No - 75%	Yes - +12%	Yes - 24% No - 76%
In the last 12 months, have you considered leaving your job because of the person you report to?	Yes - 35% No - 65%	Yes - 29% No - 71%	Yes - -6%	Yes - 36% No - 65%

My Leadership & Leadership Jersey Attendance...

Results have been rounded to 1 decimal place
'Overall' includes 'prefer not to say' and 'non-binary'

	Junior Level 2023	Junior Level 2024	Change YOY	Overall 2024
<i>Average Score</i>				
My Leadership & Leadership Jersey Attendance...				
Overall, how would you rate yourself as a leader?	6.0	6.0	0.0	7.1
Have you ever attended a 'Leadership Jersey' event?	Yes - 4% No - 96%	Yes - 8% No - 92%	Yes - +4%	Yes - 30% No - 70%



Those who
don't report
to anyone

Those Who Don't Report To Anyone...

Results have been rounded to 1 decimal place
'Overall' includes 'prefer not to say' and 'non-binary'

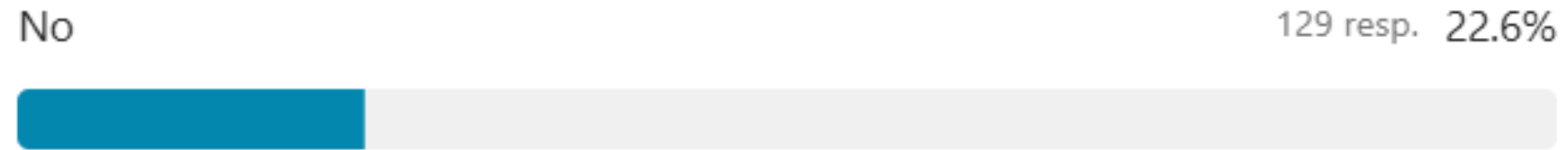
	Those who don't report to anyone 2023	Those who don't report to anyone 2024	Change YOY	Overall 2024
	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>	<i>Average Score</i>
Do you report to someone?	Yes - 81% No - 19%	Yes - 77% No - 23%	Yes - -4%	Yes - 77% No - 23%
My Leadership & Leadership Jersey Attendance...				
Overall, how would you rate yourself as a leader?	7.5	7.3	-0.2	7.1
Have you ever attended a 'Leadership Jersey' event?	Yes - 35% No - 65%	Yes - 36% No - 64%	Yes - +1%	Yes - 30% No - 70%



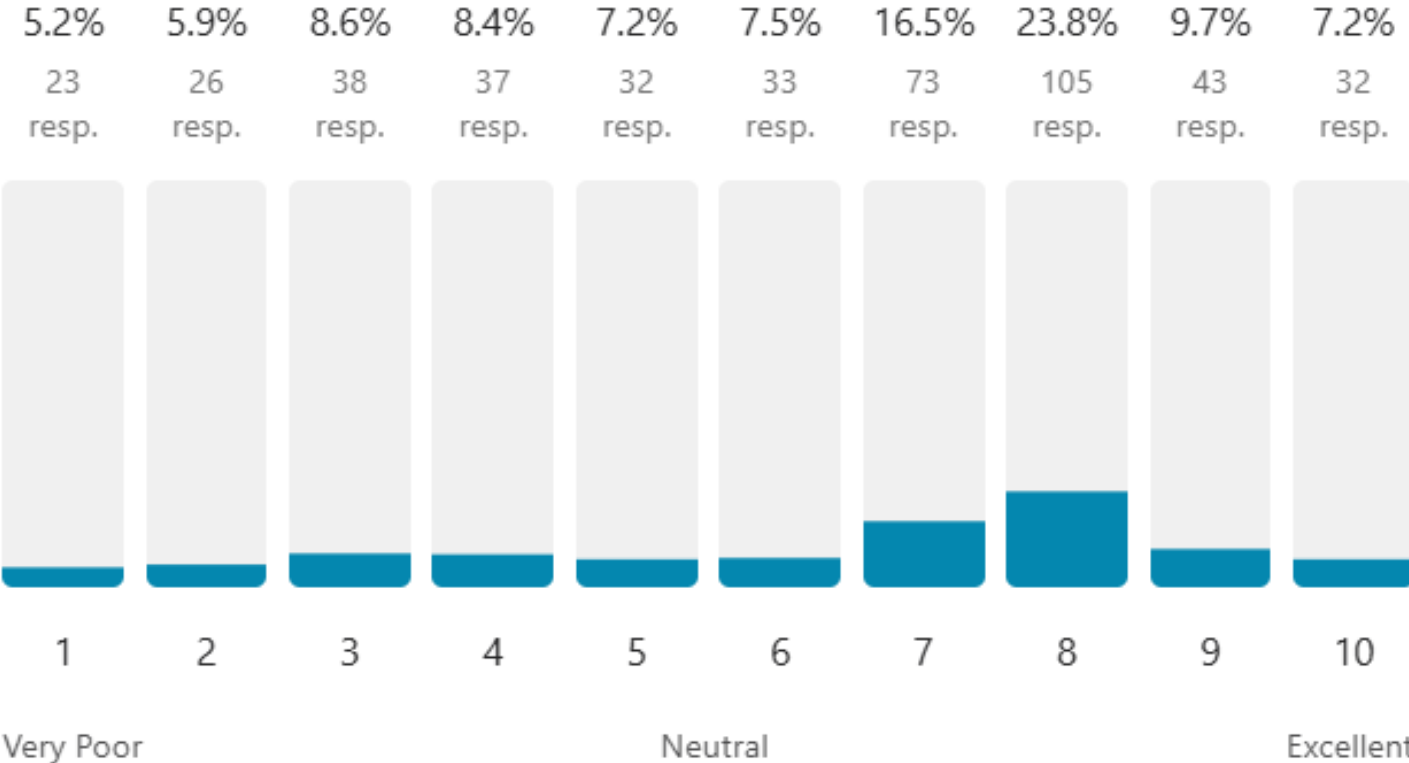
LEADERSHIP
JERSEY



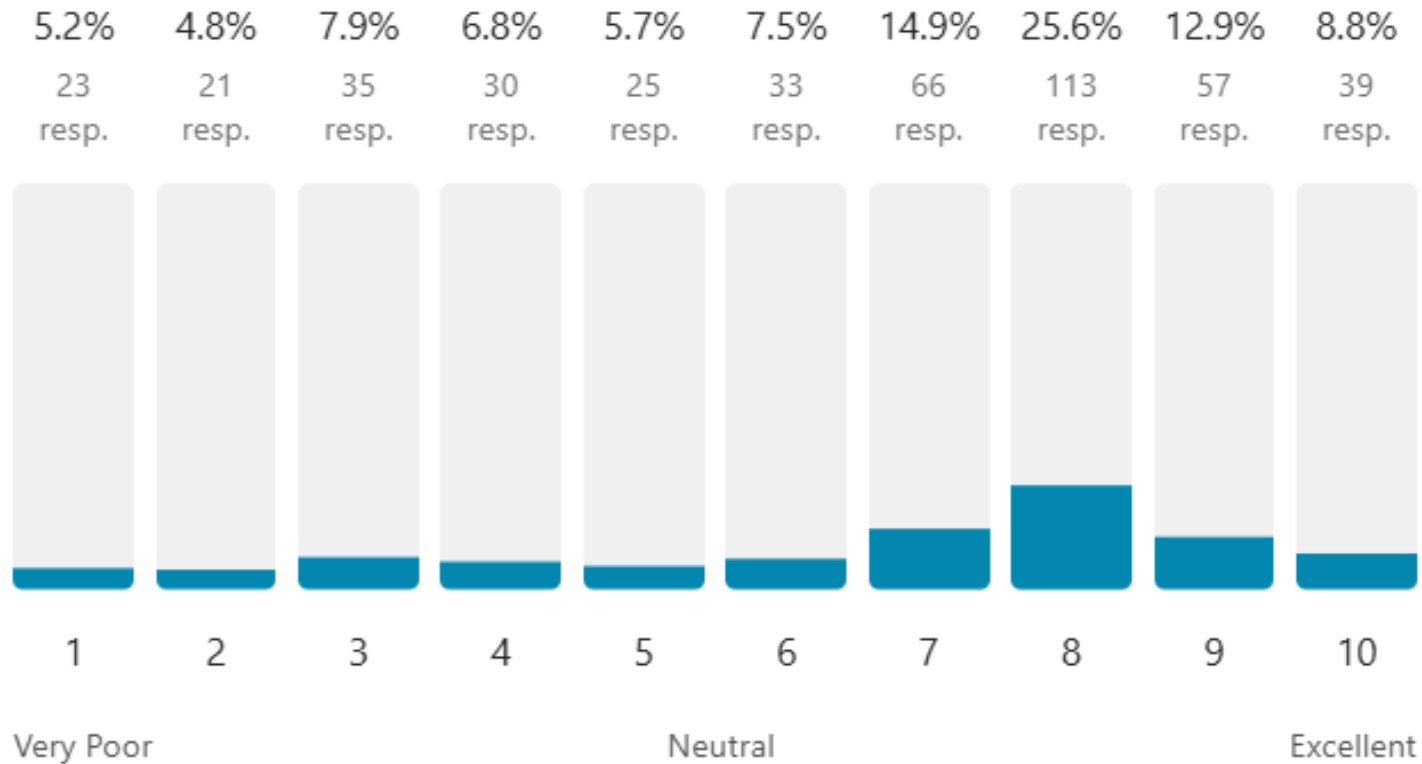
Do you report to someone?



How would you rate the overall quality of leadership within your organisation?



How would you rate the overall culture within your organisation?

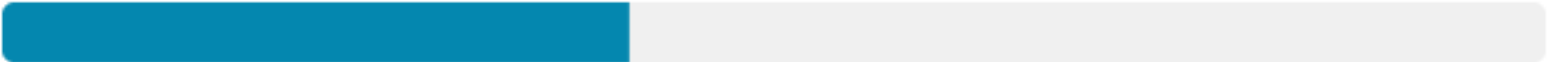


Would you describe the person you report to as more of a manager, or a leader?

A Manager; focuses on plans and budgets, organises and allocates resources, directs, administers and controls, problem solves, focuses on things 262 resp. 59.3%



A Leader; articulates a compelling vision, establishes direction, aligns and influences, coaches, motivates and inspires, focuses on people 180 resp. 40.7%



Would you describe the CEO within your organisation as more of a manager, or a leader?

A Leader; articulates a compelling vision, establishes direction, aligns and influences, coaches, motivates and inspires, focuses on people

227 resp. 51.4%



A Manager; focuses on plans and budgets, organises and allocates resources, directs, administers and controls, problem solves, focuses on things

215 resp. 48.6%

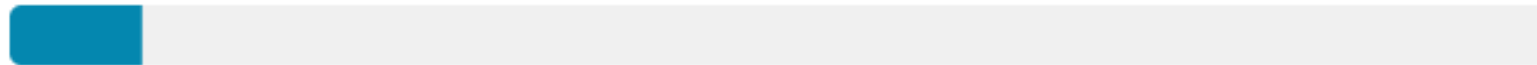


Would you prefer to work for a manager, or a leader?

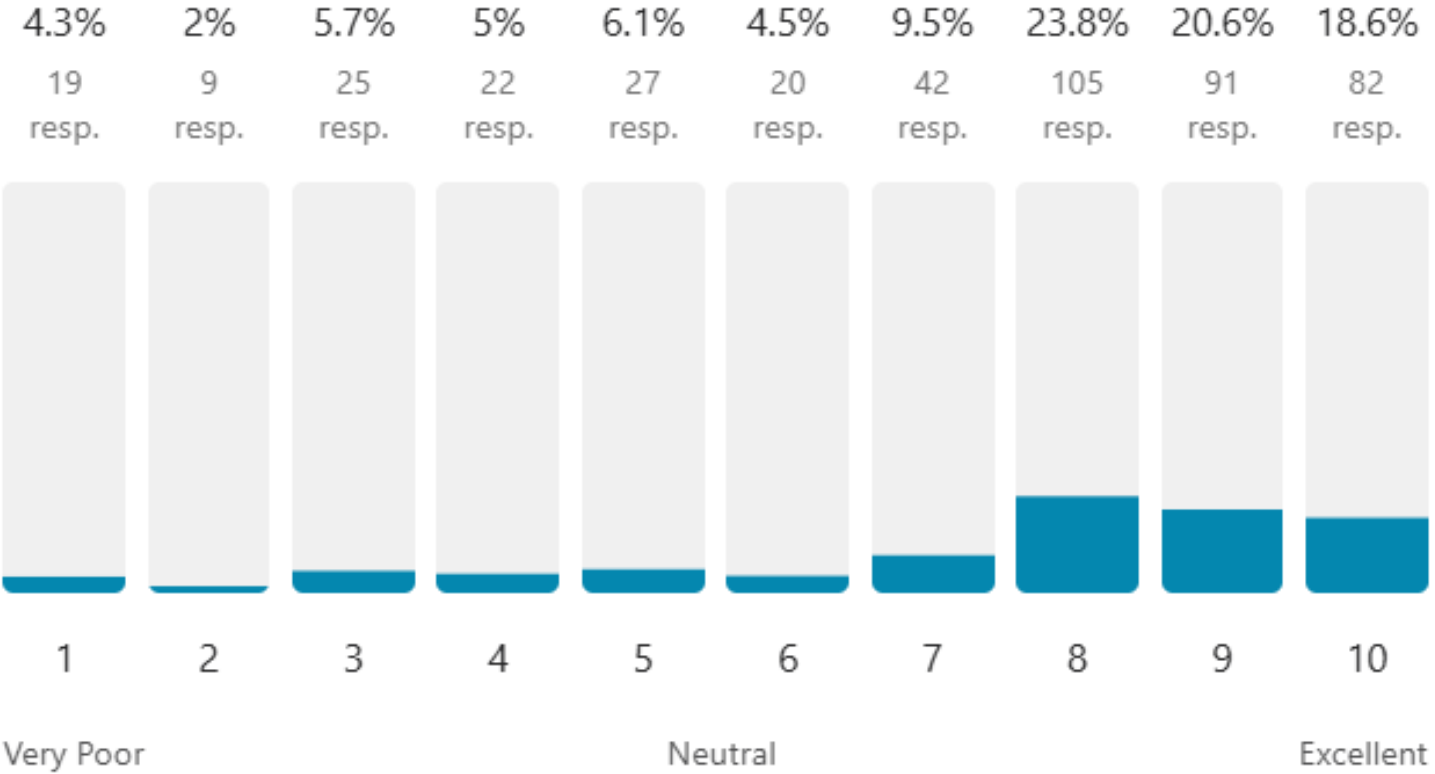
A Leader; articulates a compelling vision, establishes direction, aligns and influences, coaches, motivates and inspires, focuses on people 404 resp. 91.4%



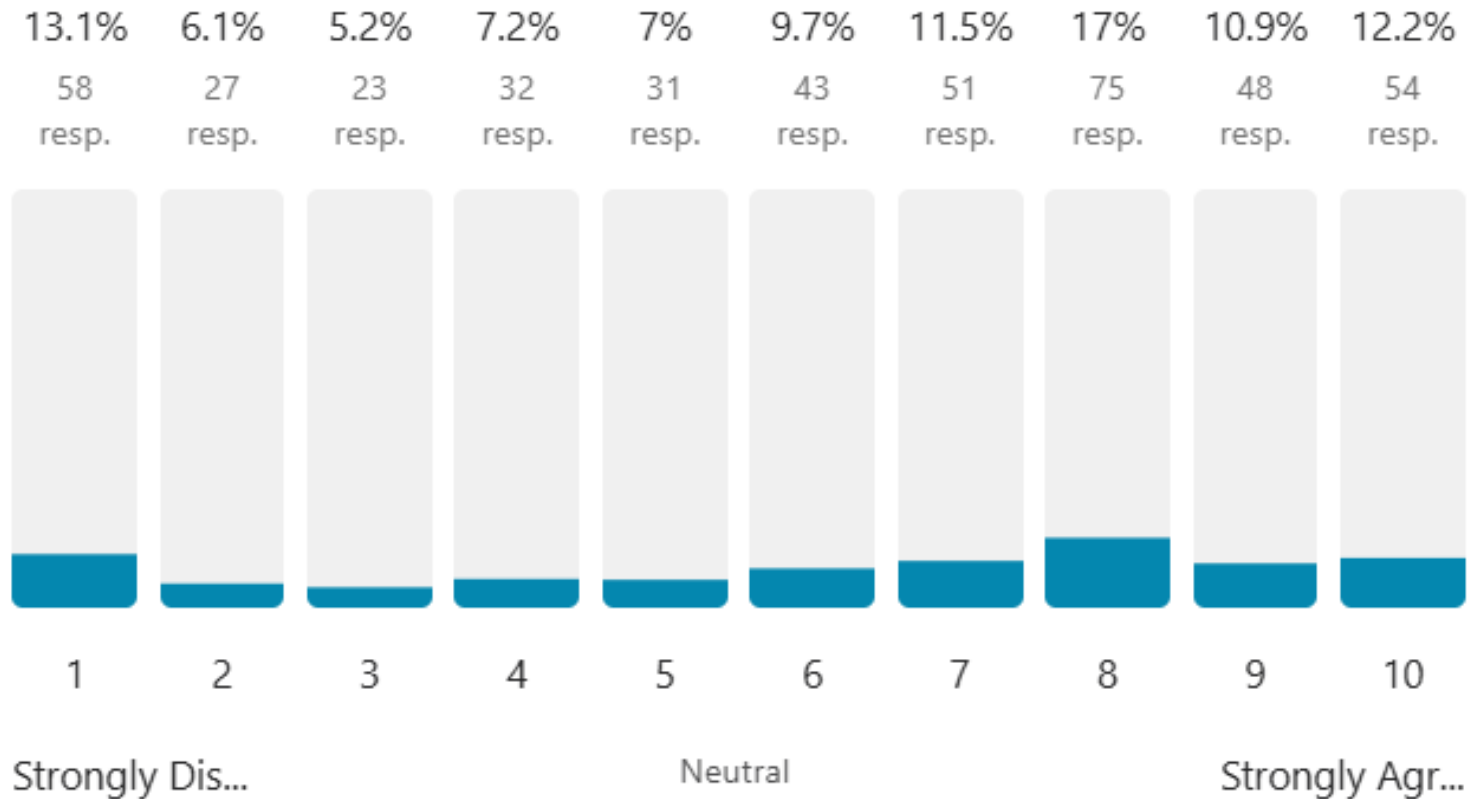
A Manager; focuses on plans and budgets, organises and allocates resources, directs, administers and controls, problem solves, focuses on things 38 resp. 8.6%



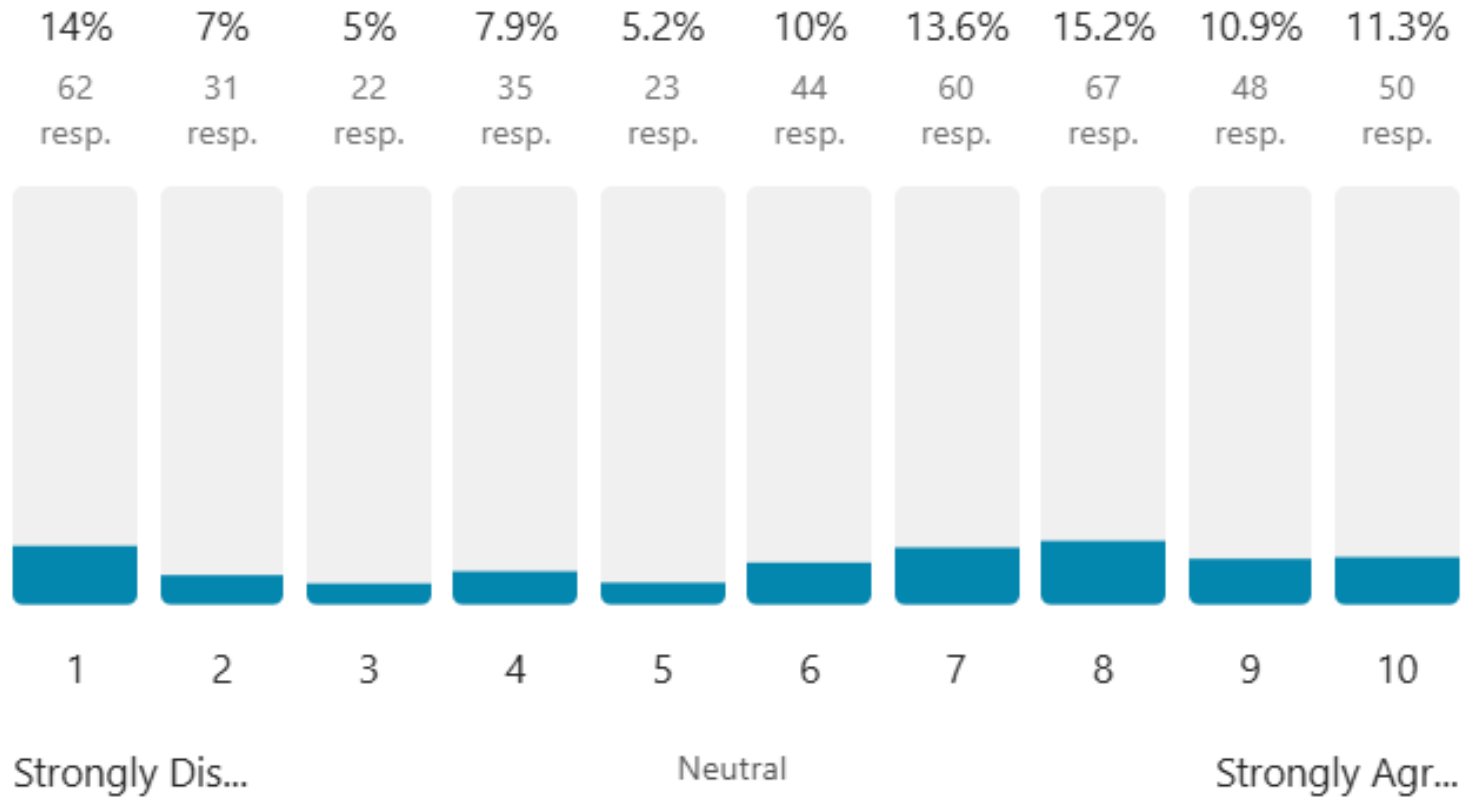
How would you rate your relationship with the person you report to?



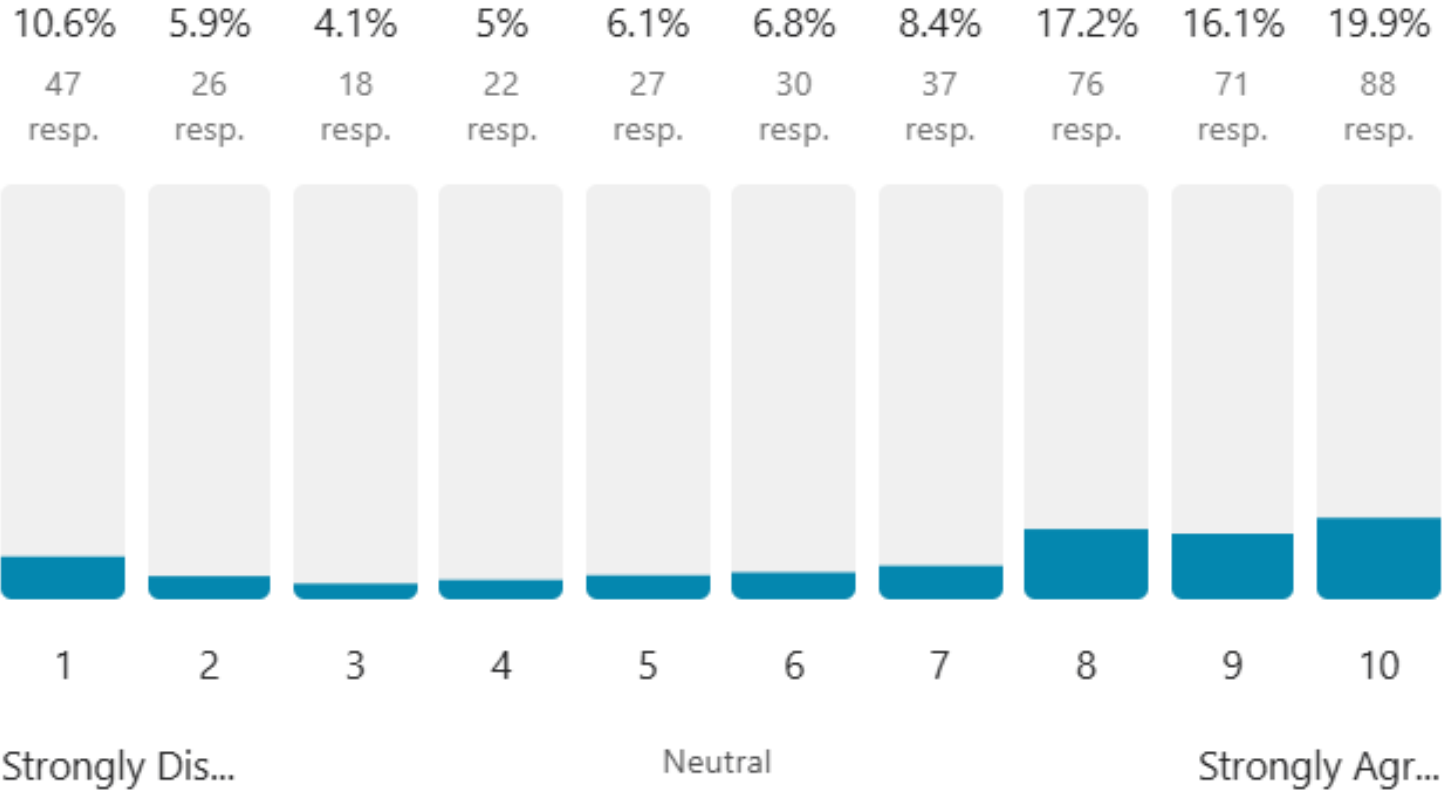
The person I report to is a great leader...



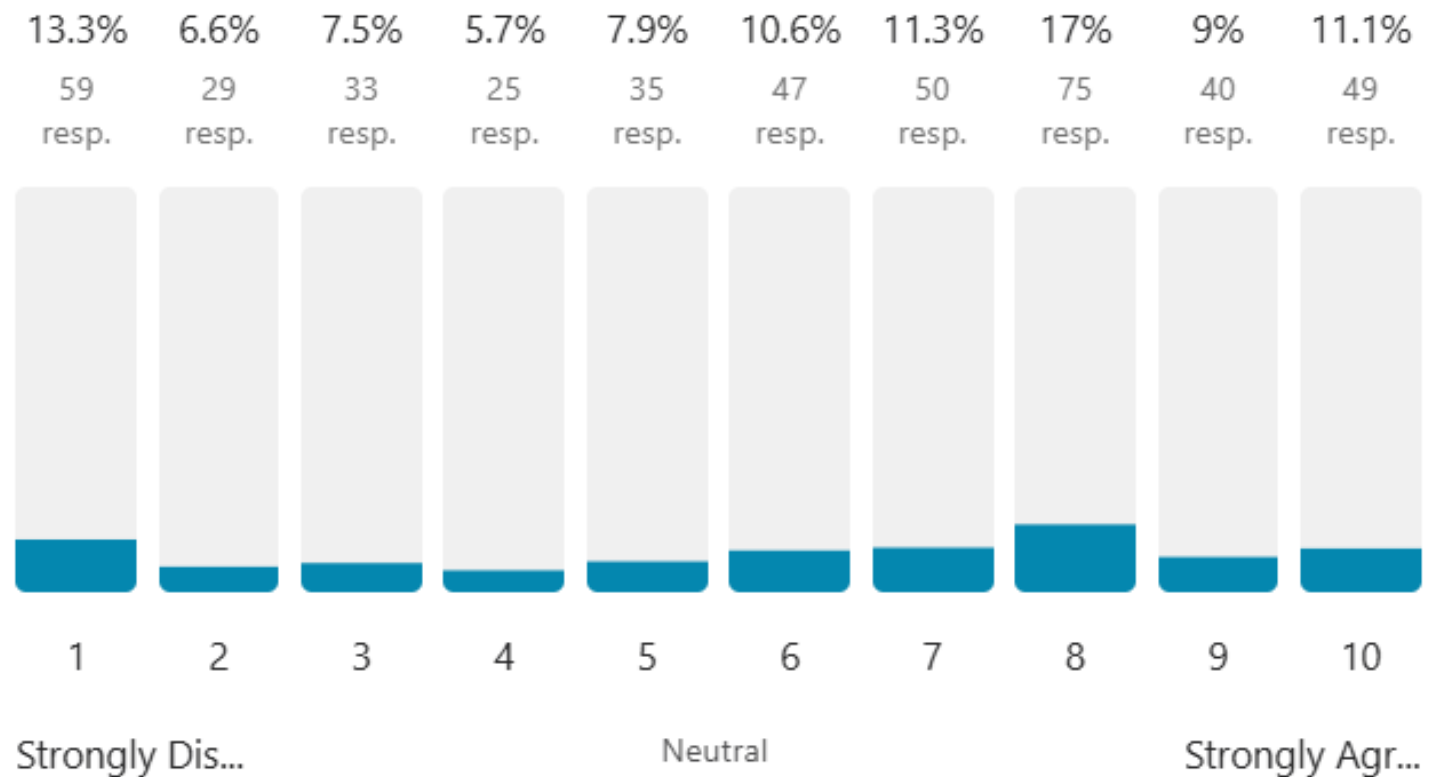
The person I report to inspires me...



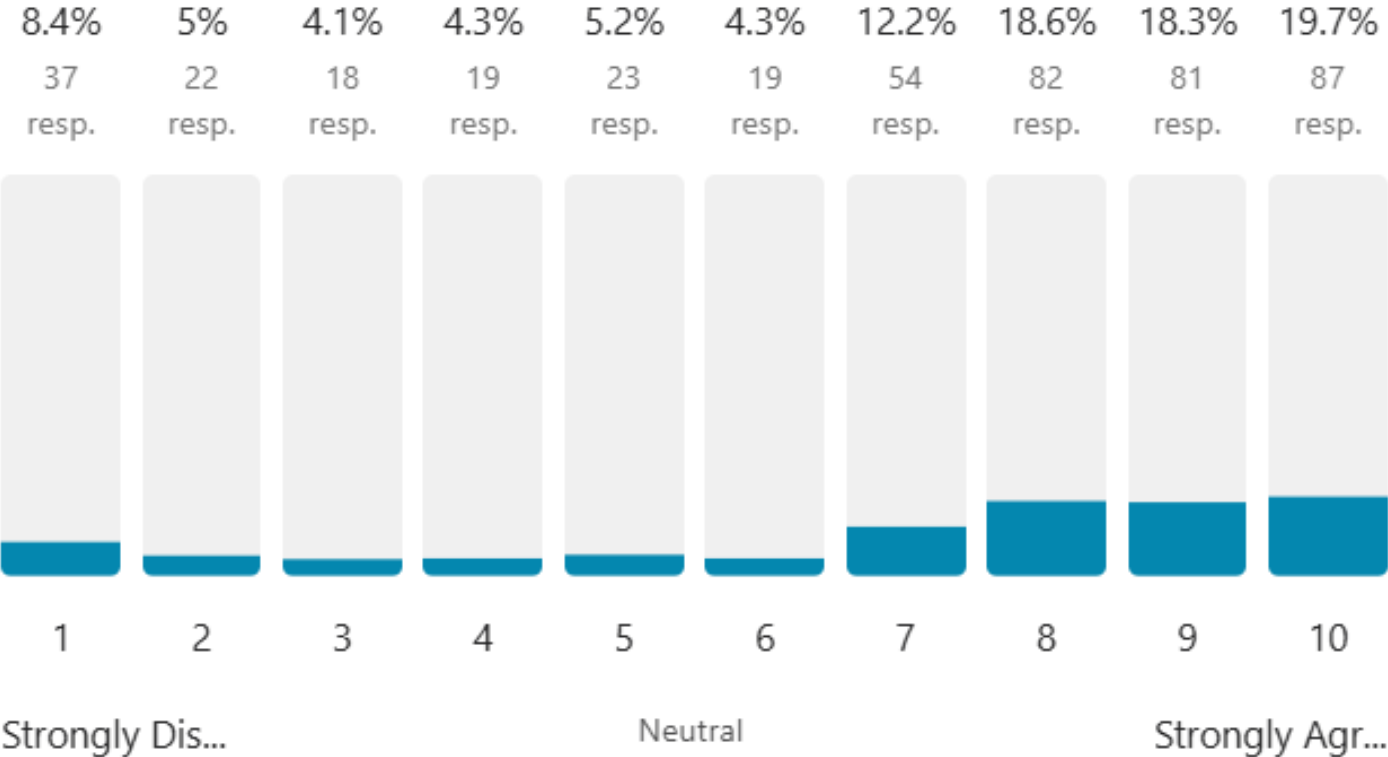
The person I report to is authentic, they actually do what they ask of others...



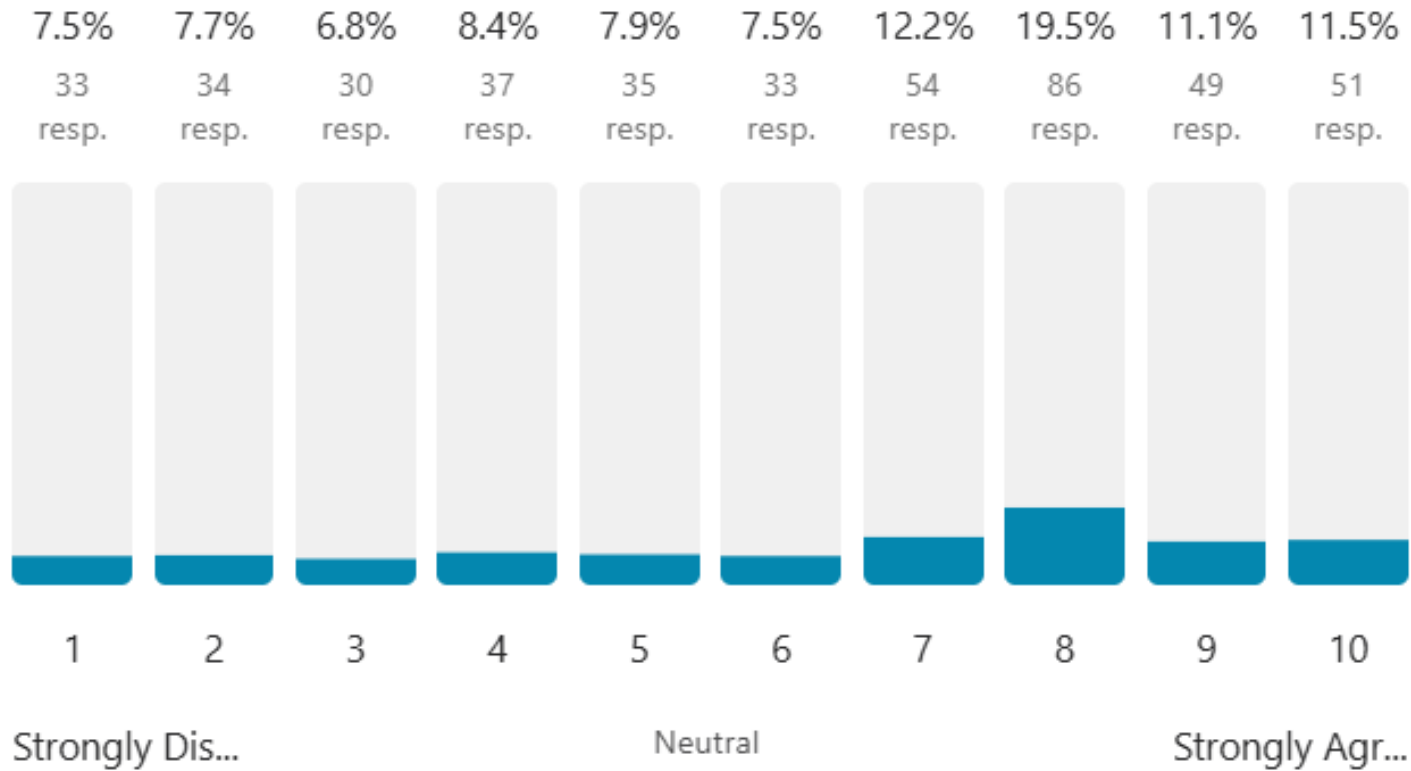
The person I report to is visionary, and describes a vision for our organisation that I can understand, and subscribe to...



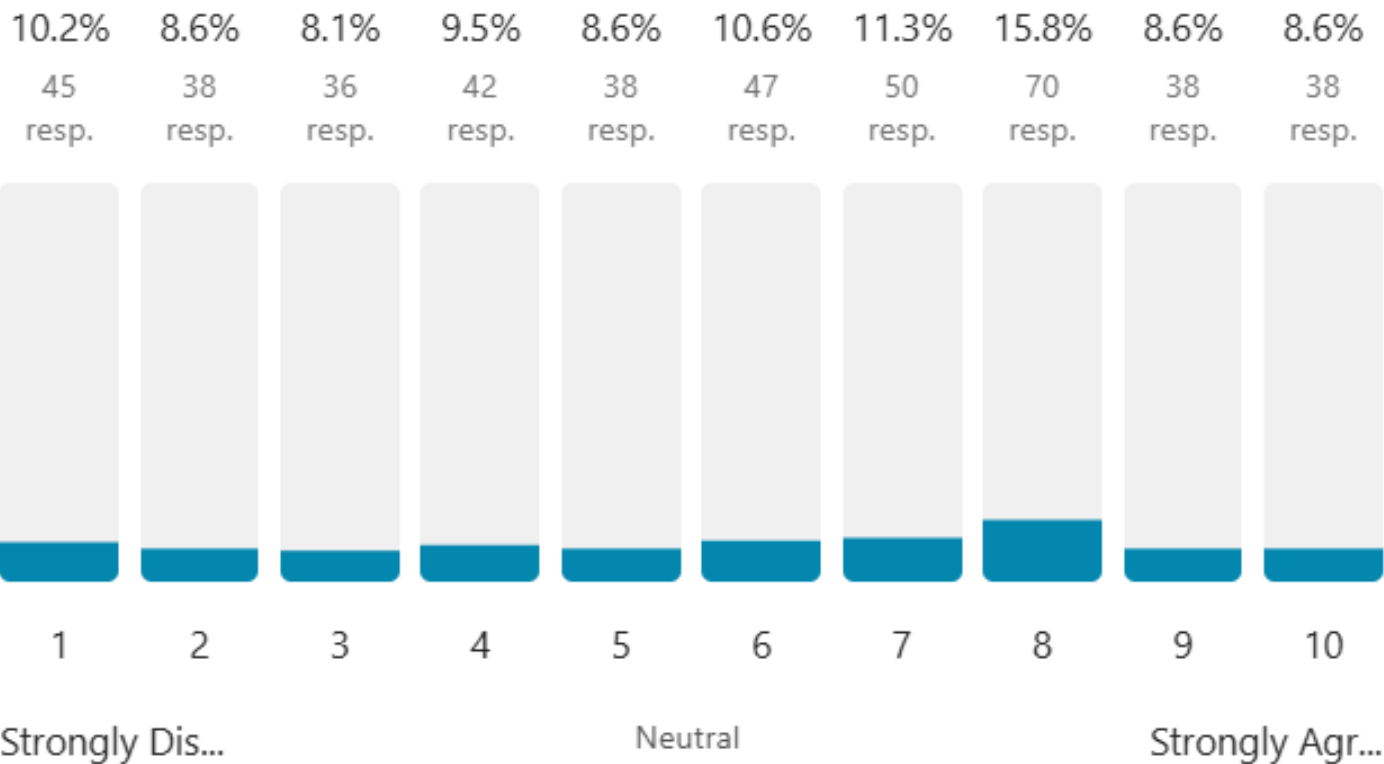
The person I report to is supportive, and cares about me as a person...



The person I report to communicates clearly and regularly...



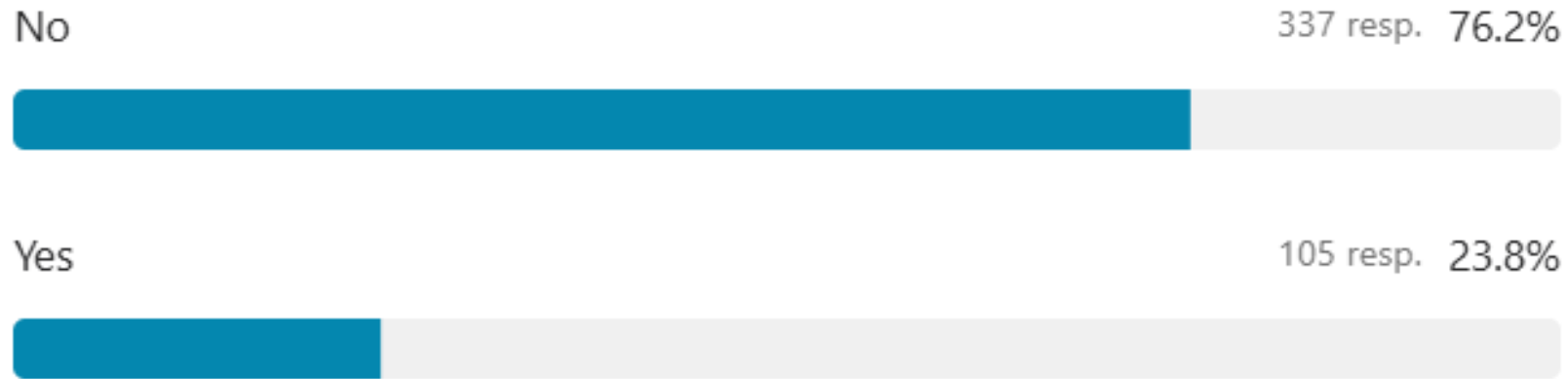
The person I report to gives me regular feedback on my performance, and helps me improve...



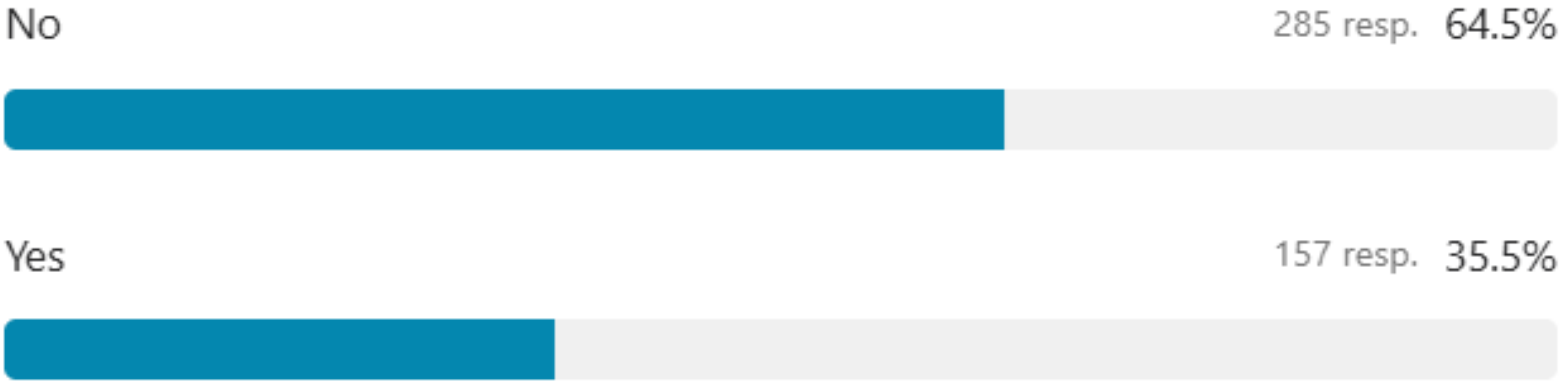
In the last 12 months, have you had a performance appraisal?



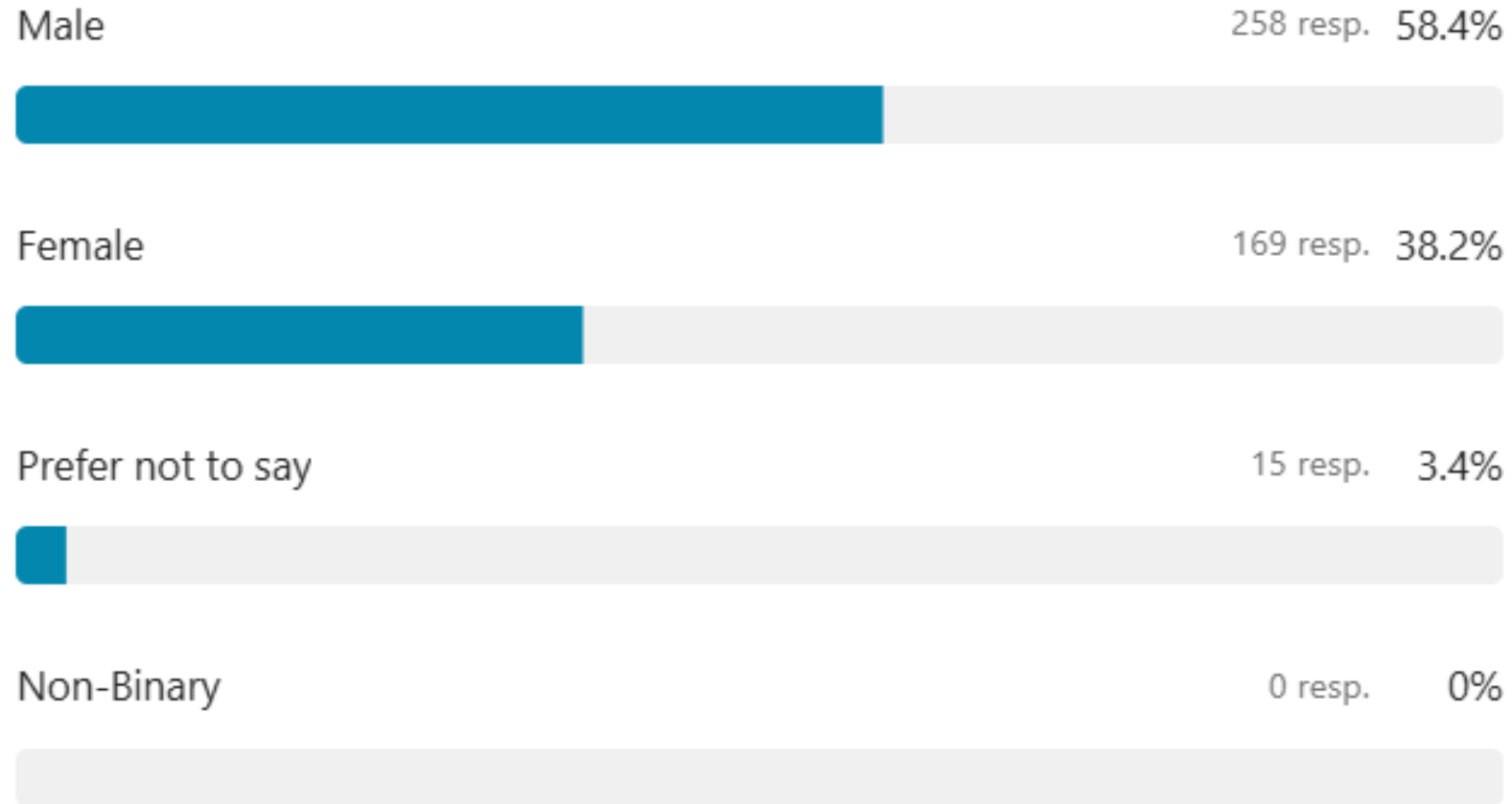
In the last 12 months, have you had the opportunity to appraise the performance of the person you report to?



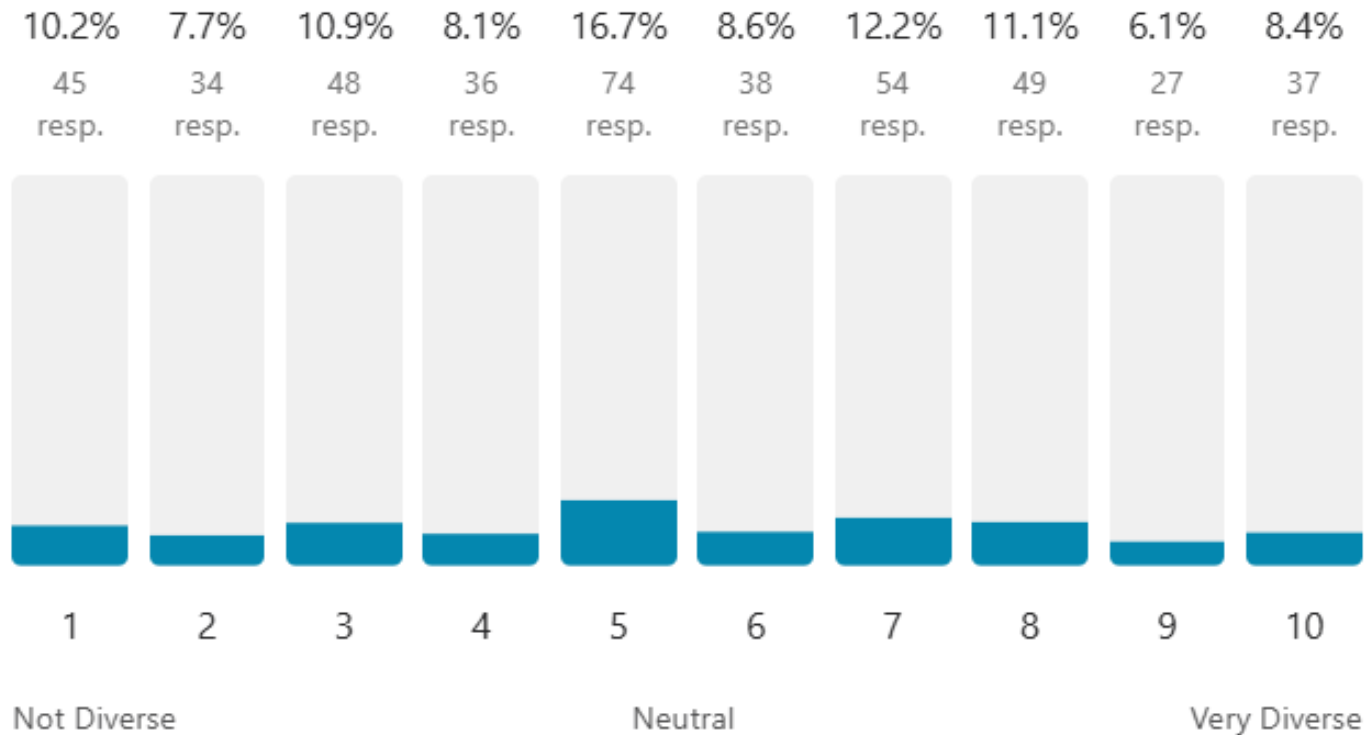
In the last 12 months, have you considered leaving your job because of the person you report to?



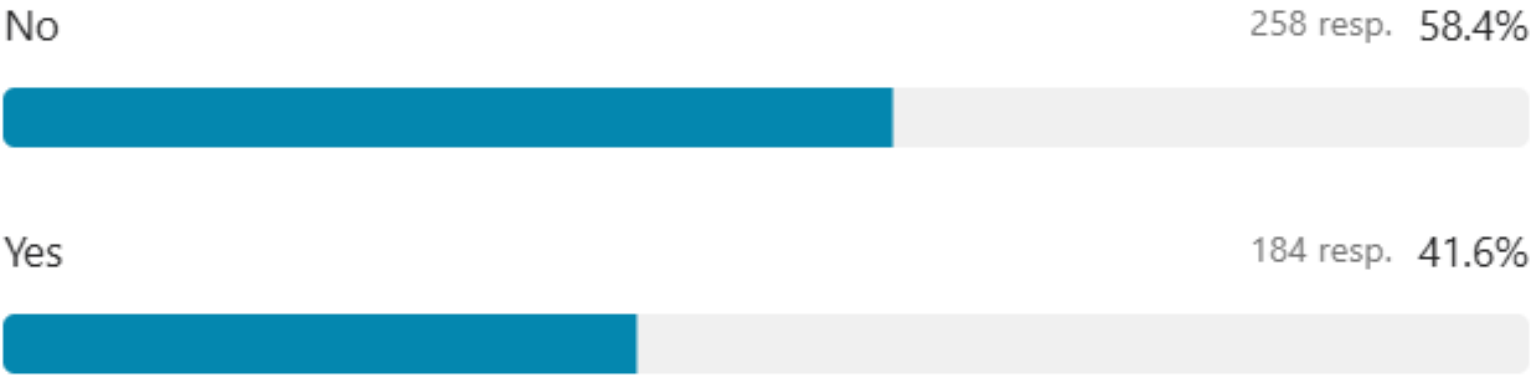
The person I report to is...



How diverse are the Senior Management Team within your organisation?



Have you received any leadership development/training within the last 12 months?



Of the options below, which 3 would give you the greatest job satisfaction?

Work life balance & Flexible working 265 resp. 60%



Salary & Benefits 217 resp. 49.1%



An organisation with values that align with my own 216 resp. 48.9%



Leadership that inspires me 216 resp. 48.9%



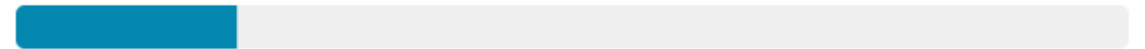
Company culture 194 resp. 43.9%



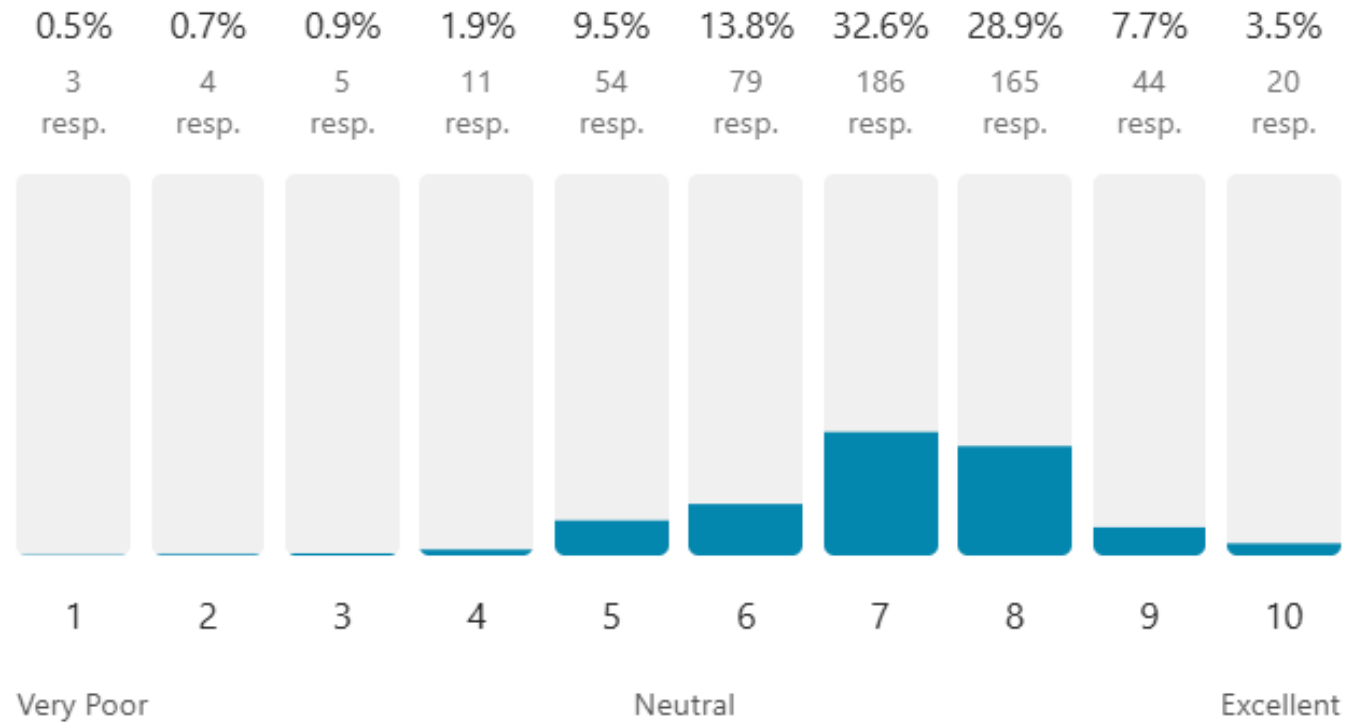
Development & Progression 130 resp. 29.4%



Job security 88 resp. 19.9%



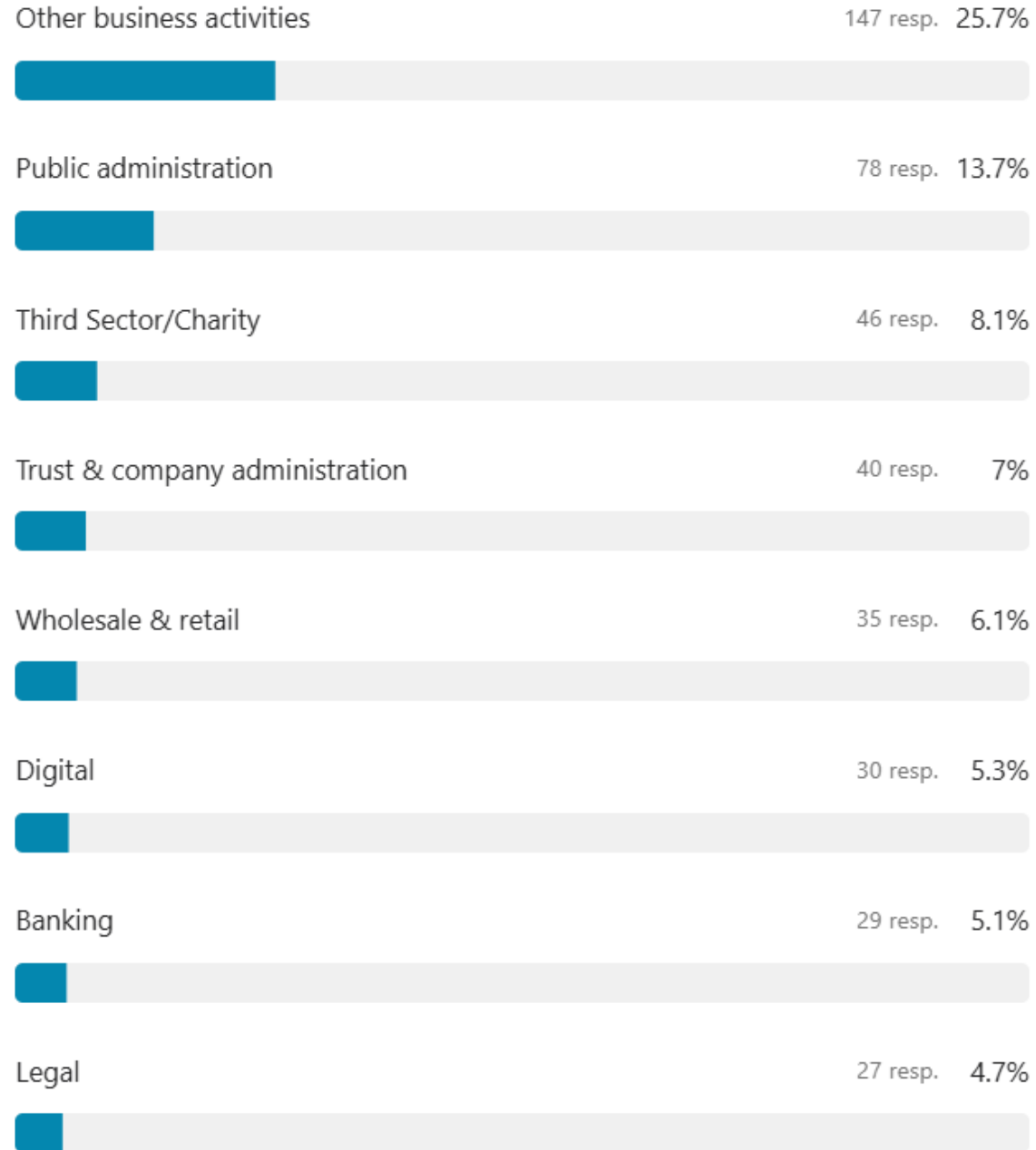
Overall, how would you rate yourself as a leader?



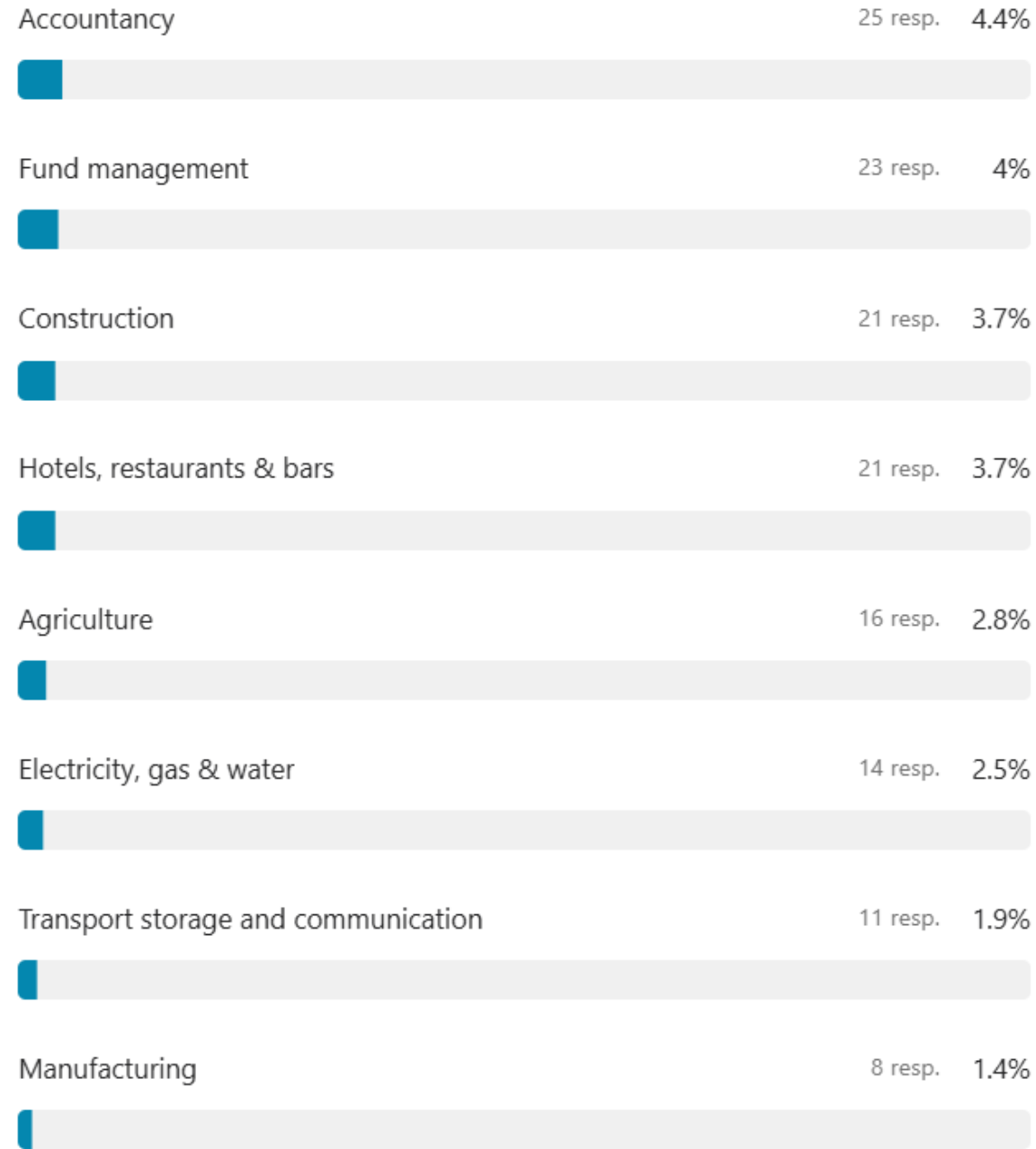
Have you ever attended a 'Leadership Jersey' event?



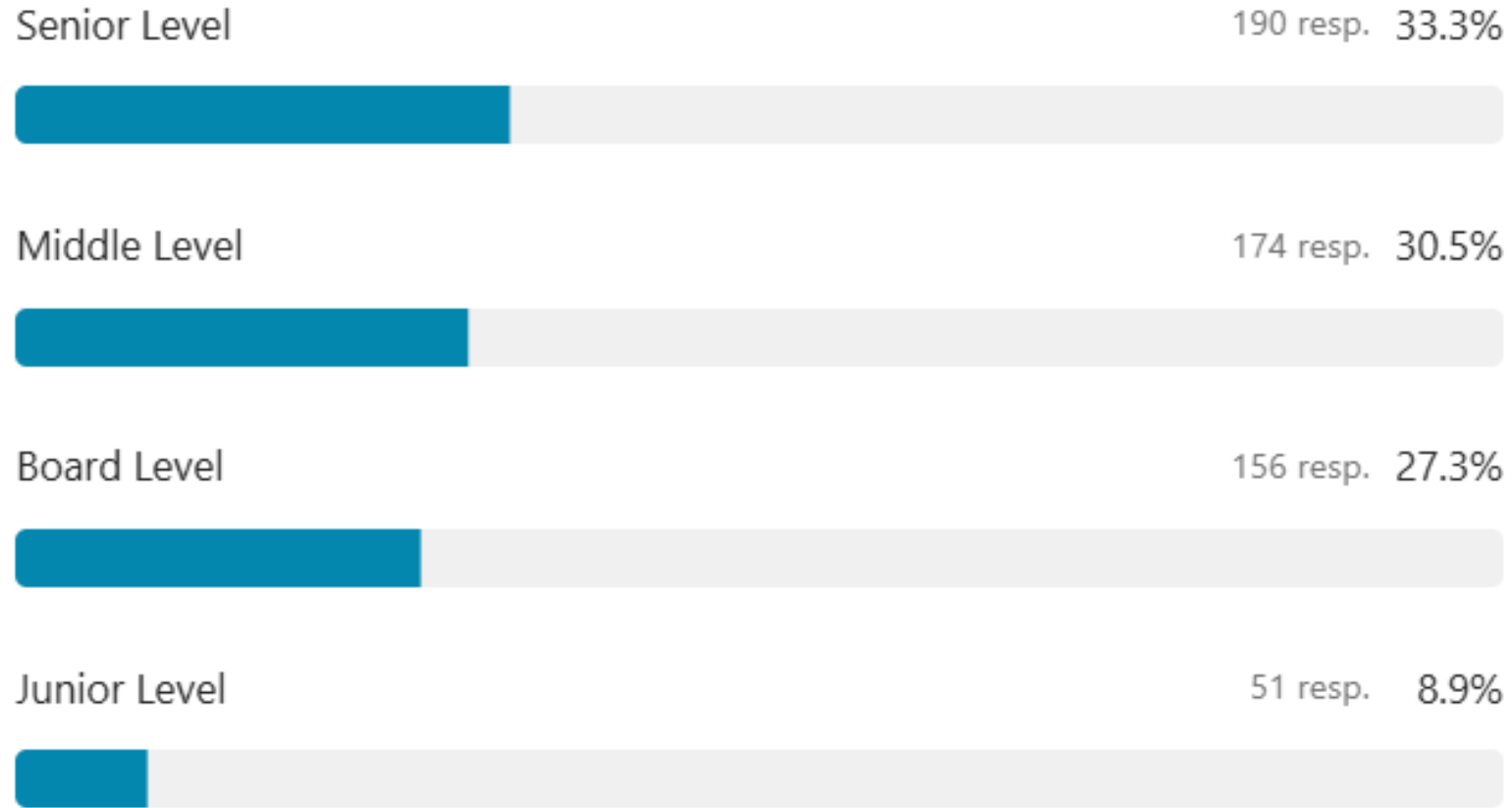
What Sector do you work in? *(Slide 1 of 2)*



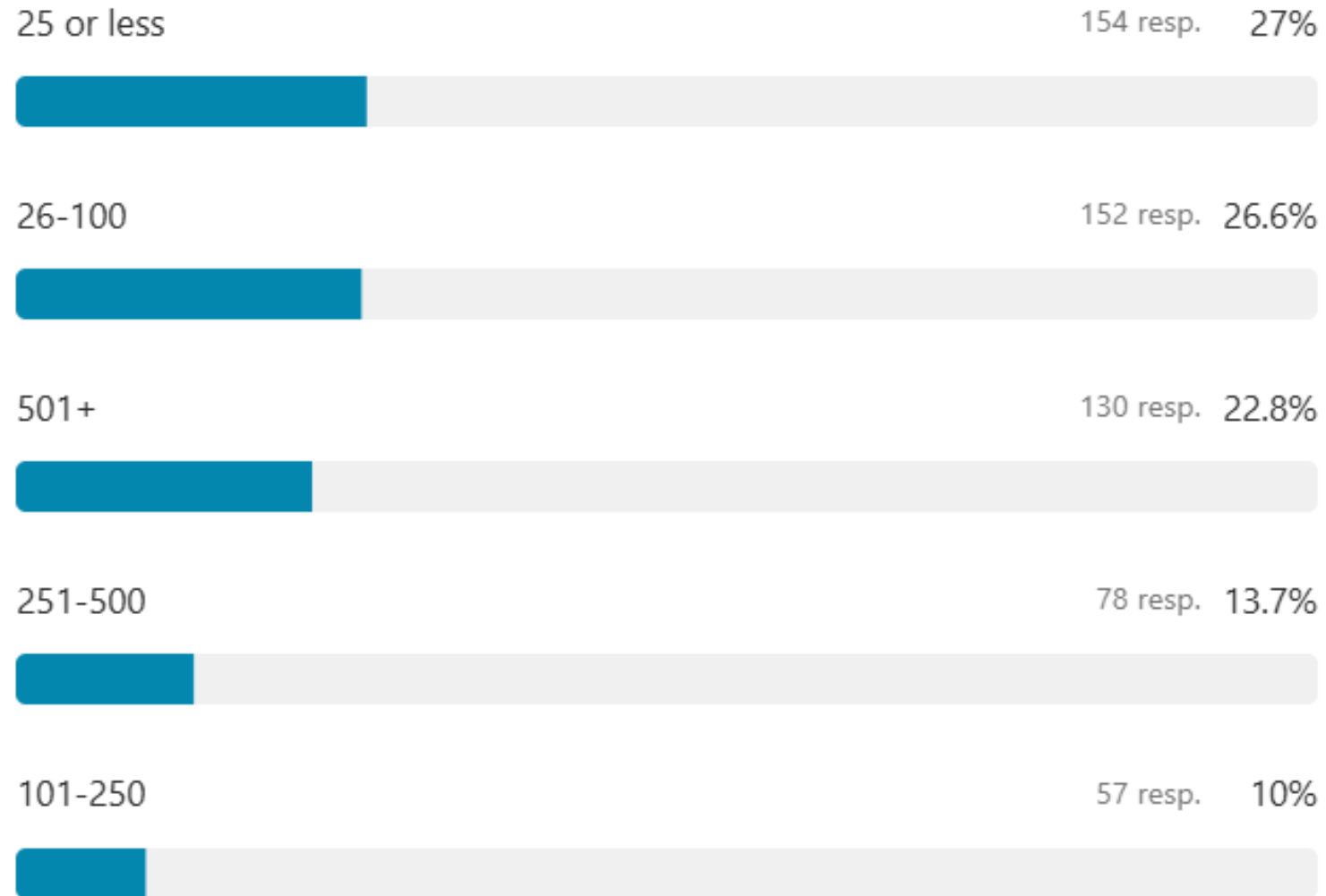
What Sector do you work in? *(Slide 2 of 2)*



Within your organisation, are you...



What size is your organisation?



Are you...

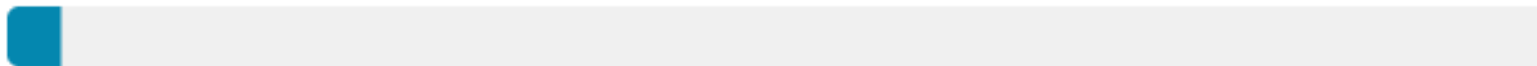
Female 294 resp. 51.5%



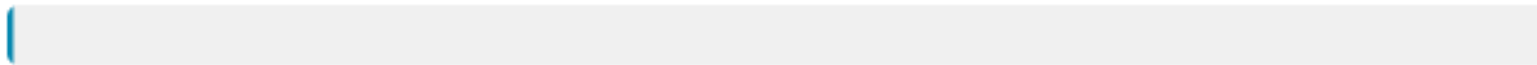
Male 255 resp. 44.7%



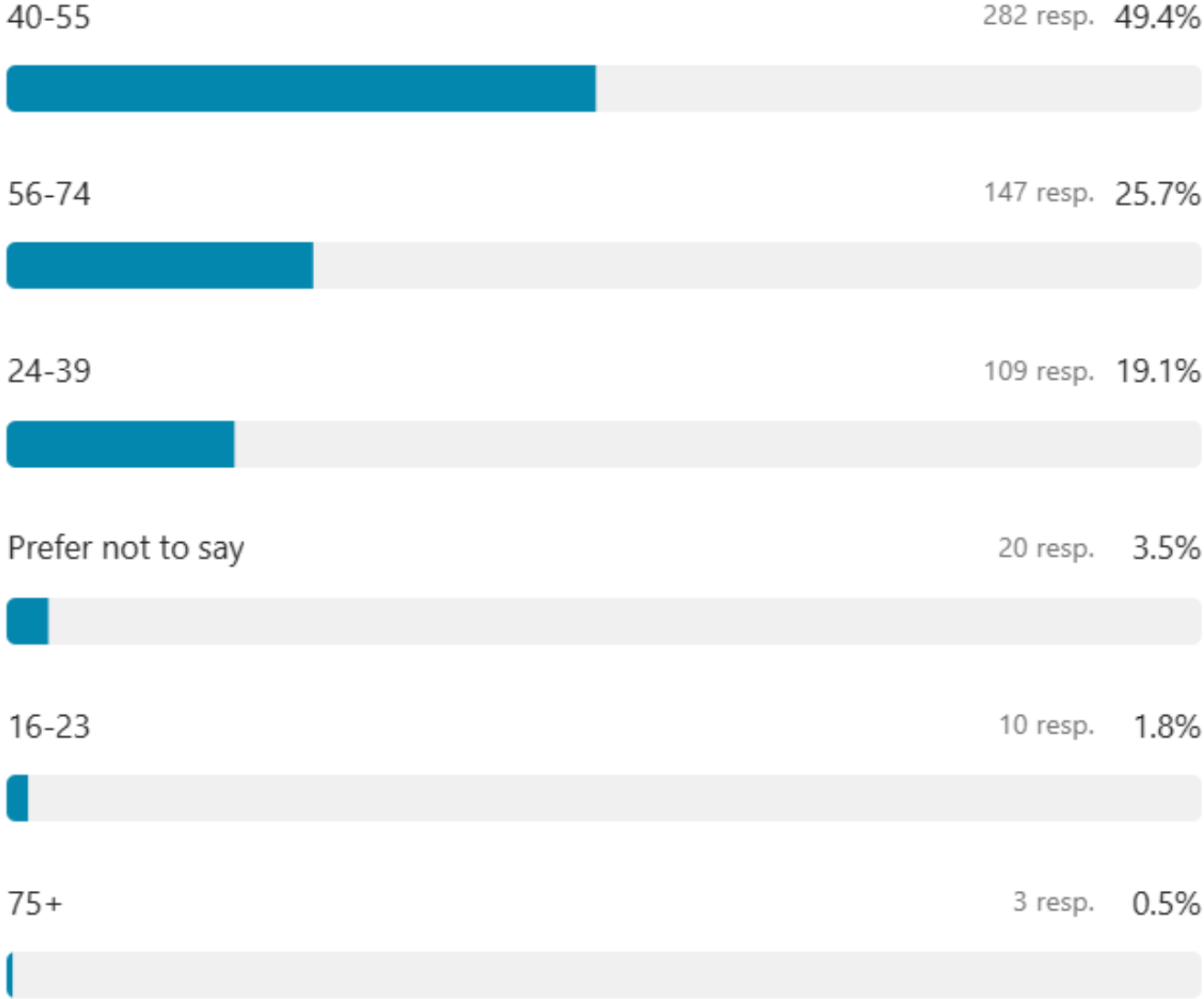
Prefer not to say 20 resp. 3.5%



Non-Binary 2 resp. 0.4%



Which of the following age brackets do you fall into?



CONTACT

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