**2024 CEB PULSE SURVEY**

To follow up on the 2023 Employee Engagement Survey, a pulse survey will ask for feedback on communication, which was the main area to improve. The 2023 feedback said that better communication across CEB (as explained below) would help everyone feel more engaged and positive.

A summary of the feedback related to communication includes:

* Having crucial conversations (including the giving of and listening to feedback provided).
* The flow and connection of information (vertically and horizontally).
* The spirit of communication, including partnering and presumption of good intent.

You can read further details about the feedback on communication [here](https://simon.ceob.edu.au/WebHandlers/DownloadKnowledgeBankDocument.ashx?DocID=5218&KBankID=22&UserID=242).

The pulse survey provides another opportunity to ensure we are on track and progressing with actions from the 2023 Engagement Survey and to provide feedback. When answering questions please answer based on your personal experience.

**The survey is open from Monday 13 May and close on Friday 24 May.**

**Is my feedback anonymous?**

Absolutely! The survey is administered by Culture Amp on a secure website and information is securely collected and kept by Culture Amp. Individual responses will be part of a larger team and organisational reports and there is no way to tie responses back to individuals.

**What happens next?**

The survey is administered by Culture Amp. On Mondy 13 May, you will receive an email invitation from ajones@ceob.edu.au via Culture Amp inviting you to participate. It should only take approximately 5 minutes to complete.

[Click here](https://ceob.schoolzineplus.com/_file/media/3306/2024_pulse_survey_staff_faqs_v2.pdf) for more info on the Pulse survey and accessing your Culture Amp account.

If you have any questions or need further assistance, please don’t hesitate to reach out to Fiona Murphy.