

2025 PULSE SURVEY FAQs

What is an Engagement Survey and why are we doing one?

The Engagement Survey will offer an opportunity for all staff across CEB, to pause, reflect and provide input into what we are doing well and focus on areas for improvement to support engagement and continue to create a positive workplace culture.

In 2023, our Engagement Survey saw a 92% participation rate, highlighting a CEB-wide emphasis on strengthening communication. Via feedback and debrief sessions and the 2024 Pulse Survey you shared the need for focus on communication, specifically –

- Having crucial conversations (including the giving and receiving feedback)
- Improving the flow and connection of information
- Fostering a spirit of communication, including partnering and presumption of good intent

These insights have guided us all at CEB to focus on transparent communication within and across teams over the past two years.

The engagement survey provides an opportunity to make sure we are still on track and progressing with actions from the 2023 Engagement Survey and 2024 Engagement Pulse Survey and provides another feedback opportunity.

How long will the survey take to complete?

The survey should only take around 10 minutes to complete.

Will the survey questions be compared to questions in the Engagement survey questions?

Yes, all questions will be able to be compared to questions and themes asked in the 2023 Engagement Survey and 2024 Pulse Survey.

Can I still participate in the survey if I am new to the organisation since the 2023 Engagement Survey?

Yes! If you did not participate in the 2023 Engagement Survey, we still want your feedback! If you are not familiar with the results of the 2023 survey or 2024 Pulse Survey, please speak to your team leader and ask to see the team's results. Some key actions

What activities have been undertaken since the 2023 engagement survey?

Since the 2023 engagement survey many activities have taken place across the organisation, below is a summary of some of these activities -

- In 2023 the engagement survey results were shared at an all staff briefing, together with the opportunity to talk and unpack what the results mean for individuals and teams.
- All teams were provided with the opportunity to have team debriefs on individual team results. Across DOBCEL there were 12 team debriefs, 4 leadership debriefs, 2 directorate debriefs and countless conversations across all teams.
- Many team-specific activities have taken place as a result of these briefings including –
 - Changes to the way meetings and agendas are put together to ensure meetings are more effective and share the information that is required
 - Conversations across team to provide role clarity on partnering and how teams work together

- Teams inviting other teams to share their work at team meetings to encourage further partnering
- Discussions at leadership and directorate regarding the flow of communication and providing opportunities for communication to flow from teams into leadership meetings. Individuals encouraged to ensure relevant communication flows where it should go.
- Encouraged participation in crucial conversations. Since 2023, over 155 people have participated in this program across DOBCEL.
- The crucial conversations professional learning session is offered once per term across different locations.

What activities have been undertaken since the 2024 Pulse survey?

Following discussion of the results from the Pulse Survey, Leadership identified "Communication at CEB within and across teams is transparent" as a focus area nominating ideas on how this may be influenced. What might the Leadership group do in response to the focus area- Communication at Catholic Education Ballarat within and across teams is transparent.

- Navigate role clarity over multi-team case management, for example, Student Wellbeing and People & Development partnership.
- Ensure as Leaders, we make time for cross-team meetings.
- Understand what transparency means or what team members expect from transparency
- Collaboration may be professional or cultural – aim for both.
- Utilise opportunities we have to increase collaboration and sharing, such as CEB Staff meetings and Formation.
- Encourage team members to engage with others to learn more about what they do, and invite them to share at your team meetings.

Additionally, teams considered how they may influence greater transparency in communications within and across teams as CEB to develop team actions/interventions, including regular discussion at team meetings as to how this was going and opportunities to strengthen this.

- In 2025 a crucial conversation refresher session has been introduced to the training calendar.
- BTS Spark Feedback professional development session run as a pilot session in 2024 (with all staff invited to attend for no cost). In 2025 this session is offered on the PL calendar.
- The 2024 Pulse survey results were shared with teams at an all staff briefing.
- The creation of the DOBCEL strategy 2035 is guided by the DOBCEL vision and three pillars - deeper collaboration, networked local innovation and collective autonomy and agency – which are all underpinned by the notion of fostering a spirit of communication and good intent.

Below are links to shared results and updates

2023 –

[April 2023](#)

[July 2023](#)

[August 2023](#)

[October 2023](#)

2024 –

May – Pulse survey held

[July 2024](#)

How will I receive a copy of the survey to respond to?

Survey links will be emailed to you with a link to access in your Culture Amp account.

The link will take you to the survey, however, the survey can also be accessed on the Culture Amp home screen under tasks.

How do I log into my Culture Amp account?

1. Click on www.cultureamp.com
2. Click on sign-in on the top right-hand side of page.
3. Enter your details and click sign in.

Forgotten your password?

1. Click on can't sign in (under the blue sign-in button).
2. Enter your work email address and click send recovery email.
3. You will receive an email from ajones@ceob.edu.au via Culture Amp that will provide you with prompts to set a password.

When will the results of the Pulse Survey be shared?

You can expect the results to be shared throughout Term 2, 2025.

Who can answer questions about the Pulse Survey?

If you have any questions about the Survey, please contact Fiona Murphy or Emma Baldwin