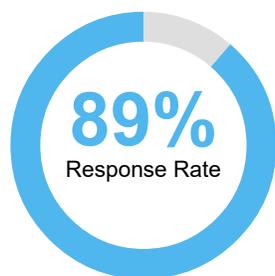




# 2019 Employee Survey Results

Thank you so much for sharing your thoughts in our survey! We learned a lot from you - this shows just a few of the things we learned from across the whole company. Your feedback will help us get better and better at what we do.

## 2019 Survey Stats



Surveys Sent: 177  
Responses: 157  
Comments: 440

**2018 Survey Stats**  
Response Rate: 88%  
Comments: 480

**Benchmark**  
Advertising & Marketing - 2019  
Response Rate: 73%

We asked:

### "What three words best describe our culture?"

Color indicates words chosen primarily by engaged and disengaged employees.

Highlighted words are your company values.



## Top Scores

These three areas were the most encouraging



### Innovation

New ideas are encouraged at Seer Interactive



### Values

Seer Interactive operates by strong values



### Clued-in Employees

I feel well-informed about important decisions at Seer Interactive

## Bottom Scores

These three areas have the most room for improvement



### Meetings

Meetings at Seer Interactive make good use of my time



### Inter-departmental Cooperation

There is good inter-departmental cooperation at Seer Interactive



### Execution

At Seer Interactive, we do things efficiently and well

## Next Steps

- Overview of results delivered to all employees
- Leaders share detailed results down through the organization
- Managers and teams plan action and escalate items they can't address
- Leaders act on team requests and organization-wide needs
- Employees take simple actions inspired by local conversations
- Everyone celebrates improvements as they happen

## Getting your feedback was just the first step.

We loved hearing about what you appreciate here, and also what concerns you. We know we have some problems to solve, so we want to make sure that we consult the expert —you! You may already have some ideas in mind...

