

DATE OF GENERATION

12/06/2025

ORGANIZATION

LSF Global



This report looks at group engagement and retention factors.

It is useful for understanding organizational culture and formulating strategies to develop engagement at an organizational level.

Since engagement is primarily an individual issue it is highly recommended that you also use the individual Engagement and Employment Expectations report which can also include individual fulfillment scores.

The sections below include:

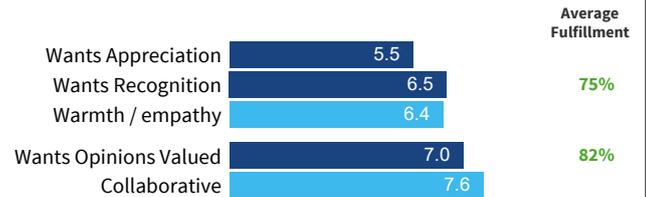
- dark blue bars are the average group score for Employee Expectations
- light blue bars are the average group score for supporting behaviors needed to fulfill the expectation(s) above
- at the bottom of each narrative page are the distribution of each trait score

Overview

Development Expectations



Appreciation Expectations



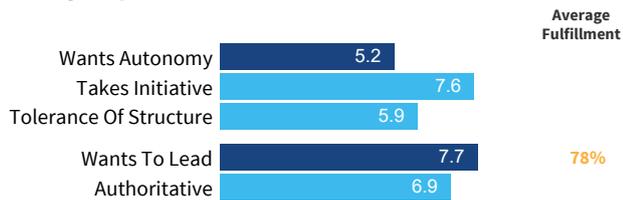
Remuneration Expectations



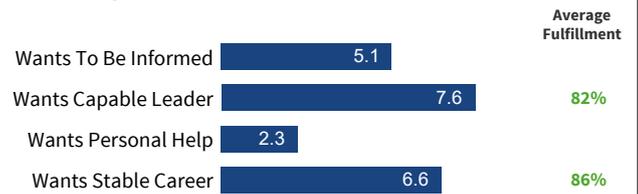
Communication Expectations



Authority Expectations



Personal Expectations



Social Expectations



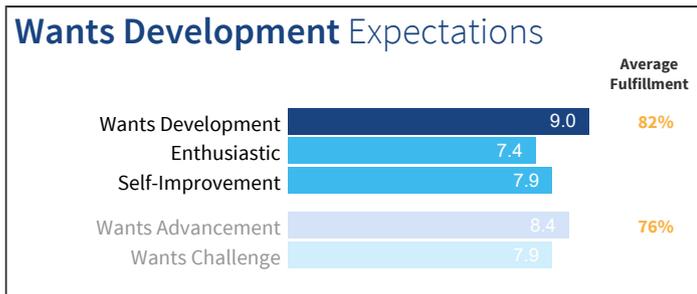
Work Life Balance Expectations



KEY ● Discussion is urgently needed ● Discussion may be needed ● Discussion probably not needed

Development Expectations

This section analyzes employee expectations for development opportunities, highlights related organizational behavior, and provides guidelines for managing career development expectations. This section also shows the person's level of fulfillment for each expectation.



Wants Development: The desire to have work opportunities to learn new skills or increase abilities

Enthusiastic: The tendency to be eager and excited toward one's own goals

Self-Improvement: The tendency to attempt to develop or better oneself

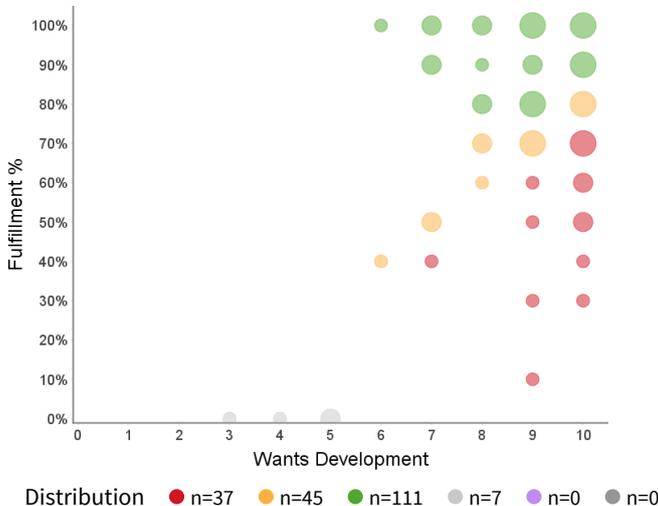
Tendencies for Wants Development

This group considers career development to be very important and thus, it is very important to provide development opportunities. This group believes this expectation is reasonably likely to be fulfilled with his/her existing employer. There is a reasonable gap between the expectation and level of expected fulfillment. It is recommended to discuss this topic and possibly create a plan for resolution. This group has a reasonable tendency to be clear about goals. Thus, they will probably have career development goals in mind. Discuss those goals to obtain a clear understanding before suggesting or creating a development plan.

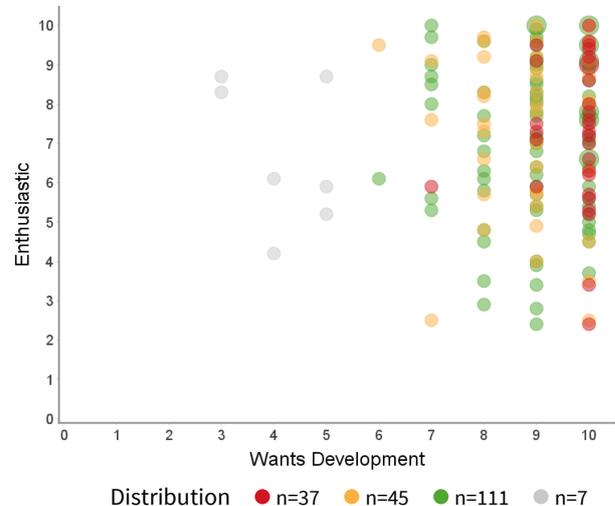
This group considers self-improvement to be important and may be willing to develop new competencies related to career development.

- KEY**
- Discussion is urgently needed
 - Discussion may be needed
 - Discussion probably not needed
 - Low expectation - no action needed
 - Fulfillment section skipped
 - Fulfillment section not completed
- Larger dot indicates multiple people

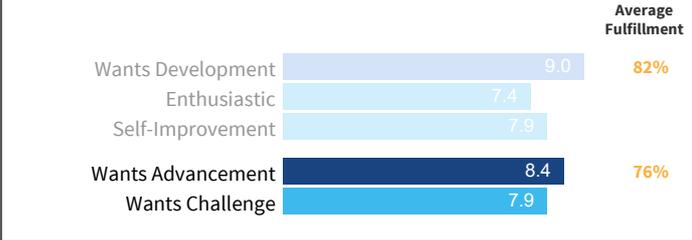
Fulfillment Levels for Wants Development



Wants Development & Enthusiastic



Wants Advancement Expectations



Wants Advancement: The desire to have work opportunities to expand one's career or responsibilities

Wants Challenge: The willingness to attempt difficult tasks or goals

Tendencies for Wants Advancement

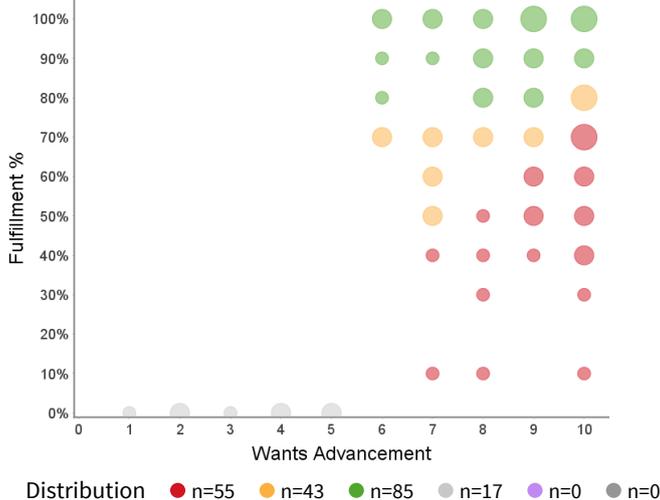
This group considers career advancement to be important and thus, it is important to provide information about advancement opportunities that are available and what is required to achieve them. This group believes this expectation is possible to be fulfilled with his/her existing employer. There is a reasonable gap between the expectation and level of expected fulfillment. It is recommended to discuss this topic and possibly create a plan for resolution. This group is willing to pursue difficult challenges related to career advancement. If advancement is considered, they will probably embrace any challenges related to advancement.

KEY

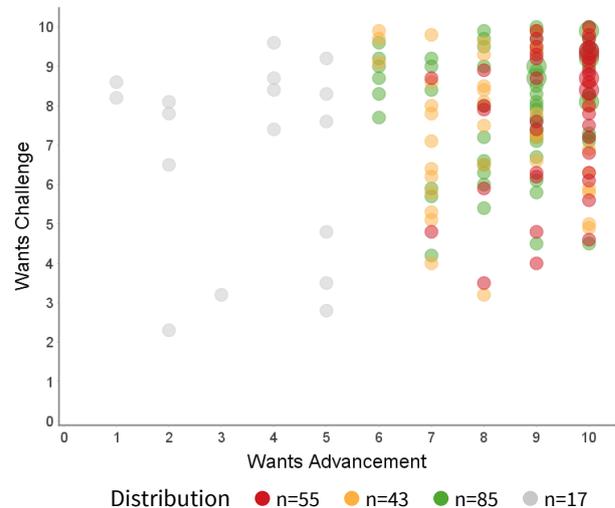
- Discussion is urgently needed
- Discussion may be needed
- Discussion probably not needed
- Low expectation - no action needed
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Fulfillment Levels for Wants Advancement

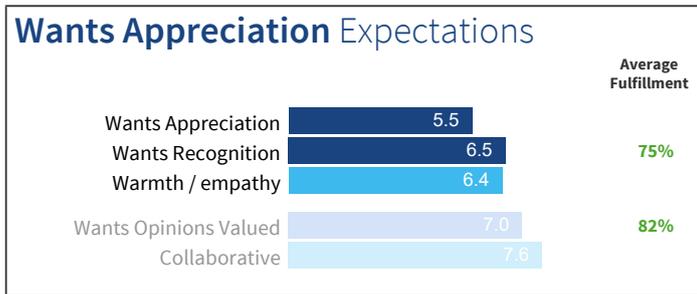


Wants Advancement & Wants Challenge



Appreciation Expectations

This section analyzes employee expectations and organizational behavior related to giving and receiving appreciation and provides guidelines for managing the need for recognition. This section also shows the person's level of fulfillment for each expectation.



Wants Appreciation: The desire to have an employer who expresses appreciation for one's work

Wants Recognition: The desire for positive acknowledgement (from others) related to one's abilities and strengths

Warmth / empathy: The tendency to express positive feelings and affinity toward others

Tendencies for Wants Appreciation

This group considers receiving appreciation to be only moderately important. It is only moderately important for management to communicate sincere appreciation for work contributions.

This group considers receiving recognition to be reasonably important. Consequently, it is reasonably important to find ways to provide recognition. This type of recognition should be related to acknowledging their strengths and capabilities. Giving more decision-making authority would be an excellent means of giving recognition. This group believes this expectation is reasonably unlikely to be fulfilled with his/her existing employer. There is little or no gap between the expectation and level of expected fulfillment. Therefore, it is probably not necessary to discuss this topic or create a related plan.

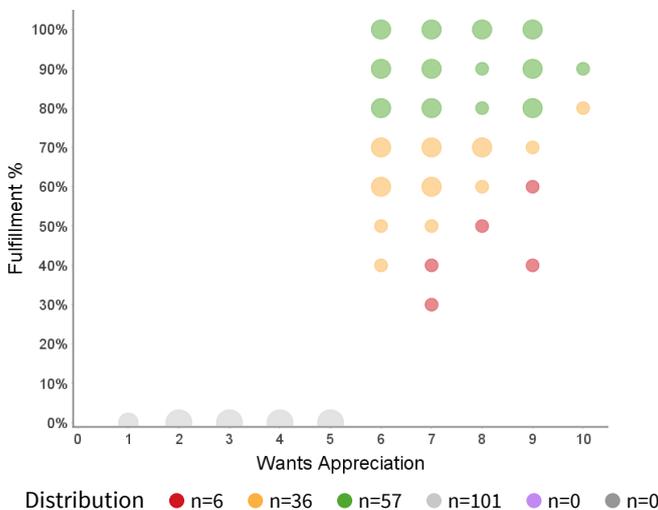
This group has a moderate tendency to express warmth and empathy.

KEY

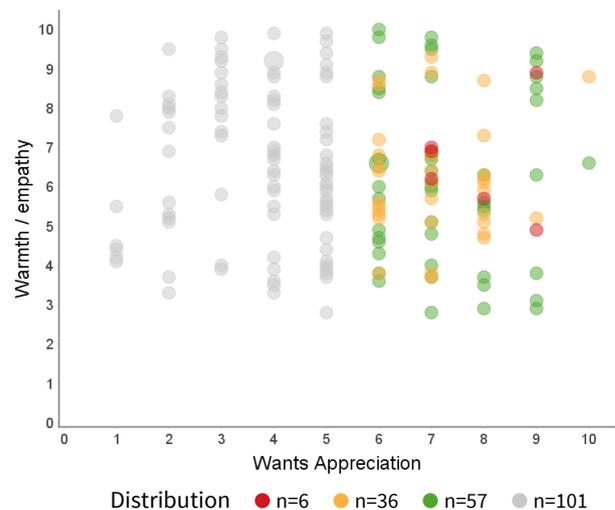
- Discussion is urgently needed
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Fulfillment Levels for Wants Appreciation

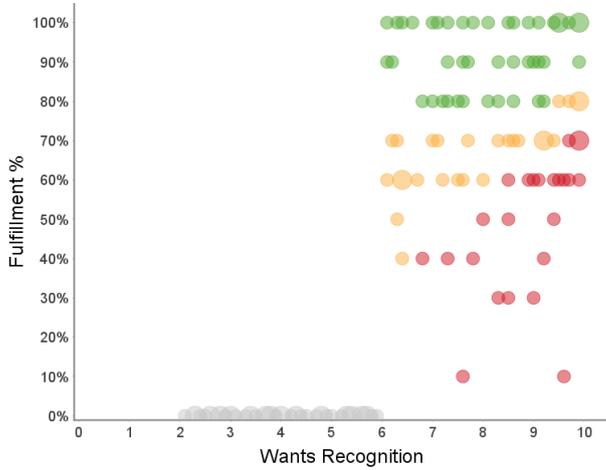


Wants Appreciation & Warmth / empathy



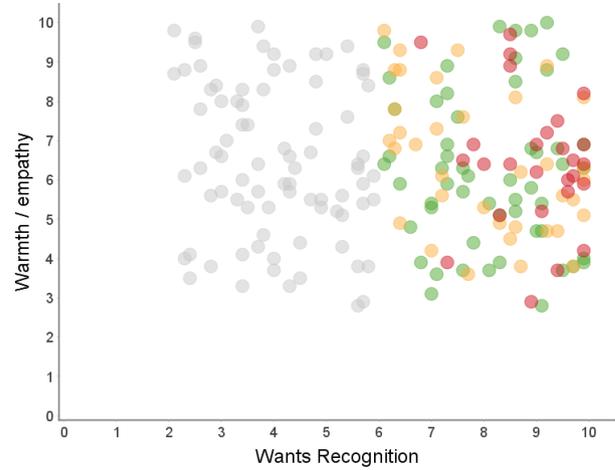
KEY ● Discussion is urgently needed ● Discussion may be needed ● Discussion probably not needed
 ● Low expectation - no action needed ● Fulfillment section skipped ● Fulfillment section not completed
 Larger dot indicates multiple people

Fulfillment Levels for Wants Recognition



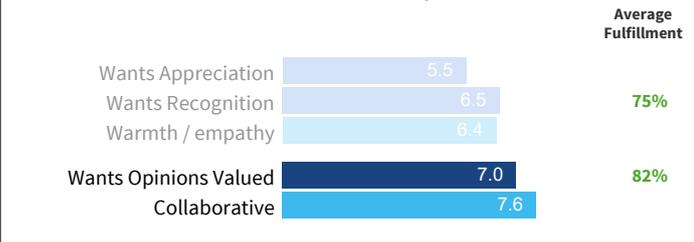
Distribution ● n=27 ● n=36 ● n=55 ● n=82 ● n=0 ● n=0

Wants Recognition & Warmth / empathy



Distribution ● n=27 ● n=36 ● n=55 ● n=82

Wants Opinions Valued Expectations



Wants Opinions Valued: The desire to have an employer who listens and gives importance to one's views

Collaborative: The tendency to collaborate with others when making decisions

Tendencies for Wants Opinions Valued

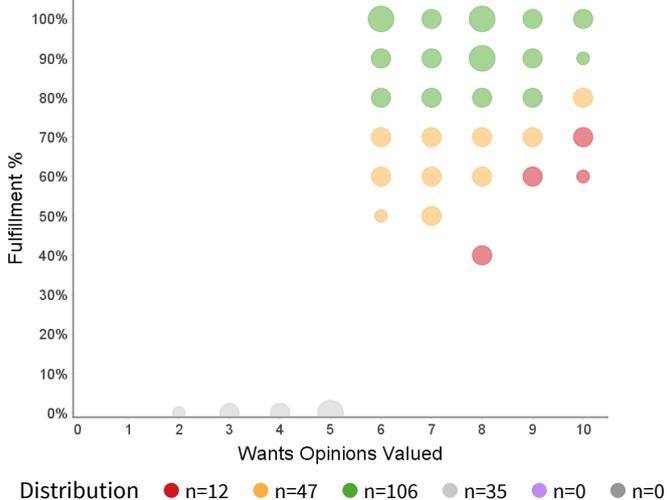
This group considers it to be reasonably important for others to consider and value their opinions. Therefore, it is reasonably important that management listens to, acknowledges, and encourages their opinions. This group believes this expectation is possible to be fulfilled with his/her existing employer. There is little or no gap between the expectation and level of expected fulfillment. Therefore, it is probably not necessary to discuss this topic or create a related plan. This group has a strong tendency to be collaborative with regards to making decisions. This is likely to cause others to reciprocate by being more receptive to and encouraging of their opinions.

KEY

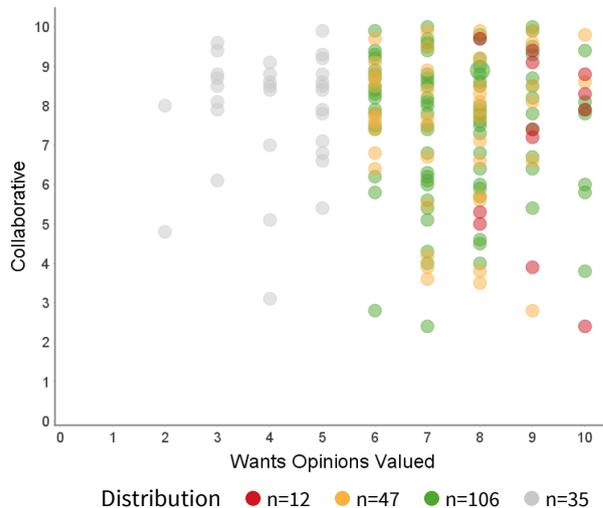
- Discussion is urgently needed
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Fulfillment Levels for Wants Opinions Valued



Wants Opinions Valued & Collaborative



Remuneration Expectations

This section analyzes employee expectations related to remuneration. The scores related to Wants High Pay and Wants Quick Pay Increases are compared to this group's level of self-motivation. Wants High Pay indicates the importance given to earning high pay levels, while Wants Quick Pay Increases indicates how quickly it is desired. This section also shows the person's level of fulfillment for each expectation.

Wants High Pay Expectations



Wants High Pay: The desire to earn greater remuneration

Wants Quick Pay Increases: The desire to have an employer who offers relatively frequent pay increases

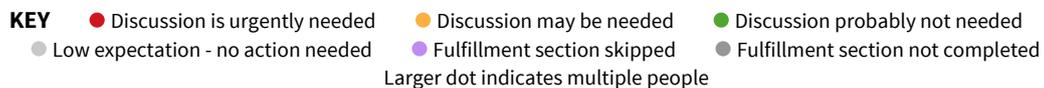
Self-Motivated: The drive to achieve including taking initiative, wanting challenge, and being enthusiastic about goals

Tendencies for Wants High Pay

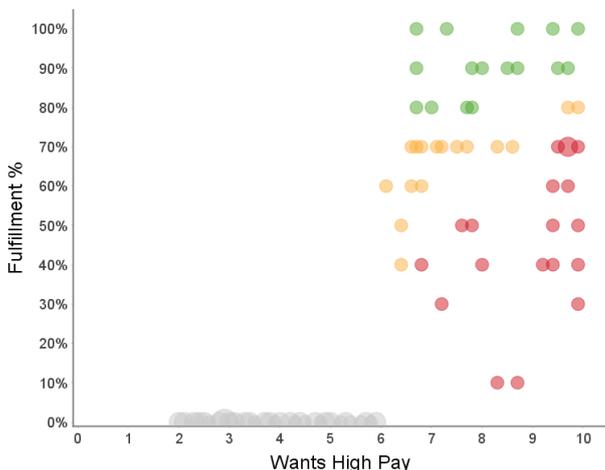
This group considers earning higher pay levels to be only moderately important and thus, it is only moderately important to carefully explain how higher pay can be achieved.

This group considers quick pay increases to be unimportant. Consequently, this group is probably not going to be too impatient about achieving higher pay.

This group has a strong tendency to be self-motivated independent of consideration about remuneration.

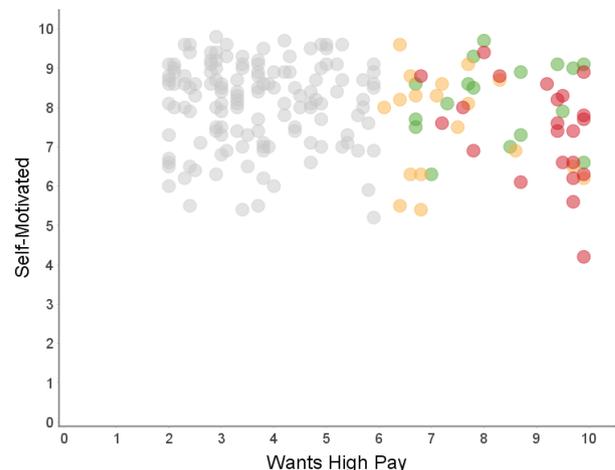


Fulfillment Levels for Wants High Pay



Distribution ● n=22 ● n=18 ● n=17 ● n=143 ● n=0 ● n=0

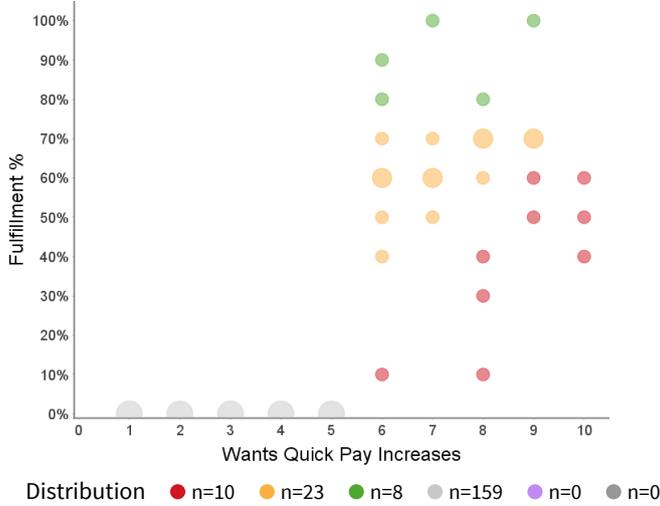
Wants High Pay & Self-Motivated



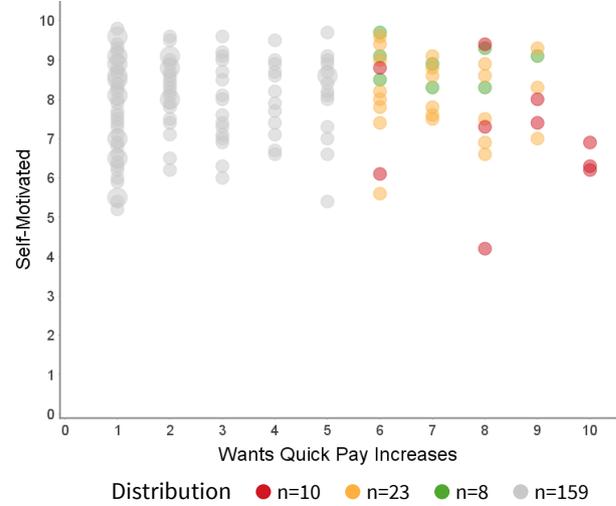
Distribution ● n=22 ● n=18 ● n=17 ● n=143

KEY ● Discussion is urgently needed ● Discussion may be needed ● Discussion probably not needed
 ● Low expectation - no action needed ● Fulfillment section skipped ● Fulfillment section not completed
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Fulfillment Levels for Wants Quick Pay Increases



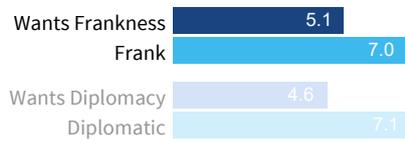
Wants Quick Pay Increases & Self-Motivated



Communication Expectations

This section analyzes communication expectations related to frankness and diplomacy. The scores on Wants Frankness, Wants Diplomacy, Frank and Diplomatic are compared to each other in a variety of ways to better understand expectations and behaviors related to communication. This section also shows the person's level of fulfillment for each expectation.

Wants Frankness Expectations

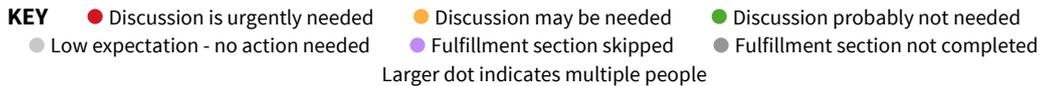


Wants Frankness: The desire for others to be direct, straightforward, and to the point

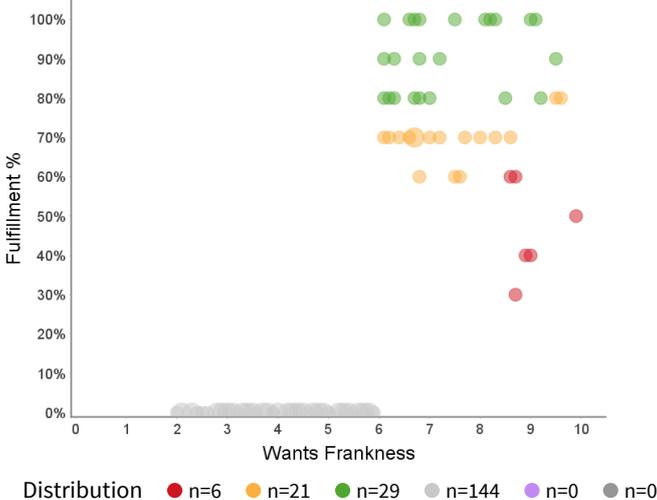
Frank: The tendency to be straightforward, direct, to the point, and forthright

Tendencies for Wants Frankness

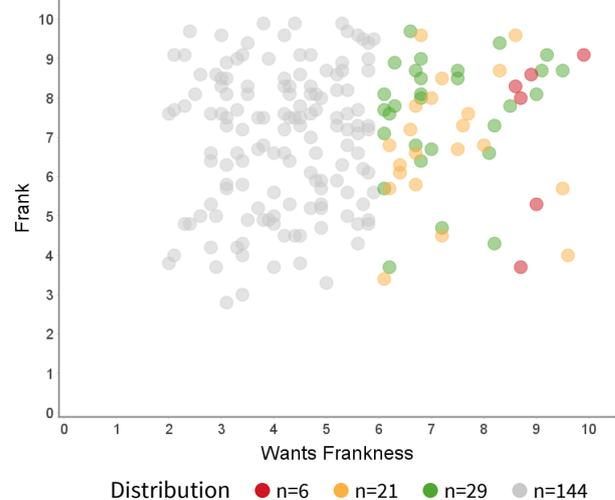
This group has only a moderate desire for others to communicate in a frank and straightforward manner, including when giving feedback. This group has a reasonable tendency to be frank when communicating.



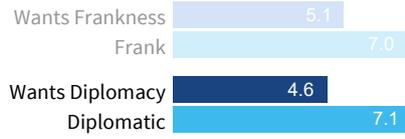
Fulfillment Levels for Wants Frankness



Wants Frankness & Frank



Wants Diplomacy Expectations



Wants Diplomacy: The desire for others to be tactful

Diplomatic: The tendency to state things in a tactful manner

Tendencies for Wants Diplomacy

This group has only a moderate desire for others to be diplomatic during discussions and when giving feedback. This group has a reasonable tendency to be diplomatic when communicating.

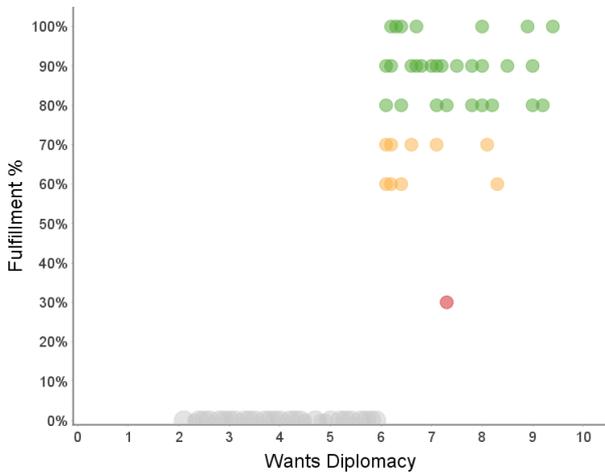
This group is willing to receive communication any way it is presented and is not concerned if someone is a little blunt or a little evasive.

KEY

- Discussion is urgently needed
- Discussion may be needed
- Discussion probably not needed
- Low expectation - no action needed
- Fulfillment section skipped
- Fulfillment section not completed

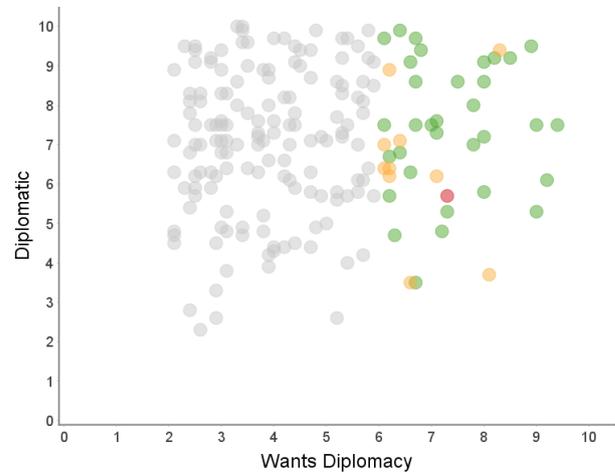
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Fulfillment Levels for Wants Diplomacy



Distribution ● n=1 ● n=10 ● n=34 ● n=155 ● n=0 ● n=0

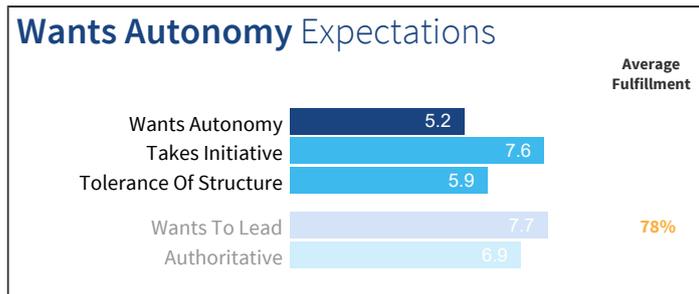
Wants Diplomacy & Diplomatic



Distribution ● n=1 ● n=10 ● n=34 ● n=155

Authority Expectations

This section analyzes issues related to authority including the relationship between the desire for autonomy and the level of initiative, the relationship between the desire to lead and the willingness to make decisions, and how one responds to structure. This section also shows the person's level of fulfillment for each expectation.



Wants Autonomy: The desire to have freedom or independence from authority

Takes Initiative: The tendency to perceive what is necessary to be accomplished and to proceed on one's own

Tolerance Of Structure: The tolerance of following rules, schedules, and procedures created by someone else

Tendencies for Wants Autonomy

This group has only a moderate desire to work autonomously. It is important to consider this desire related to the amount of autonomy required or given related to the job. It is also important to consider the tendency to take initiative related to the desire for autonomy.

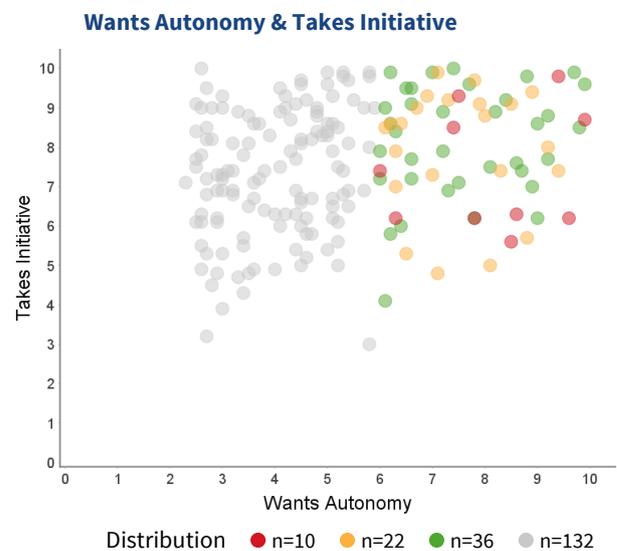
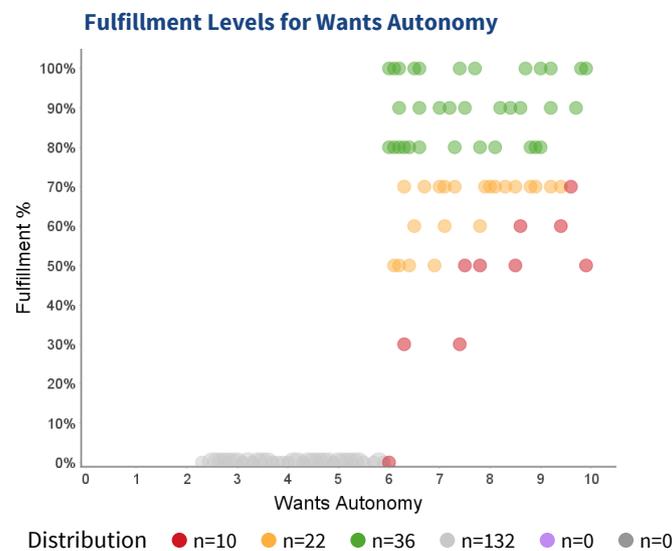
This group has a strong tendency to take initiative and therefore, this group has sufficient initiative for the amount of autonomy desired. They will have greater motivation if given opportunities to take initiative. Assuming this group has the necessary experience and skills, give opportunities for initiative wherever possible and carefully explain the initiative that can and cannot be taken.

This group tends to be moderately willing to accept a great deal of structure placed on them by the organization.

KEY

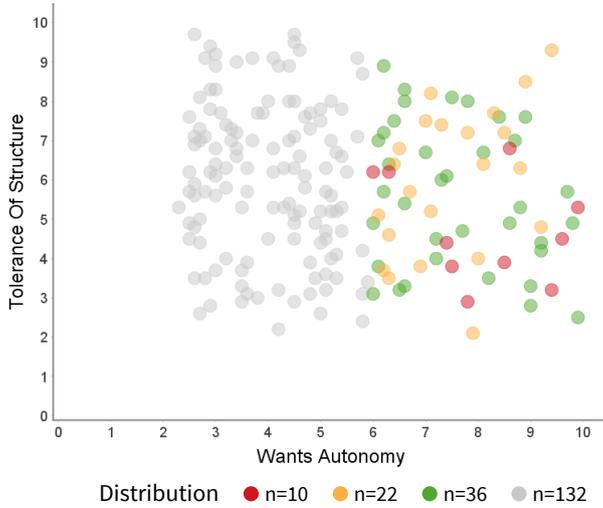
- Discussion is urgently needed
- Discussion may be needed
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- Fulfillment section not completed

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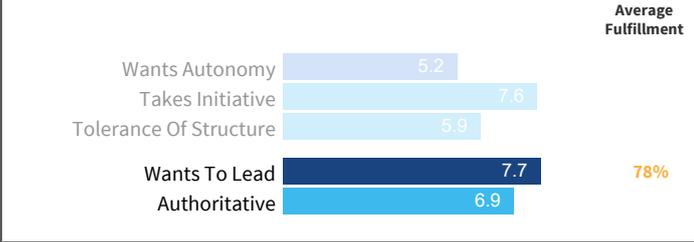


KEY ● Discussion is urgently needed ● Discussion may be needed ● Discussion probably not needed
 ● Low expectation - no action needed ● Fulfillment section skipped ● Fulfillment section not completed
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Wants Autonomy & Tolerance Of Structure



Wants To Lead Expectations



Wants To Lead: The desire to be in a position to direct or guide others

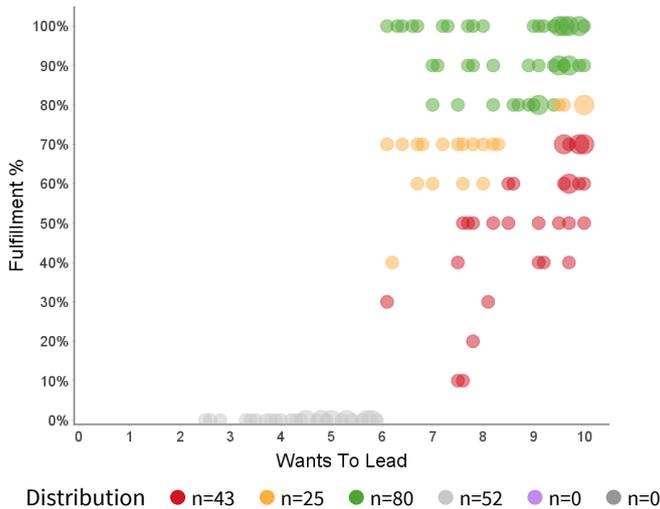
Authoritative: The desire for decision-making authority and the willingness to accept decision-making responsibility

Tendencies for Wants To Lead

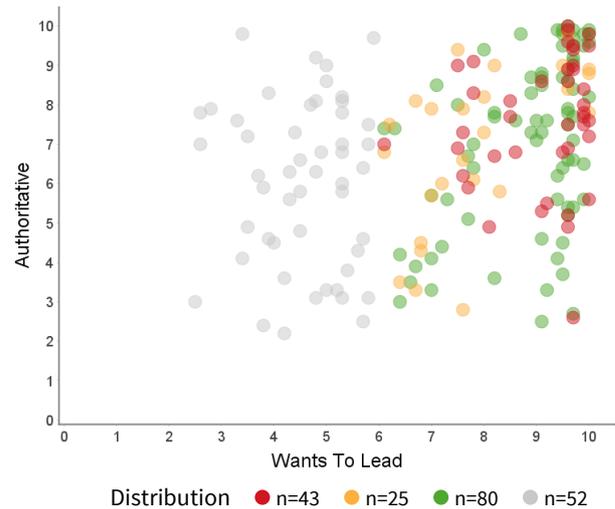
This group has a strong desire to take a leadership role. This group believes this expectation is moderately likely to be fulfilled with his/her existing employer. There is a reasonable gap between the expectation and level of expected fulfillment. It is recommended to discuss this topic and possibly create a plan for resolution. This group tends to be reasonably willing to accept decision-making authority. Management needs to delegate decision-making opportunities to them whenever warranted.

- KEY**
- Discussion is urgently needed
 - Discussion may be needed
 - Discussion probably not needed
 - Low expectation - no action needed
 - Fulfillment section skipped
 - Fulfillment section not completed
- Larger dot indicates multiple people

Fulfillment Levels for Wants To Lead



Wants To Lead & Authoritative



Personal Expectations

This section analyzes various issues related to personal expectations including the desire to be informed, the importance of working for a leader perceived to be capable, the desire for personal help from an employer, and the importance given to having a stable job. It includes guidelines on how to manage strong expectations in those areas. This section also shows the person's level of fulfillment for each expectation.

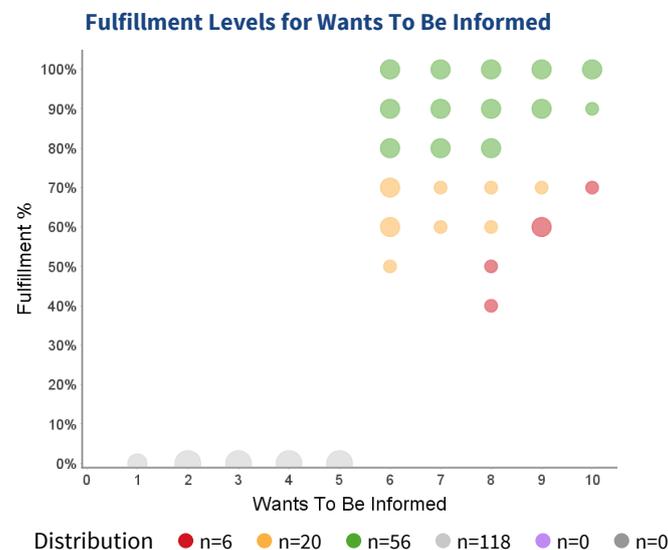


Wants To Be Informed: The desire to have an employer who freely shares information related to one's work or job

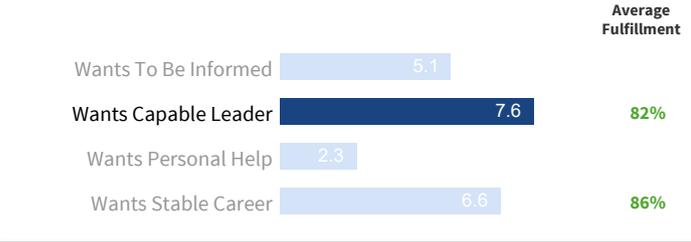
Tendencies for Wants To Be Informed

This group has only a moderate desire to be informed related to company information.

- KEY**
- Discussion is urgently needed
 - Discussion may be needed
 - Discussion probably not needed
 - Low expectation - no action needed
 - Fulfillment section skipped
 - Fulfillment section not completed
- Larger dot indicates multiple people



Wants Capable Leader Expectations



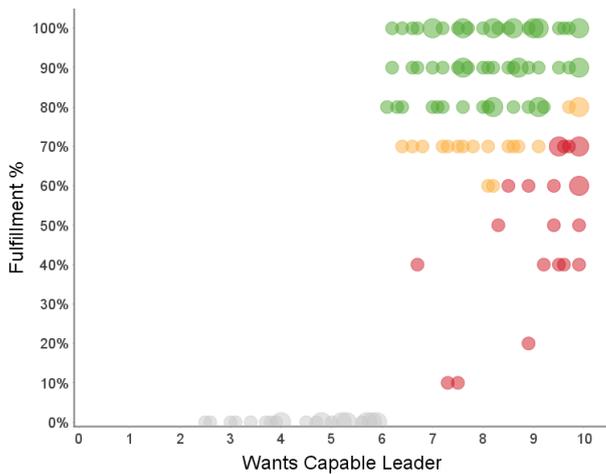
Wants Capable Leader: The desire to have a leader one perceives to be capable

Tendencies for Wants Capable Leader

Working for a capable leader is important to them. It is important that this group matches up well with the manager in order to have successful employment. This group believes this expectation is moderately likely to be fulfilled with his/her existing employer. There is little or no gap between the expectation and level of expected fulfillment. Therefore, it is probably not necessary to discuss this topic or create a related plan.

- KEY**
- Discussion is urgently needed
 - Discussion may be needed
 - Discussion probably not needed
 - Low expectation - no action needed
 - Fulfillment section skipped
 - Fulfillment section not completed
- Larger dot indicates multiple people

Fulfillment Levels for Wants Capable Leader



Distribution ● n=31 ● n=22 ● n=102 ● n=45 ● n=0 ● n=0

Wants Personal Help Expectations



Wants Personal Help: The desire to receive some form of employer support related to one's personal difficulties

Tendencies for Wants Personal Help

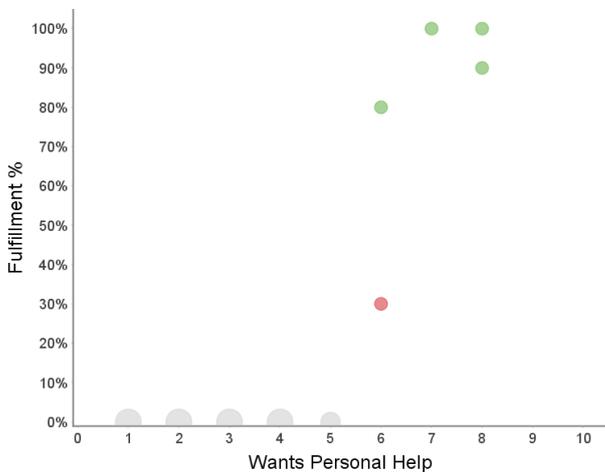
This group considers receiving personal help from the employer to be very unimportant.

KEY

- Discussion is urgently needed
- Discussion may be needed
- Discussion probably not needed
- Low expectation - no action needed
- Fulfillment section skipped
- Fulfillment section not completed

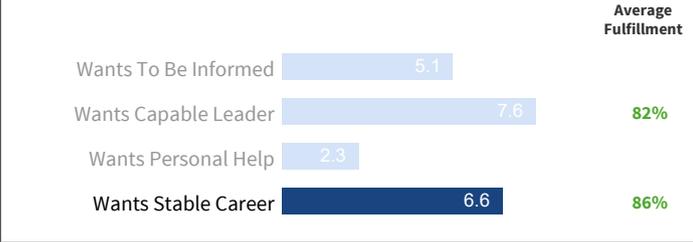
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Fulfillment Levels for Wants Personal Help



Distribution ● n=1 ● n=0 ● n=4 ● n=195 ● n=0 ● n=0

Wants Stable Career Expectations



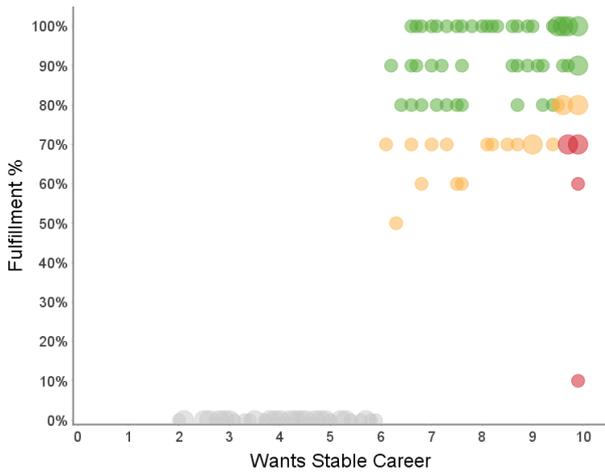
Wants Stable Career: The desire for long-term or permanent employment

Tendencies for Wants Stable Career

This group considers having a stable career to be reasonably important. If there is job stability, it is important to convincingly share the reasons for that stability. This group believes this expectation is only moderately likely to be fulfilled with his/her existing employer. There is little or no gap between the expectation and level of expected fulfillment. Therefore, it is probably not necessary to discuss this topic or create a related plan.

- KEY**
- Discussion is urgently needed
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 - Low expectation - no action needed
 - Fulfillment section skipped
 - Fulfillment section not completed
- Larger dot indicates multiple people

Fulfillment Levels for Wants Stable Career



Distribution ● n=12 ● n=23 ● n=74 ● n=91 ● n=0 ● n=0

Social Expectations

This section analyzes the desire for social opportunities at work in relationship to introversion and extroversion. It includes guidelines for managing strong social expectations. This section also shows the person's level of fulfillment for each expectation.

Wants Social Opportunities Expectations



Wants Social Opportunities: The desire to have a workplace that enables one to meet and interact with others

Outgoing: The tendency to be socially extroverted and the enjoyment of meeting new people

Tendencies for Wants Social Opportunities

This group has only a moderate desire to have social opportunities related to work.

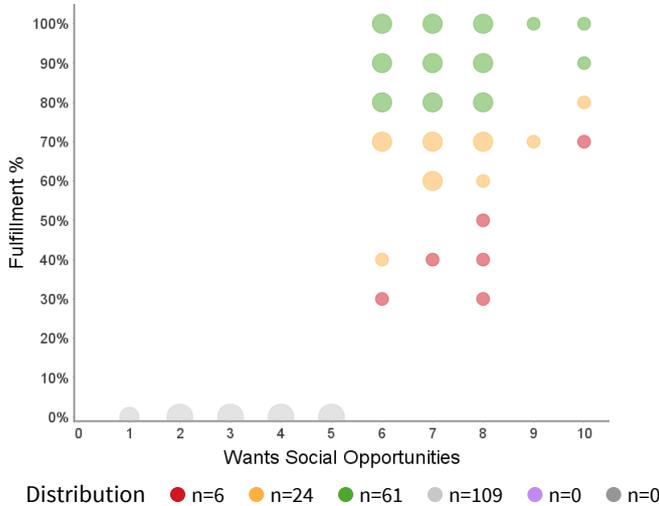
This group has a reasonable tendency to be outgoing. Since this group tends to be outgoing, you probably only need to organize some employee social events to help fulfill this desire.

KEY

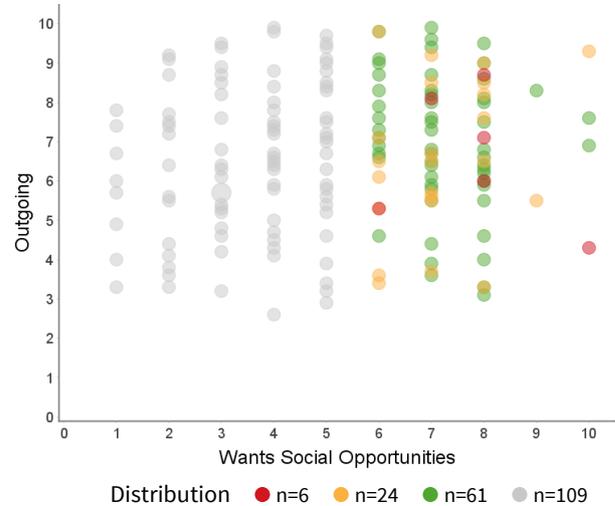
- Discussion is urgently needed
- Discussion may be needed
- Discussion probably not needed
- Low expectation - no action needed
- Fulfillment section skipped
- Fulfillment section not completed

Larger dot indicates multiple people

Fulfillment Levels for Wants Social Opportunities



Wants Social Opportunities & Outgoing



Work Life Balance Expectations

This section analyzes issues related to the desire for work life balance related to stress management and levels of stress. It also examines expectations for flexible work time and tolerance related to tight schedules and deadlines. This section also shows the person's level of fulfillment for each expectation.

Wants Work/Life Balance Expectations



Wants Work/Life Balance: The desire to have sufficient time away from work for rest, enjoyment, or family

Relaxed: The tendency to feel at ease or calm while working

Manages Stress Well: The tendency to deal effectively with strain and difficulty when it occurs

Pressure Tolerance: The level of comfort related to working under deadlines and busy schedules

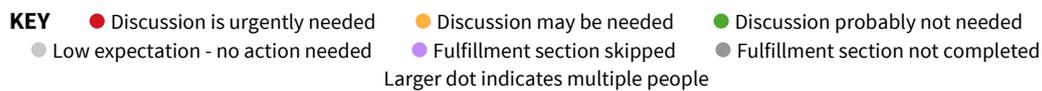
Tendencies for Wants Work/Life Balance

This group considers having work-life balance to be only moderately important.

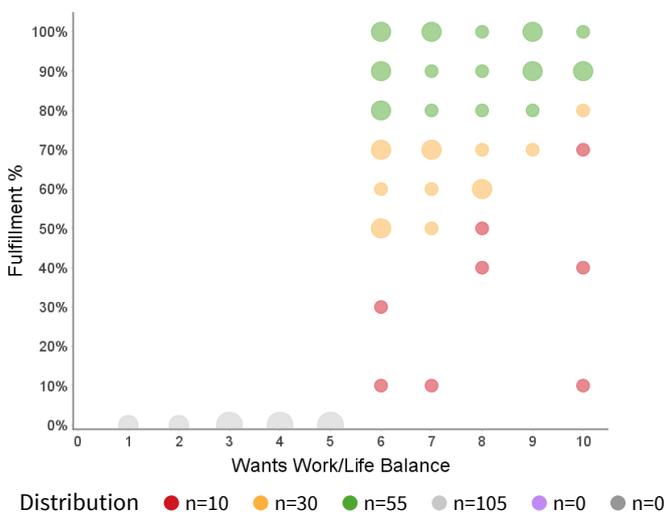
This group has a tendency to be only moderately relaxed and easy going.

This group tends to be moderately effective managing stress when it occurs.

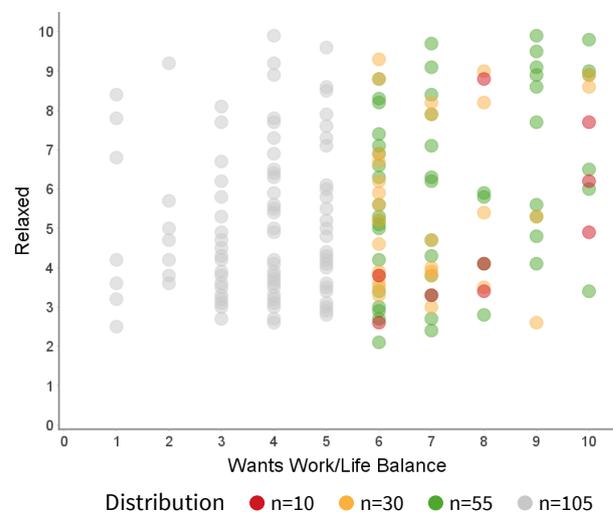
This group tends to be moderately willing to deal with the pressure of tight schedules and deadlines. Discuss the schedules and deadline pressures and determine if any are unreasonable or unwarranted.



Fulfillment Levels for Wants Work/Life Balance

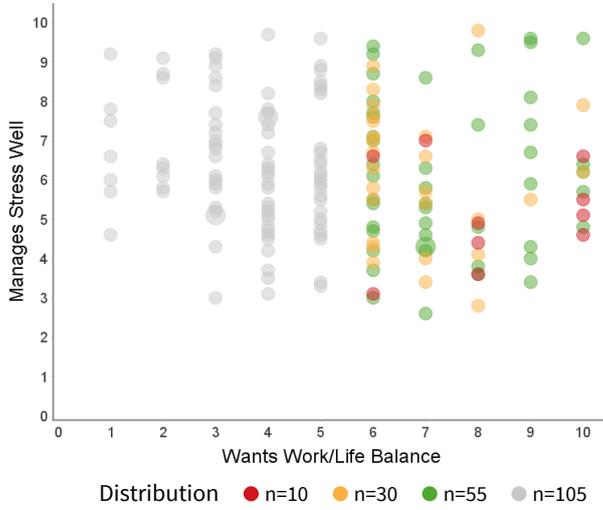


Wants Work/Life Balance & Relaxed

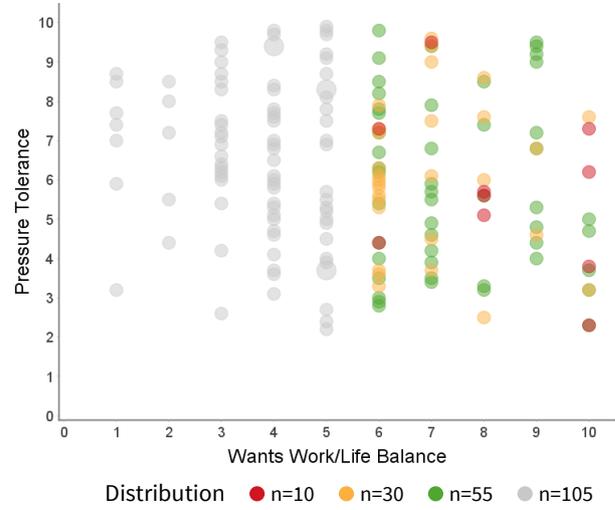


KEY ● Discussion is urgently needed ● Discussion may be needed ● Discussion probably not needed
 ● Low expectation - no action needed ● Fulfillment section skipped ● Fulfillment section not completed
 Larger dot indicates multiple people

Wants Work/Life Balance & Manages Stress Well



Wants Work/Life Balance & Pressure Tolerance



Wants Flexible Work Time Expectations



Wants Flexible Work Time: The desire to have flexible working hours or holiday schedules

Tendencies for Wants Flexible Work Time

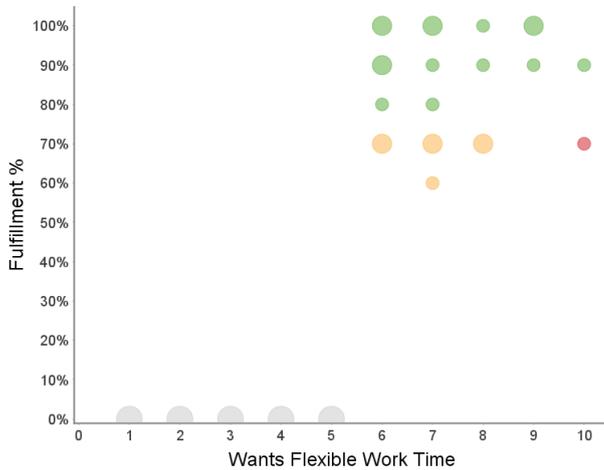
This group considers having flexible work time to be reasonably unimportant.

KEY

- Discussion is urgently needed
- Discussion may be needed
- Discussion probably not needed
- Low expectation - no action needed
- Fulfillment section skipped
- Fulfillment section not completed

Larger dot indicates multiple people

Fulfillment Levels for Wants Flexible Work Time



Distribution ● n=1 ● n=13 ● n=32 ● n=154 ● n=0 ● n=0

Employees in this group:

Andy Kanda	Porntip Somchai	Suchart Ponti
Elin Kentarō	Yuina Jarod	Magnolia Jian
Gerry Albin	Anastasios Antonia	Sheldon Crystal
Addy Earlene	Levi Erland	Lars Katsuro
Ruaraidh Hendrika	Darryl Titus	Forbes Aodh
Cherie Emery	Roswell Wilbur	Isobel Neela
Adam Andreas	Kevin Madhukar	Yan Clinton
Jarrood Sieuwerd	Tate Elvira	Corbin Venkata
Seok Sarala	Larry Jade	Ruby Naja
Sven Manu	Hadewych Dorothea	Quirine Ping
Kohaku Jagadish	Iris Seo-Hyun	Si-Woo Dane
Radhika Kasey	Rosalind Oliver	Daisy Kresten
Randolph Hoyt	Suchart Sunan	Quintin Patricia
Clive Ryouta	Kenton Normand	Sachiko Ione
Elliott Troy	Dudley Colbert	Lydia Velvet
June Arlene	Melody Vonda	Geraldine Narendra
Peter Lawrence	Jillian David	Nolan Rhona
Fuyuko Suzanne	Anna Irvin	Nirupama Mahesh
Ora Lavanya	Brandy Monroe	Elmer Miu
Jasmine Ishbel	Kathy Brock	Virginia Shiori
Anna Dixon	Yū Odell	Natalie Bennett
Norton Yong	Stefani Catherine	Bran Tafadzwa
Matia Neophytos	Eldon Garfield	Midori Carmel
Abner Shu	Sanjit Cleveland	Varsha Artair
Luke Niles	Grant Lochan	Roseanne Kristopher

Amanda Horațiu

Nobuko Namrata

Priyanka Mila

Hedvig Kjellfrid

Ronald Yngvi

Elmer Presley

Martzel Andraž

Benvenuto Swati

Andriana Clarisse

Bennie Curry

Josue Mckinney

Connie Reed

Garland Lamb

Joyce Lopez

Dewayne Kirk

Avery Donovan

Kenya Mcfarland

Alec Leonard

Sang Sanchez

Lynwood Woods

Lora Dennis

Rufus Norman

Hollis Farley

Malinda Norris

Marie Bean

Brandi Roch

Grace Beatrice

George Bradley

Morgen Vinicius

Tomas Simona

Christen Uzzi

Dipak Antonio

Agi Sipho

Birgit Kleopatros

Lacy Terrell

Desmond Holland

Carter Hartman

Malcom Aguirre

Anna Shannon

Antione Montgomery

Chas Holmes

Stewart Keller

Yesenia Mills

Gaston Nixon

Shelby May

Gary Loy

Esmeralda Miranda

Celeste Foley

Jami Morrow

Reba Reilly

Mohammad Lewis

Nellie Herrera

Lucia Daria

Jasmin Patience

Petter Slavěna

Adela Olga

Maria Nahid

Luka Jacinthe

Randy Yuliya

Yuliana Kaja

Britt Lee

Moshe Ashley

Victor Cummings

Oliver Lara

Bryon Gonzalez

Zachery Petersen

Laurel Wilkins

Marla Snowden

Abram Hendrix

Giorgia Vaughan

Josie Kramer

Jayanti Kamala

Reginald Peters

Tanisha Bray

Diane Sparks

Gretchen Heidemarie

Axel Werner

Robt Bird

Theodore Roy

Lucille Hudson

Trudie Alexander

Young-Sook Mi-Suk

Riko Yuzuki

Wolfgang Engelbert

Govinda Shahrukh

Magda Darinka

Xinyi Min

Lin Yang

Susanne Haskell

Terry Reedy

Tatyana Fagan

Laurissa Dexter

Hildebrandt Singer

Rita Newkirk

Bobbie Shepard

Helen Lochlann

Jean-François Remington

Ratree Klahan

Yori Hikari

Anand Gurpreet

Aarti Savitri

Bo Cheng

Mei Zhen

Jill Fong

Bhoja Weiss

Irvin Bannister

Irina Crow

Irena Vidal

Eileene Stitt

Emilio Tabor

Minerva Dixon

Lloyd Ben

Thaksin Prasert

Byung-Ho Sung

Gerold Alfred

Akhila Sumit

Alen Koraljka

Ling Yaling

Cameron Solano

Dennise Akins

Daryl Whitmire

Vicente Irving

Opal Riley

Darvin Paine

Marila Maness