

Welcome to Your Reports!

2020 Best Places to Work in Greater Louisville

YOUR SCORE

89.54

By participating in the Best Places to Work program, you are demonstrating your commitment to employee engagement and creating an advantage over your competition.

This program measures a wide range of research-validated workplace factors that impact employee engagement and satisfaction. Best Places to Work foster a workplace where employees willingly go above and beyond in their work, advocate for the organization and intend to stay into the future.

This year, 57 of your employees completed the survey. The average of their responses creates your organization's Best Place to Work score. Scores can range from 0-100 with 100 being the best possible score.



47

HIGHLY ENGAGED EMPLOYEES

82.46% OF YOUR PEOPLE

Your People

Highly Engaged

Highly Favorable, Advocate, Intend To Stay, High Discretionary Effort

7

MODERATELY ENGAGED EMPLOYEES

12.28% OF YOUR PEOPLE

Disengaged

Negative, Lack Commitment, Impact Productivity Of Others

Moderately Engaged

Moderately Favorable, Held Back, Opportunity For Increased Performance

Barely Engaged

Indifferent, Lack Motivation, At-Risk For Retention

0

DISENGAGED EMPLOYEES

0% OF YOUR PEOPLE

3

BARELY ENGAGED EMPLOYEES

5.26% OF YOUR PEOPLE

For your information

The top scoring Best Places to Work have created a workplace where 97% of employees are engaged.

Can you hear me?

Employees were invited to provide optional responses to several open-ended questions during the survey. Your employees shared 105 comments. Here is a random sampling of their responses:

Each year I feel more and more that I am part of a family at my job. I feel that the people I work with on a regular basis are all team members willing to help each other out. I think that we all work very well together during tax season to make sure projects are moving, everyone is doing okay, and that we have the ability to say honestly if our workload is too much. I think the people I work with focus on quality of work (not just quantity of output), and that we try every year to improve our skills and make sure we offer clients the best possible service.

I believe DMLO cares about more than the numbers; the things that are important to me are also valued by firm leadership and co-workers. My professional role is more than a job or career - it adds purpose and meaning to my life. The control over my time provided by our culture of flexibility is priceless, and is the only way I am able to meet the many commitments that I have outside of work. I feel my voice is heard, and that I am appreciated, and those are critical to my job satisfaction.



DMLO is a great place to work that offers tremendous flexibility, which is something I truly value. They value employees and their families. A question I often see on surveys asks something like "Do you have friends at work?" The people we work with and work for make an enormous difference. DMLO hires outstanding employees that not only value the job they are doing, but they are good citizens and excellent co-workers who make coming to work each day more enjoyable.

My time at DMLO has been great. Senior leadership makes me feel as if I am a valued employee of the company. If hardships arise, I can count on my immediate coworkers and others in the organization to provide assistance. There are many opportunities for advancement and avenues to success. I feel that DMLO does well in encouraging its staff to not only be strong professionals, but also better people. Client service is number one.



Working at DMLO is like working with family. It doesn't matter how long someone has been employed at the firm or what title they may hold, each person is treated with the same level of respect. DMLO has a truly inclusive workplace culture that makes their employees feel appreciated and comfortable to participate in idea sharing, enabling their employees to thrive in their professional careers.



Inside the Numbers

Ensuring that employees feel they have access to learning and development opportunities is vital to an engaged workplace.

Understanding how various groups within your workforce perceive development opportunities can reveal powerful insights. For example, this is the percentage of your male and female employees who agreed with one important survey item.

I see professional growth and career development opportunities for myself in this organization.

90%

of men agree

92%

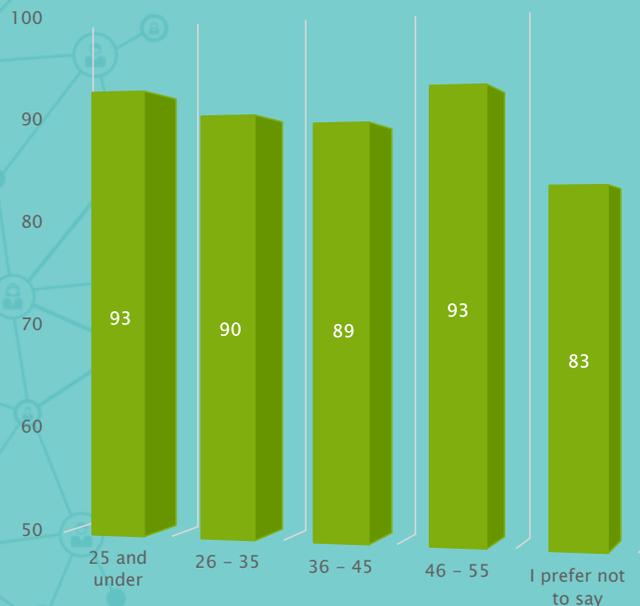
of women agree



Generations in your Workplace

Is DMLO CPAs's culture one that works better for the younger employees who are just beginning their career? Or do you unintentionally cater to a more mature workforce?

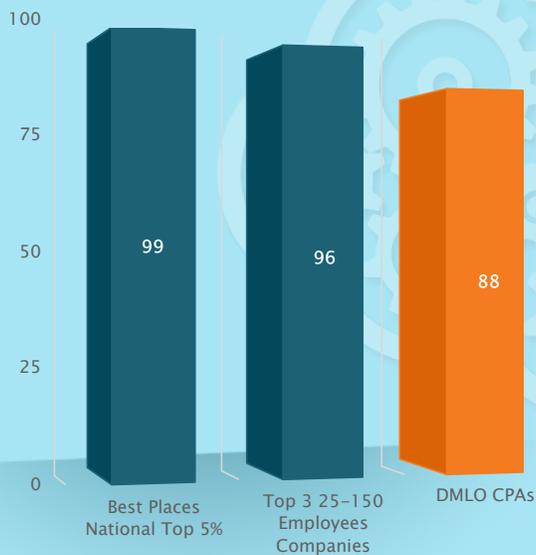
Comparing the engagement levels of employees by age group may highlight that your workplace is working better for some than others. Best Places to Work are diligent about fostering a culture that works for all employees.



What word best describes your work environment?

Flexible

TOP WORD AT DMLO CPAs



Knowing What Matters

When employees feel valued by their organization, they are far more likely to be engaged. Year after year, this single factor proves to be one of the largest drivers of employee engagement. How did **DMLO CPAs** stack up?

The senior leaders of the organization value people as their most important resource.

Now What?

Below is one recommendation you can leverage to make your workplace better. Note: Our upgraded reports will provide additional recommendations based on your item scores.

Make recognition more personal.

Encourage leaders and managers to ask each of their direct reports: "How best do you like to be recognized?" Allow managers to spend a certain portion of their budget on items or activities to recognize employees for outstanding work.

Questions? Comments? We're here to help!

✉ Email us at bestplaces@quantumworkplace.com

☎ Call us at 1-888-415-8302
