

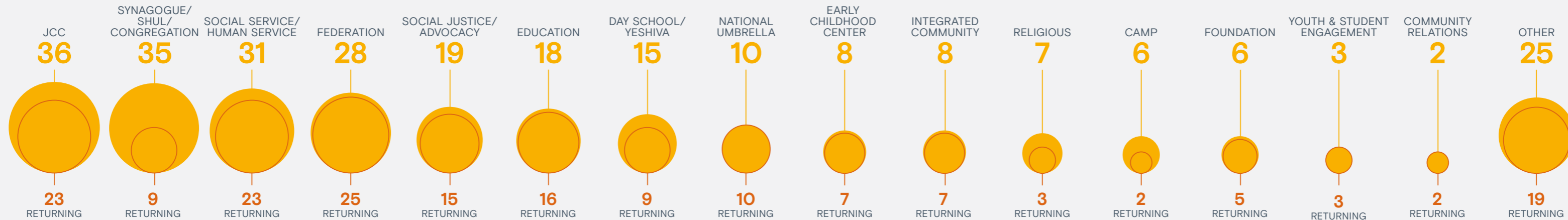
# Demographics: Organizations



# Organization Types

Leaders or administrators of each participating organization selected which of the following list of organization types best matched their organization. (Some organizations might fit into more than one category, but each organization appears in only one category below, based on that organization's self-selection.)

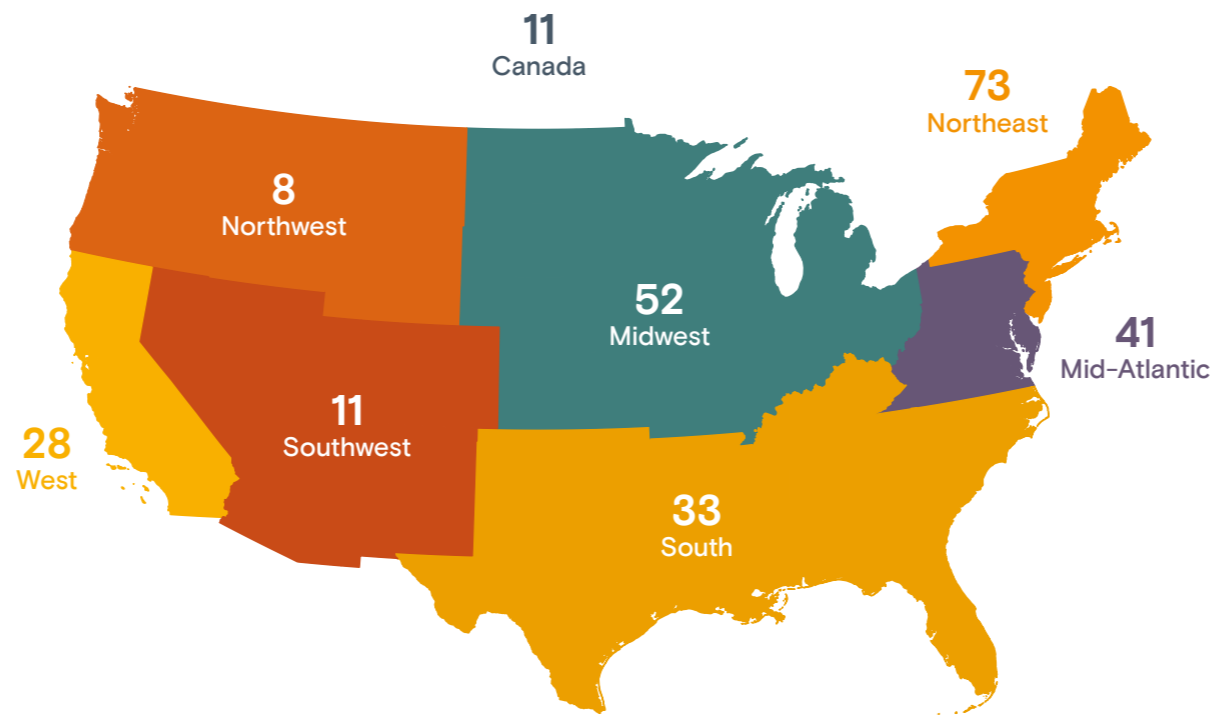
The other category includes organizations that cannot fit the rest of the categories. Organizations such as Leading Edge, media organizations, special interest organizations, and more.



# Organization Geography

## Where They're Based

While the organizations taking the Employee Experience Survey are all based in the U.S. or Canada, some employees live and work in other countries as well. This year, some employees responded from Israel and Poland. Regardless of location, employees can also take the survey in five languages: English, Spanish, French Canadian, Hebrew, and Russian.

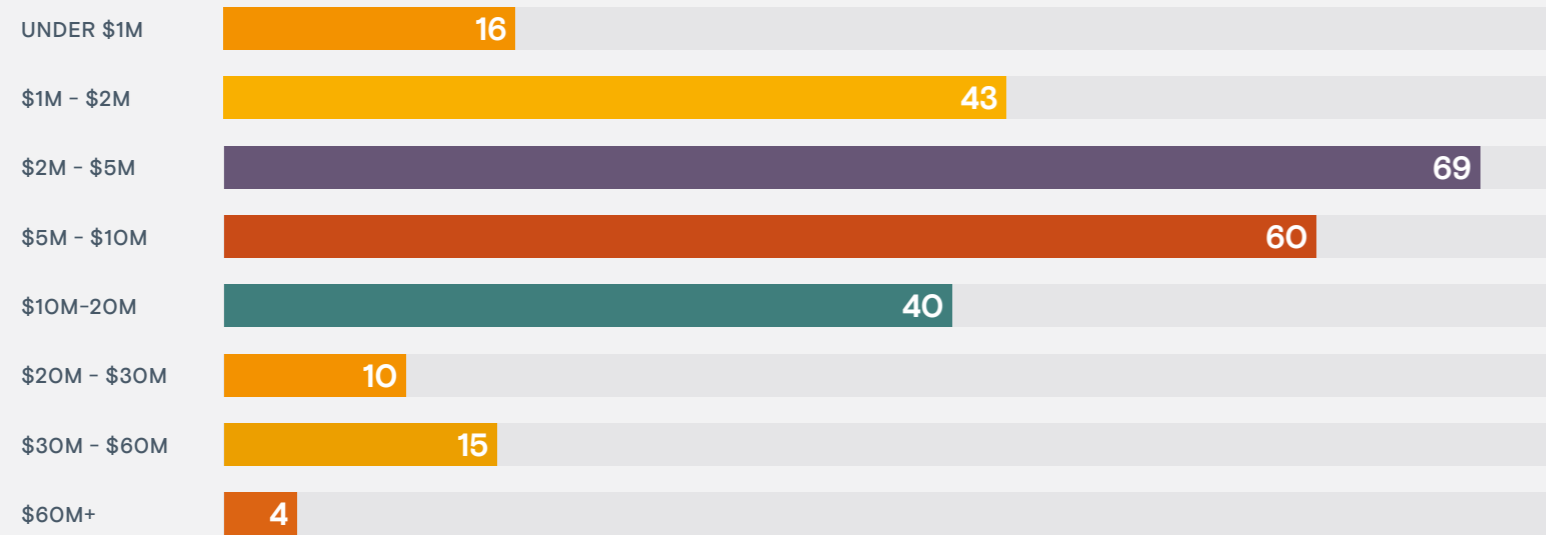


## Where They Do Their Work



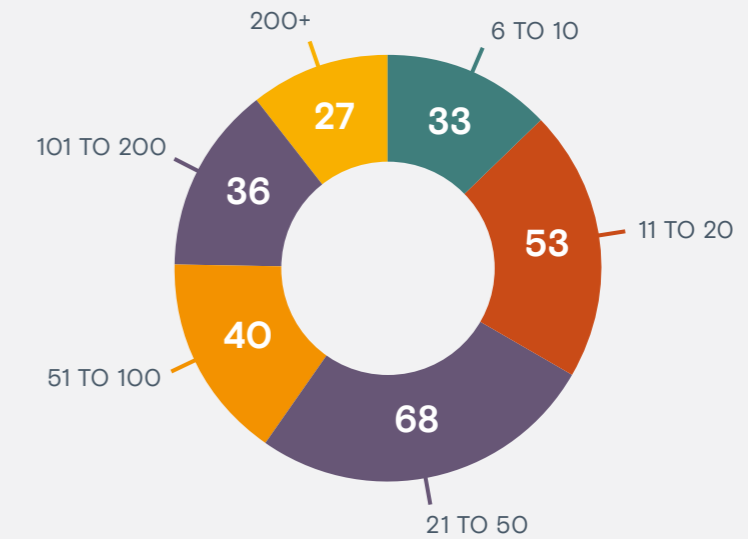
# Organization Size

Budget sizes in organizations surveyed



Overall, organizations taking the Employee Experience Survey have combined operating budgets totaling **\$2.5 billion.**

Team sizes in organizations surveyed



## Key Insight

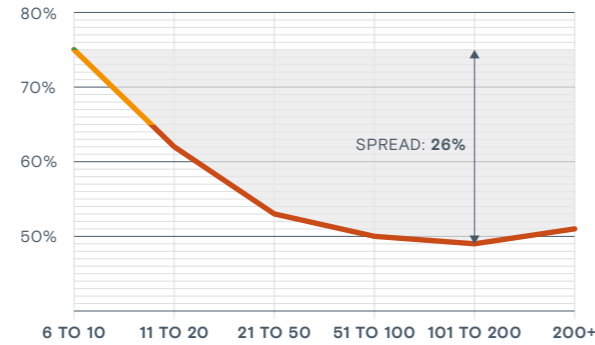
### Employees tend to have more favorable experiences at organizations with smaller teams (20 people or fewer)

This pattern recurs to various degrees across many factors and survey questions, but the questions with the starkest differences by team size are those having to do with communication and collaboration, as well as leadership being attentive and responsive to employees and their well-being and feedback.

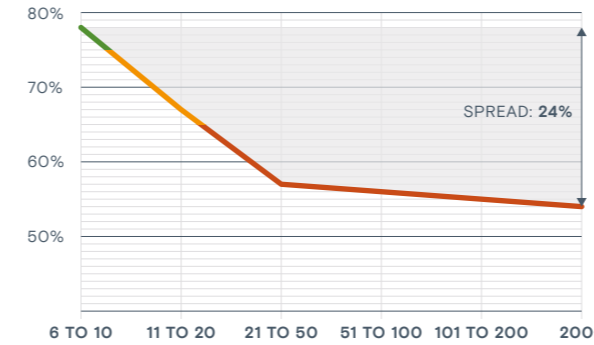
This pattern is the mirror image of the pattern for CEO experience revealed by the [2022 CEO Survey](#); for the topmost professionals of mostly the same organizations, those leading larger organizations are more likely to report favorable experiences.

The following are survey questions for which employees working in the smallest team sizes report favorability scores **20+ percentage points** above those working at the largest:

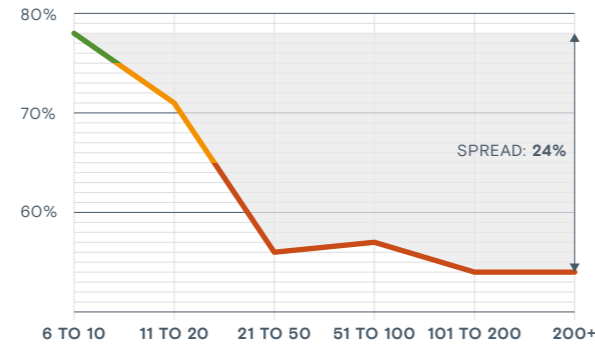
**COLLABORATION**  
 There is good collaboration between teams/departments in my organization



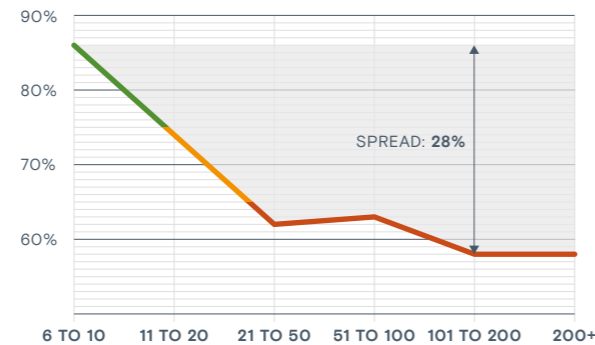
**COLLABORATION**  
 My team receives high-quality support from other parts of the organization



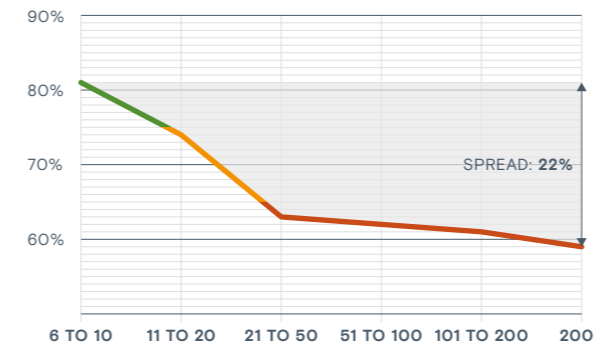
**ORGANIZATIONAL ALIGNMENT**  
 At my organization there is open and honest two-way communication  
**TOP-5 ENGAGEMENT DRIVER**



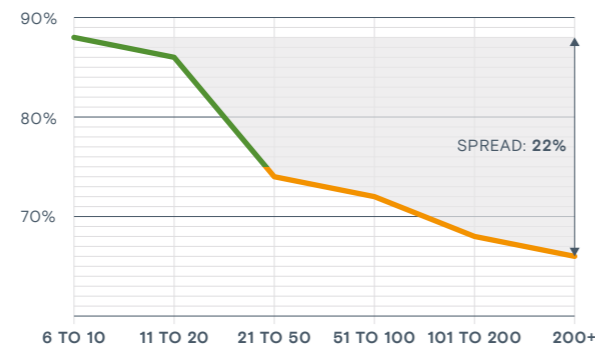
**PROFESSIONAL LEADERSHIP**  
 Our leaders generally communicate openly and honestly with employees



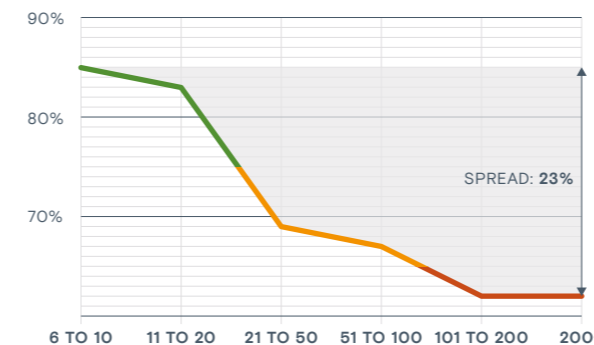
**PROFESSIONAL LEADERSHIP**  
 I believe leaders will support the organization in taking action as a result of this survey



**WELL-BEING**  
 My organization demonstrates care and concern for its employees  
**TOP-5 ENGAGEMENT DRIVER**



**WELL-BEING**  
 I believe employee well-being is a priority at my organization  
**TOP-5 ENGAGEMENT DRIVER**  
**TOP-5 RETENTION DRIVER**



**Internal communication is the main issue**

Most of the questions listed above are about communication. Even the well-being questions can be read as relating to employees' sense that their leaders are listening to them and addressing their needs and concerns. See the **Collaboration** and **Professional Leadership** factors for more details, and action steps related to better communication.

**There is only one question in the survey in which the reverse pattern occurs** (employees at larger organizations report higher favorability). It is **"I have opportunities for advancement at my organization."** (There are also a small number of questions in which there are virtually no differences by team size.)