

Overall Scorecard

The scorecard shows all scores for all categories within the survey. Expand each category via the arrow to see the individual scores for all questions in a category.

Blue represents the % of favourable responses (agree and strongly agree)

Grey represents the % percentage of neutral responses

Red represents the % of unfavourable responses (disagree & strongly disagree)

Name	Responses	Distribution	NZDF Overall 2022	NZDF Overall 2021	Global
▼ NZDF / Service Purpose			67% ^	-	-
I know what the NZDF is trying to achieve.*	726		65% ^	75%	74%
I know how the (Service/Portfolio) contributes to the purpose of the NZDF.	726		72% ^	-	79% ^
I use NZDF's core values to help me make decisions.	726		73% ^	78% ^	-
I understand that increased diversity will improve NZDF performance.*	726		59% ^	72%	-
▼ Organisational Leadership			48% ^	-	-
I trust senior/organisational leadership (COL(E) and above).*	725		40% ^	49%	68% v
I have seen senior/organisational leadership (COL(E) and above) consistently modelling the behaviours expected from me.	726		39% ^	-	69% v
The NZDF visibly supports diversity in the workplace.	725		73% ^	79%	72% ^
The communication I receive is clear and consistent.	726		40%	-	-
▼ Unit Leadership			77% ^	-	-
I trust my unit leadership.	726		73% ^	-	78% ^
I have seen my unit leadership consistently modelling the behaviours expected of me.	725		70% ^	-	73% ^
The person I report to encourages and accepts different perspectives and new ways of doing things.*	725		81% ^	79% ^	74% ^
I trust the person I report to.	725		83% ^	-	81% ^
I have seen the person I report to consistently modelling the behaviours expected of me.	725		79% ^	-	82% ^
I feel valued by the person I report to.	725		77%	86% v	-
▼ My Workplace			68% ^	71% ^	-
I feel comfortable to be myself at work.	725		81% ^	81% ^	80% ^
How would you rate the current level of morale in your unit/workplace?	725		30% ^	36%	-
I feel confident to challenge or call out behaviours that are not in line with our values or make me uncomfortable (either during or outside of work).*	725		77% ^	78% ^	-
I am able to question commanders/managers or voice an alternative perspective in my workplace.*	725		71% ^	76% ^	76% ^
If I raise health and safety concerns they are taken seriously.*	724		79% ^	84% ^	85% ^
▼ My Team			73% ^	-	-
I feel included by my work mates / colleagues.	725		86% ^	84% ^	81% ^
My team takes the time to celebrate our success.	724		62%	-	-
I see my work mates/ colleagues consistently role modelling the behaviours expected from me.*	724		71% ^	67% ^	-
▼ My Job			67% ^	-	-
I know how my work contributes to the success of the NZDF.	726		79% ^	87% ^	88%
I am empowered to make decisions about the way I do my job.*	726		72% ^	70% ^	-
I have the tools and resources I need to do my job effectively.	726		46% v	57% v	75% v

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I have the knowledge and skills I need to do my job effectively.	726		80% ^	-	75% ^
I am able to work remotely when my job allows.	726		67% ^	-	-
Overall, I am satisfied with my job.	726		58% ^	65%	78% v
Performance			64%	-	-
I am involved in setting the performance objectives in my PDR.	724		70% ^	-	-
The feedback I get helps me to improve my performance.	724		66%	69% v	72% v
I get positive feedback or recognition when I do a good job.*	725		70%	66%	67%
The person I report to talks to me regularly about my performance and development.*	724		51% v	61% v	72% v
Respectful Workplace			77% ^	77% ^	-
Within the NZDF I am able to perform my duties free from inappropriate and harmful behaviour.	725		89% ^	85% ^	-
Within the NZDF I have witnessed inappropriate and harmful behaviour towards others in the last 12 months. (Reverse Scoring)	725		71% ^	68% ^	-
If I experience inappropriate behaviour in my workplace, I feel comfortable reporting the issue.*	726		81% ^	89%	-
If I raise a complaint about inappropriate behaviour in my workplace, I trust that the complaint will be handled effectively by the NZDF	726		66%	67%	-
Career Development			56%	-	-
I understand how Career/ Promotion decisions are made at my level. (MIL only)	726		62%	-	-
I understand the Development opportunities available to me.	725		66% ^	-	-
I feel able to influence career management decisions made about me. (MIL only)	725		45%	45%	-
I know where to find information to support my career planning.	725		60% ^	-	59% ^
All things considered, how satisfied are you with the way your career is being managed? (MIL only)	726		41%	46%	-
Pay and Benefits			36% ^	-	-
I understand the NZDF remuneration framework.	726		63% ^	-	65% ^
The pay I receive is fair for the work I do.	726		23% ^	45% v	55% v
The benefits I receive are fair for the work I do.	725		34%	54% v	68% v
The housing/accommodation assistance I receive is fair for my situation. (MIL only)	722		23% ^	41% v	-
Wellbeing			53%	-	-
I am able to maintain a balance between my personal and working life.	726		59% v	64% v	79% v
I spend too much time away from home. (Reverse Scoring)	725		47%	50%	-
The level of work related stress I experience is acceptable.	726		54%	61% v	-
I am supported to manage my work related stress well.	725		55%	-	82% v
My family supports my career in the NZDF. (MIL only)	726		75%	83% v	-
I feel supported by the NZDF to manage the family/personal challenges that come from being in the military. (MIL only)	726		53% ^	-	-
How would you rate your current individual level of morale?	726		34%	43% v	-

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▼ Organisational Commitment <div style="display: flex; justify-content: space-between; margin-top: 5px;"> 60% 23% 17% </div>			57%	66% ▼	-
I feel a sense of commitment to the NZDF.	726	<div style="display: flex; justify-content: space-between; align-items: center;"> 72% 15% 13% </div>	66% ^	72%	-
I am proud to be in the NZDF.	725	<div style="display: flex; justify-content: space-between; align-items: center;"> 83% 12% 5% </div>	75% ^	82%	81%
I would recommend the NZDF as a great place to work.	725	<div style="display: flex; justify-content: space-between; align-items: center;"> 56% 28% 16% </div>	48% ^	63% ▼	73% ▼
I am actively looking at leaving the NZDF. (Reverse Scoring)	725	<div style="display: flex; justify-content: space-between; align-items: center;"> 29% 36% 34% </div>	38% ▼	48% ▼	60% ▼
▼ Questions for Leaders <div style="display: flex; justify-content: space-between; margin-top: 5px;"> 77% 12% 11% </div>			70% ^	-	-
I understand how to action performance management processes if required.	462	<div style="display: flex; justify-content: space-between; align-items: center;"> 86% 8% 5% </div>	75% ^	-	-
I feel confident having difficult conversations with my team when required.	462	<div style="display: flex; justify-content: space-between; align-items: center;"> 93% </div>	89% ^	-	-
I have received adequate training and understand the policies and processes required to be an NZDF people manager.	462	<div style="display: flex; justify-content: space-between; align-items: center;"> 71% 16% 13% </div>	59% ^	-	-
I am able to effectively balance the demands of my units output delivery and my people management responsibilities.	461	<div style="display: flex; justify-content: space-between; align-items: center;"> 59% 18% 23% </div>	60%	-	-