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OIA-2022-4572

14 December 2022

Chris  
[fyi-request-21180-1a4e6cf6@requests.fyi.org.nz](mailto:fyi-request-21180-1a4e6cf6@requests.fyi.org.nz)

Dear Chris

I refer to your request of 21 November 2022 requesting, under the Official Information Act 1982 (OIA), the following:

- 1) Pulse results for the PTE(E)-CPL(E) rank bracket;
- 2) Pulse results for the SGT(E)-WO2(E) rank bracket;
- 3) Pulse results for the OCDT(E)-CAPT(E) rank bracket; and
- 4) Pulse results for the MAJ(E) and above rank bracket.

*In the past, results were released with more detail (strongly disagree and strongly agree included as options). I would like all emails or any other documents / correspondence related to the reasons for removing those categories. If no documents exist, I would like for the final decision-maker to provide the reasons why they made the decision to remove them. I am especially interested in anything where the reasons stated are because HQNZDF was concerned at the results being too negative by outlining high scores for "strongly disagree".*

Pulse results for Junior Non-Commissioned ranks (PTE(E)-CPL(E) – enclosure 1), Senior Non-Commissioned ranks (SGT(E)-WO1(E) – enclosure 2), Junior Officers (OCDT(E)-CAPT(E) – enclosure 3), and Senior Officers (MAJ(E) and above – enclosure 4) are enclosed.

This year the New Zealand Defence Force (NZDF) conducted the Pulse survey through an external platform which is why the results are presented differently. Strongly agree and agree are now identified as 'favourable' on the reports and represented by the blue graph. Conversely, disagree and strongly disagree are now identified as 'unfavourable' and are represented by the red graph. Therefore your request for related correspondence regarding removing the categories of strongly disagree and strongly agree options in the survey is declined in accordance with section 18(e) of the Official information Act as this information does not exist.

You have the right, under section 28(3) of the OIA, to ask an Ombudsman to review this response to your request. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Please note that responses to official information requests are proactively released where possible. This response to your request will be published shortly on the NZDF website, with your personal information removed.

Yours sincerely



**AJ WOODS**  
Air Commodore  
Chief of Staff HQNZDF

**Enclosure(s):**

1. PTE(E)-CPL(E) Pulse survey results
2. SGT(E)-WO1(E) Pulse survey results
3. OCDT(E)-CAPT(E) Pulse survey results
4. MAJ(E) and above Pulse survey results

Results for: 0 org units

Filters

## RELEASED UNDER THE OFFICIAL INFORMATION ACT 1982

ARM: **REGULAR FORCE** SERVICE: All PORTFOLIO: All COMPETENCY GROUP: **Junior NCO** RANK: All GENDER: All BRANCH: All LOCATION: All

TRADE: All

### 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		<div style="display: flex; width: 100%;"><div style="width: 57%; background-color: #0070C0; margin-right: 5px;"></div><div style="width: 25%; background-color: #A9A9A9; margin-right: 5px;"></div><div style="width: 18%; background-color: #C00000;"></div></div>	67% ▼	-	-
I know what the NZDF is trying to achieve.*	2,326	<div style="display: flex; width: 100%;"><div style="width: 48%; background-color: #0070C0; margin-right: 5px;"></div><div style="width: 27%; background-color: #A9A9A9; margin-right: 5px;"></div><div style="width: 26%; background-color: #C00000;"></div></div>	65% ▼	75% ▼	74% ▼
I know how the (Service/Portfolio) contributes to the purpose of the NZDF.	2,327	<div style="display: flex; width: 100%;"><div style="width: 68%; background-color: #0070C0; margin-right: 5px;"></div><div style="width: 20%; background-color: #A9A9A9; margin-right: 5px;"></div><div style="width: 12%; background-color: #C00000;"></div></div>	72% ▼	-	79% ▼
I use NZDF's core values to help me make decisions.	2,325	<div style="display: flex; width: 100%;"><div style="width: 65%; background-color: #0070C0; margin-right: 5px;"></div><div style="width: 24%; background-color: #A9A9A9; margin-right: 5px;"></div><div style="width: 10%; background-color: #C00000;"></div></div>	73% ▼	78% ▼	-
I understand that increased diversity will improve NZDF performance.*	2,324	<div style="display: flex; width: 100%;"><div style="width: 47%; background-color: #0070C0; margin-right: 5px;"></div><div style="width: 28%; background-color: #A9A9A9; margin-right: 5px;"></div><div style="width: 25%; background-color: #C00000;"></div></div>	59% ▼	72% ▼	-
▼ Organisational Leadership		<div style="display: flex; width: 100%;"><div style="width: 40%; background-color: #0070C0; margin-right: 5px;"></div><div style="width: 31%; background-color: #A9A9A9; margin-right: 5px;"></div><div style="width: 29%; background-color: #C00000;"></div></div>	48% ▼	-	-
I trust senior/organisational leadership (COL(E) and above)*	2,326	<div style="display: flex; width: 100%;"><div style="width: 30%; background-color: #0070C0; margin-right: 5px;"></div><div style="width: 31%; background-color: #A9A9A9; margin-right: 5px;"></div><div style="width: 39%; background-color: #C00000;"></div></div>	40% ▼	49% ▼	68% ▼
I have seen senior/organisational leadership (COL(E) and above) consistently modelling the behaviours expected from me.	2,324	<div style="display: flex; width: 100%;"><div style="width: 31%; background-color: #0070C0; margin-right: 5px;"></div><div style="width: 37%; background-color: #A9A9A9; margin-right: 5px;"></div><div style="width: 31%; background-color: #C00000;"></div></div>	39% ▼	-	69% ▼
The NZDF visibly supports diversity in the workplace.	2,326	<div style="display: flex; width: 100%;"><div style="width: 67%; background-color: #0070C0; margin-right: 5px;"></div><div style="width: 26%; background-color: #A9A9A9; margin-right: 5px;"></div><div style="width: 7%; background-color: #C00000;"></div></div>	73% ▼	79% ▼	72% ▼
The communication I receive is clear and consistent.	2,325	<div style="display: flex; width: 100%;"><div style="width: 33%; background-color: #0070C0; margin-right: 5px;"></div><div style="width: 30%; background-color: #A9A9A9; margin-right: 5px;"></div><div style="width: 37%; background-color: #C00000;"></div></div>	40% ▼	-	-
▼ Unit Leadership		<div style="display: flex; width: 100%;"><div style="width: 72%; background-color: #0070C0; margin-right: 5px;"></div><div style="width: 17%; background-color: #A9A9A9; margin-right: 5px;"></div><div style="width: 11%; background-color: #C00000;"></div></div>	77% ▼	-	-
I trust my unit leadership.	2,327	<div style="display: flex; width: 100%;"><div style="width: 66%; background-color: #0070C0; margin-right: 5px;"></div><div style="width: 18%; background-color: #A9A9A9; margin-right: 5px;"></div><div style="width: 16%; background-color: #C00000;"></div></div>	73% ▼	-	78% ▼
I have seen my unit leadership consistently modelling the behaviours expected of me.	2,326	<div style="display: flex; width: 100%;"><div style="width: 63%; background-color: #0070C0; margin-right: 5px;"></div><div style="width: 20%; background-color: #A9A9A9; margin-right: 5px;"></div><div style="width: 17%; background-color: #C00000;"></div></div>	70% ▼	-	73% ▼
The person I report to encourages and accepts different perspectives and new ways of doing things.*	2,327	<div style="display: flex; width: 100%;"><div style="width: 76%; background-color: #0070C0; margin-right: 5px;"></div><div style="width: 16%; background-color: #A9A9A9; margin-right: 5px;"></div><div style="width: 9%; background-color: #C00000;"></div></div>	81% ▼	79% ▼	74%
I trust the person I report to.	2,327	<div style="display: flex; width: 100%;"><div style="width: 80%; background-color: #0070C0; margin-right: 5px;"></div><div style="width: 13%; background-color: #A9A9A9; margin-right: 5px;"></div><div style="width: 7%; background-color: #C00000;"></div></div>	83% ▼	-	81%
I have seen the person I report to consistently modelling the behaviours expected of me.	2,326	<div style="display: flex; width: 100%;"><div style="width: 77%; background-color: #0070C0; margin-right: 5px;"></div><div style="width: 15%; background-color: #A9A9A9; margin-right: 5px;"></div><div style="width: 8%; background-color: #C00000;"></div></div>	79% ▼	-	82% ▼
I feel valued by the person I report to.	2,327	<div style="display: flex; width: 100%;"><div style="width: 72%; background-color: #0070C0; margin-right: 5px;"></div><div style="width: 19%; background-color: #A9A9A9; margin-right: 5px;"></div><div style="width: 9%; background-color: #C00000;"></div></div>	77% ▼	86% ▼	-
▼ My Workplace		<div style="display: flex; width: 100%;"><div style="width: 59%; background-color: #0070C0; margin-right: 5px;"></div><div style="width: 22%; background-color: #A9A9A9; margin-right: 5px;"></div><div style="width: 19%; background-color: #C00000;"></div></div>	68% ▼	71% ▼	-
I feel comfortable to be myself at work.	2,328	<div style="display: flex; width: 100%;"><div style="width: 76%; background-color: #0070C0; margin-right: 5px;"></div><div style="width: 14%; background-color: #A9A9A9; margin-right: 5px;"></div><div style="width: 10%; background-color: #C00000;"></div></div>	81% ▼	81% ▼	80% ▼
How would you rate the current level of morale in your unit/workplace?	2,327	<div style="display: flex; width: 100%;"><div style="width: 24%; background-color: #0070C0; margin-right: 5px;"></div><div style="width: 33%; background-color: #A9A9A9; margin-right: 5px;"></div><div style="width: 43%; background-color: #C00000;"></div></div>	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)*	2,328	<div style="display: flex; width: 100%;"><div style="width: 67%; background-color: #0070C0; margin-right: 5px;"></div><div style="width: 20%; background-color: #A9A9A9; margin-right: 5px;"></div><div style="width: 13%; background-color: #C00000;"></div></div>	77% ▼	78% ▼	-
I am able to question commanders/managers or voice an alternative perspective in my workplace.*	2,327	<div style="display: flex; width: 100%;"><div style="width: 55%; background-color: #0070C0; margin-right: 5px;"></div><div style="width: 22%; background-color: #A9A9A9; margin-right: 5px;"></div><div style="width: 23%; background-color: #C00000;"></div></div>	71% ▼	76% ▼	76% ▼
If I raise health and safety concerns they are taken seriously.*	2,328	<div style="display: flex; width: 100%;"><div style="width: 73%; background-color: #0070C0; margin-right: 5px;"></div><div style="width: 20%; background-color: #A9A9A9; margin-right: 5px;"></div><div style="width: 7%; background-color: #C00000;"></div></div>	79% ▼	84% ▼	85% ▼
▼ My Team		<div style="display: flex; width: 100%;"><div style="width: 71%; background-color: #0070C0; margin-right: 5px;"></div><div style="width: 20%; background-color: #A9A9A9; margin-right: 5px;"></div><div style="width: 9%; background-color: #C00000;"></div></div>	73% ▼	-	-
I feel included by my work mates / colleagues.	2,327	<div style="display: flex; width: 100%;"><div style="width: 86%; background-color: #0070C0; margin-right: 5px;"></div><div style="width: 10%; background-color: #A9A9A9; margin-right: 5px;"></div><div style="width: 4%; background-color: #C00000;"></div></div>	86%	84% ^	81% ^
My team takes the time to celebrate our success.	2,327	<div style="display: flex; width: 100%;"><div style="width: 61%; background-color: #0070C0; margin-right: 5px;"></div><div style="width: 25%; background-color: #A9A9A9; margin-right: 5px;"></div><div style="width: 14%; background-color: #C00000;"></div></div>	62%	-	-
I see my work mates/ colleagues consistently role modelling the behaviours expected from me.*	2,327	<div style="display: flex; width: 100%;"><div style="width: 66%; background-color: #0070C0; margin-right: 5px;"></div><div style="width: 26%; background-color: #A9A9A9; margin-right: 5px;"></div><div style="width: 8%; background-color: #C00000;"></div></div>	71% ▼	67%	-
▼ My Job		<div style="display: flex; width: 100%;"><div style="width: 55%; background-color: #0070C0; margin-right: 5px;"></div><div style="width: 22%; background-color: #A9A9A9; margin-right: 5px;"></div><div style="width: 23%; background-color: #C00000;"></div></div>	67% ▼	-	-
I know how my work contributes to the success of the NZDF.	2,328	<div style="display: flex; width: 100%;"><div style="width: 66%; background-color: #0070C0; margin-right: 5px;"></div><div style="width: 19%; background-color: #A9A9A9; margin-right: 5px;"></div><div style="width: 16%; background-color: #C00000;"></div></div>	79% ▼	87% ▼	88% ▼
I am empowered to make decisions about the way I do my job.*	2,328	<div style="display: flex; width: 100%;"><div style="width: 59%; background-color: #0070C0; margin-right: 5px;"></div><div style="width: 26%; background-color: #A9A9A9; margin-right: 5px;"></div><div style="width: 15%; background-color: #C00000;"></div></div>	72% ▼	70% ▼	-
I have the tools and resources I need to do my job effectively.	2,328	<div style="display: flex; width: 100%;"><div style="width: 46%; background-color: #0070C0; margin-right: 5px;"></div><div style="width: 21%; background-color: #A9A9A9; margin-right: 5px;"></div><div style="width: 32%; background-color: #C00000;"></div></div>	46%	57% ▼	75% ▼

Name	Responses	Distribution	NZDF Overall 2022	NZDF Overall 2021	Global
I have the knowledge and skills I need to do my job effectively.	2,317	<div style="display: flex; width: 100%;"><div style="width: 71%; background-color: #0070C0; height: 15px;"></div><div style="width: 18%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 11%; background-color: #C00000; height: 15px;"></div></div>	80% ▾	-	75%
I am able to work remotely when my job allows.	2,328	<div style="display: flex; width: 100%;"><div style="width: 39%; background-color: #0070C0; height: 15px;"></div><div style="width: 23%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 38%; background-color: #C00000; height: 15px;"></div></div>	67% ▾	-	-
Overall, I am satisfied with my job.	2,327	<div style="display: flex; width: 100%;"><div style="width: 44%; background-color: #0070C0; height: 15px;"></div><div style="width: 25%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 31%; background-color: #C00000; height: 15px;"></div></div>	58% ▾	65% ▾	78% ▾
▼ Performance		<div style="display: flex; width: 100%;"><div style="width: 57%; background-color: #0070C0; height: 15px;"></div><div style="width: 28%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 15%; background-color: #C00000; height: 15px;"></div></div>	64% ▾	-	-
I am involved in setting the performance objectives in my PDR.	2,323	<div style="display: flex; width: 100%;"><div style="width: 48%; background-color: #0070C0; height: 15px;"></div><div style="width: 37%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 15%; background-color: #C00000; height: 15px;"></div></div>	70% ▾	-	-
The feedback I get helps me to improve my performance.	2,326	<div style="display: flex; width: 100%;"><div style="width: 65%; background-color: #0070C0; height: 15px;"></div><div style="width: 24%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 11%; background-color: #C00000; height: 15px;"></div></div>	66%	69% ▾	72% ▾
I get positive feedback or recognition when I do a good job.*	2,326	<div style="display: flex; width: 100%;"><div style="width: 66%; background-color: #0070C0; height: 15px;"></div><div style="width: 22%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 12%; background-color: #C00000; height: 15px;"></div></div>	70% ▾	66%	67%
The person I report to talks to me regularly about my performance and development.*	2,324	<div style="display: flex; width: 100%;"><div style="width: 48%; background-color: #0070C0; height: 15px;"></div><div style="width: 31%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 21%; background-color: #C00000; height: 15px;"></div></div>	51% ▾	61% ▾	72% ▾
▼ Respectful Workplace		<div style="display: flex; width: 100%;"><div style="width: 73%; background-color: #0070C0; height: 15px;"></div><div style="width: 16%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 12%; background-color: #C00000; height: 15px;"></div></div>	77% ▾	77% ▾	-
Within the NZDF I am able to perform my duties free from inappropriate and harmful behaviour.	2,327	<div style="display: flex; width: 100%;"><div style="width: 85%; background-color: #0070C0; height: 15px;"></div><div style="width: 10%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 5%; background-color: #C00000; height: 15px;"></div></div>	89% ▾	85%	-
Within the NZDF I have witnessed inappropriate and harmful behaviour towards others in the last 12 months. (Reverse Scoring)	2,322	<div style="display: flex; width: 100%;"><div style="width: 68%; background-color: #0070C0; height: 15px;"></div><div style="width: 16%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 17%; background-color: #C00000; height: 15px;"></div></div>	71% ▾	68%	-
If I experience inappropriate behaviour in my workplace, I feel comfortable reporting the issue.*	2,327	<div style="display: flex; width: 100%;"><div style="width: 75%; background-color: #0070C0; height: 15px;"></div><div style="width: 16%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 9%; background-color: #C00000; height: 15px;"></div></div>	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	2,327	<div style="display: flex; width: 100%;"><div style="width: 62%; background-color: #0070C0; height: 15px;"></div><div style="width: 20%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 17%; background-color: #C00000; height: 15px;"></div></div>	66% ▾	67% ▾	-
▼ Career Development		<div style="display: flex; width: 100%;"><div style="width: 49%; background-color: #0070C0; height: 15px;"></div><div style="width: 26%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 25%; background-color: #C00000; height: 15px;"></div></div>	56% ▾	-	-
I understand how Career/ Promotion decisions are made at my level. (MIL only)	2,323	<div style="display: flex; width: 100%;"><div style="width: 56%; background-color: #0070C0; height: 15px;"></div><div style="width: 21%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 24%; background-color: #C00000; height: 15px;"></div></div>	62% ▾	-	-
I understand the Development opportunities available to me.	2,328	<div style="display: flex; width: 100%;"><div style="width: 60%; background-color: #0070C0; height: 15px;"></div><div style="width: 22%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 18%; background-color: #C00000; height: 15px;"></div></div>	66% ▾	-	-
I feel able to influence career management decisions made about me. (MIL only)	2,325	<div style="display: flex; width: 100%;"><div style="width: 42%; background-color: #0070C0; height: 15px;"></div><div style="width: 28%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 31%; background-color: #C00000; height: 15px;"></div></div>	45% ▾	45% ▾	-
I know where to find information to support my career planning.	2,327	<div style="display: flex; width: 100%;"><div style="width: 49%; background-color: #0070C0; height: 15px;"></div><div style="width: 27%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 24%; background-color: #C00000; height: 15px;"></div></div>	60% ▾	-	59% ▾
All things considered, how satisfied are you with the way your career is being managed? (MIL only)	2,327	<div style="display: flex; width: 100%;"><div style="width: 37%; background-color: #0070C0; height: 15px;"></div><div style="width: 36%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 27%; background-color: #C00000; height: 15px;"></div></div>	41% ▾	46% ▾	-
▼ Pay and Benefits		<div style="display: flex; width: 100%;"><div style="width: 26%; background-color: #0070C0; height: 15px;"></div><div style="width: 21%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 52%; background-color: #C00000; height: 15px;"></div></div>	36% ▾	-	-
I understand the NZDF remuneration framework.	2,327	<div style="display: flex; width: 100%;"><div style="width: 43%; background-color: #0070C0; height: 15px;"></div><div style="width: 22%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 35%; background-color: #C00000; height: 15px;"></div></div>	63% ▾	-	65% ▾
The pay I receive is fair for the work I do.	2,328	<div style="display: flex; width: 100%;"><div style="width: 11%; background-color: #0070C0; height: 15px;"></div><div style="width: 15%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 74%; background-color: #C00000; height: 15px;"></div></div>	23% ▾	45% ▾	55% ▾
The benefits I receive are fair for the work I do.	2,327	<div style="display: flex; width: 100%;"><div style="width: 30%; background-color: #0070C0; height: 15px;"></div><div style="width: 20%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 49%; background-color: #C00000; height: 15px;"></div></div>	34% ▾	54% ▾	68% ▾
The housing/accommodation assistance I receive is fair for my situation. (MIL only)	2,316	<div style="display: flex; width: 100%;"><div style="width: 22%; background-color: #0070C0; height: 15px;"></div><div style="width: 28%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 51%; background-color: #C00000; height: 15px;"></div></div>	23%	41% ▾	-
▼ Wellbeing		<div style="display: flex; width: 100%;"><div style="width: 46%; background-color: #0070C0; height: 15px;"></div><div style="width: 30%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 24%; background-color: #C00000; height: 15px;"></div></div>	53% ▾	-	-
I am able to maintain a balance between my personal and working life.	2,328	<div style="display: flex; width: 100%;"><div style="width: 48%; background-color: #0070C0; height: 15px;"></div><div style="width: 22%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 30%; background-color: #C00000; height: 15px;"></div></div>	59% ▾	64% ▾	79% ▾
I spend too much time away from home. (Reverse Scoring)	2,328	<div style="display: flex; width: 100%;"><div style="width: 30%; background-color: #0070C0; height: 15px;"></div><div style="width: 41%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 28%; background-color: #C00000; height: 15px;"></div></div>	47% ▾	50% ▾	-
The level of work related stress I experience is acceptable.	2,327	<div style="display: flex; width: 100%;"><div style="width: 49%; background-color: #0070C0; height: 15px;"></div><div style="width: 29%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 22%; background-color: #C00000; height: 15px;"></div></div>	54% ▾	61% ▾	-
I am supported to manage my work related stress well.	2,328	<div style="display: flex; width: 100%;"><div style="width: 45%; background-color: #0070C0; height: 15px;"></div><div style="width: 33%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 22%; background-color: #C00000; height: 15px;"></div></div>	55% ▾	-	82% ▾
My family supports my career in the NZDF. (MIL only)	2,327	<div style="display: flex; width: 100%;"><div style="width: 74%; background-color: #0070C0; height: 15px;"></div><div style="width: 16%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 9%; background-color: #C00000; height: 15px;"></div></div>	75%	83% ▾	-
I feel supported by the NZDF to manage the family/personal challenges that come from being in the military. (MIL only)	2,325	<div style="display: flex; width: 100%;"><div style="width: 47%; background-color: #0070C0; height: 15px;"></div><div style="width: 31%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 22%; background-color: #C00000; height: 15px;"></div></div>	53% ▾	-	-
How would you rate your current individual level of morale?	2,327	<div style="display: flex; width: 100%;"><div style="width: 26%; background-color: #0070C0; height: 15px;"></div><div style="width: 37%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 36%; background-color: #C00000; height: 15px;"></div></div>	34% ▾	43% ▾	-

Name	Responses	Distribution	NZDF Overall 2022	NZDF Overall 2021	Global
▼ Organisational Commitment <div style="text-align: center; color: red; font-weight: bold; font-size: 1.2em; margin-top: 5px;">             RELEASED UNDER THE OFFICIAL INFORMATION ACT 1982           </div>			57% ▼	66% ▼	-
I feel a sense of commitment to the NZDF.	2,328		66% ▼	72% ▼	-
I am proud to be in the NZDF.	2,328		75% ▼	82% ▼	81% ▼
I would recommend the NZDF as a great place to work.	2,328		48% ▼	63% ▼	73% ▼
I am actively looking at leaving the NZDF. (Reverse Scoring)	2,328		38% ▼	48% ▼	60% ▼
▼ Questions for Leaders			70% ▼	-	-
I understand how to action performance management processes if required.	51		75% ▼	-	-
I feel confident having difficult conversations with my team when required.	51		89%	-	-
I have received adequate training and understand the policies and processes required to be an NZDF people manager.	51		59% ▼	-	-
I am able to effectively balance the demands of my units output delivery and my people management responsibilities.	51		60% ▼	-	-

### 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		<div style="display: flex; justify-content: space-between;"><div style="width: 71%; background-color: #0070C0; height: 10px;"></div><div style="width: 17%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 12%; background-color: #C00000; height: 10px;"></div></div>	67% ^	-	-
I know what the NZDF is trying to achieve.*	1,368	<div style="display: flex; justify-content: space-between;"><div style="width: 68%; background-color: #0070C0; height: 10px;"></div><div style="width: 16%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 16%; background-color: #C00000; height: 10px;"></div></div>	65% ^	75% v	74% v
I know how the (Service/Portfolio) contributes to the purpose of the NZDF.	1,366	<div style="display: flex; justify-content: space-between;"><div style="width: 83%; background-color: #0070C0; height: 10px;"></div><div style="width: 10%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 7%; background-color: #C00000; height: 10px;"></div></div>	72% ^	-	79% ^
I use NZDF's core values to help me make decisions.	1,366	<div style="display: flex; justify-content: space-between;"><div style="width: 77%; background-color: #0070C0; height: 10px;"></div><div style="width: 17%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 6%; background-color: #C00000; height: 10px;"></div></div>	73% ^	78%	-
I understand that increased diversity will improve NZDF performance.*	1,364	<div style="display: flex; justify-content: space-between;"><div style="width: 55%; background-color: #0070C0; height: 10px;"></div><div style="width: 27%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 18%; background-color: #C00000; height: 10px;"></div></div>	59% v	72% v	-
▼ Organisational Leadership		<div style="display: flex; justify-content: space-between;"><div style="width: 49%; background-color: #0070C0; height: 10px;"></div><div style="width: 27%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 24%; background-color: #C00000; height: 10px;"></div></div>	48%	-	-
I trust senior/organisational leadership (COL(E) and above)*	1,368	<div style="display: flex; justify-content: space-between;"><div style="width: 38%; background-color: #0070C0; height: 10px;"></div><div style="width: 28%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 34%; background-color: #C00000; height: 10px;"></div></div>	40%	49% v	68% v
I have seen senior/organisational leadership (COL(E) and above) consistently modelling the behaviours expected from me.	1,368	<div style="display: flex; justify-content: space-between;"><div style="width: 40%; background-color: #0070C0; height: 10px;"></div><div style="width: 33%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 27%; background-color: #C00000; height: 10px;"></div></div>	39%	-	69% v
The NZDF visibly supports diversity in the workplace.	1,368	<div style="display: flex; justify-content: space-between;"><div style="width: 79%; background-color: #0070C0; height: 10px;"></div><div style="width: 16%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 5%; background-color: #C00000; height: 10px;"></div></div>	73% ^	79%	72% ^
The communication I receive is clear and consistent.	1,368	<div style="display: flex; justify-content: space-between;"><div style="width: 39%; background-color: #0070C0; height: 10px;"></div><div style="width: 31%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 30%; background-color: #C00000; height: 10px;"></div></div>	40%	-	-
▼ Unit Leadership		<div style="display: flex; justify-content: space-between;"><div style="width: 80%; background-color: #0070C0; height: 10px;"></div><div style="width: 12%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 7%; background-color: #C00000; height: 10px;"></div></div>	77% ^	-	-
I trust my unit leadership.	1,368	<div style="display: flex; justify-content: space-between;"><div style="width: 76%; background-color: #0070C0; height: 10px;"></div><div style="width: 13%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 11%; background-color: #C00000; height: 10px;"></div></div>	73% ^	-	78%
I have seen my unit leadership consistently modelling the behaviours expected of me.	1,368	<div style="display: flex; justify-content: space-between;"><div style="width: 73%; background-color: #0070C0; height: 10px;"></div><div style="width: 16%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 11%; background-color: #C00000; height: 10px;"></div></div>	70% ^	-	73%
The person I report to encourages and accepts different perspectives and new ways of doing things.*	1,367	<div style="display: flex; justify-content: space-between;"><div style="width: 84%; background-color: #0070C0; height: 10px;"></div><div style="width: 10%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 6%; background-color: #C00000; height: 10px;"></div></div>	81% ^	79% ^	74% ^
I trust the person I report to.	1,367	<div style="display: flex; justify-content: space-between;"><div style="width: 85%; background-color: #0070C0; height: 10px;"></div><div style="width: 9%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 5%; background-color: #C00000; height: 10px;"></div></div>	83% ^	-	81% ^
I have seen the person I report to consistently modelling the behaviours expected of me.	1,367	<div style="display: flex; justify-content: space-between;"><div style="width: 81%; background-color: #0070C0; height: 10px;"></div><div style="width: 13%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 7%; background-color: #C00000; height: 10px;"></div></div>	79%	-	82%
I feel valued by the person I report to.	1,367	<div style="display: flex; justify-content: space-between;"><div style="width: 82%; background-color: #0070C0; height: 10px;"></div><div style="width: 12%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 6%; background-color: #C00000; height: 10px;"></div></div>	77% ^	86% v	-
▼ My Workplace		<div style="display: flex; justify-content: space-between;"><div style="width: 75%; background-color: #0070C0; height: 10px;"></div><div style="width: 14%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 10%; background-color: #C00000; height: 10px;"></div></div>	68% ^	71% ^	-
I feel comfortable to be myself at work.	1,368	<div style="display: flex; justify-content: space-between;"><div style="width: 85%; background-color: #0070C0; height: 10px;"></div><div style="width: 9%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 6%; background-color: #C00000; height: 10px;"></div></div>	81% ^	81% ^	80% ^
How would you rate the current level of morale in your unit/workplace?	1,368	<div style="display: flex; justify-content: space-between;"><div style="width: 33%; background-color: #0070C0; height: 10px;"></div><div style="width: 39%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 28%; background-color: #C00000; height: 10px;"></div></div>	30%	36% v	-
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)*	1,368	<div style="display: flex; justify-content: space-between;"><div style="width: 88%; background-color: #0070C0; height: 10px;"></div><div style="width: 7%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 5%; background-color: #C00000; height: 10px;"></div></div>	77% ^	78% ^	-
I am able to question commanders/managers or voice an alternative perspective in my workplace.*	1,368	<div style="display: flex; justify-content: space-between;"><div style="width: 83%; background-color: #0070C0; height: 10px;"></div><div style="width: 8%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 9%; background-color: #C00000; height: 10px;"></div></div>	71% ^	76% ^	76% ^
If I raise health and safety concerns they are taken seriously.*	1,365	<div style="display: flex; justify-content: space-between;"><div style="width: 87%; background-color: #0070C0; height: 10px;"></div><div style="width: 9%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 4%; background-color: #C00000; height: 10px;"></div></div>	79% ^	84% ^	85% ^
▼ My Team		<div style="display: flex; justify-content: space-between;"><div style="width: 75%; background-color: #0070C0; height: 10px;"></div><div style="width: 17%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 8%; background-color: #C00000; height: 10px;"></div></div>	73%	-	-
I feel included by my work mates / colleagues.	1,368	<div style="display: flex; justify-content: space-between;"><div style="width: 89%; background-color: #0070C0; height: 10px;"></div><div style="width: 7%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 4%; background-color: #C00000; height: 10px;"></div></div>	86% ^	84% ^	81% ^
My team takes the time to celebrate our success.	1,368	<div style="display: flex; justify-content: space-between;"><div style="width: 61%; background-color: #0070C0; height: 10px;"></div><div style="width: 25%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 15%; background-color: #C00000; height: 10px;"></div></div>	62%	-	-
I see my work mates/ colleagues consistently role modelling the behaviours expected from me.*	1,368	<div style="display: flex; justify-content: space-between;"><div style="width: 76%; background-color: #0070C0; height: 10px;"></div><div style="width: 19%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 5%; background-color: #C00000; height: 10px;"></div></div>	71% ^	67% ^	-
▼ My Job		<div style="display: flex; justify-content: space-between;"><div style="width: 72%; background-color: #0070C0; height: 10px;"></div><div style="width: 13%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 15%; background-color: #C00000; height: 10px;"></div></div>	67% ^	-	-
I know how my work contributes to the success of the NZDF.	1,368	<div style="display: flex; justify-content: space-between;"><div style="width: 85%; background-color: #0070C0; height: 10px;"></div><div style="width: 9%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 6%; background-color: #C00000; height: 10px;"></div></div>	79% ^	87%	88% v
I am empowered to make decisions about the way I do my job.*	1,368	<div style="display: flex; justify-content: space-between;"><div style="width: 80%; background-color: #0070C0; height: 10px;"></div><div style="width: 11%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 9%; background-color: #C00000; height: 10px;"></div></div>	72% ^	70% ^	-
I have the tools and resources I need to do my job effectively.	1,368	<div style="display: flex; justify-content: space-between;"><div style="width: 45%; background-color: #0070C0; height: 10px;"></div><div style="width: 20%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 36%; background-color: #C00000; height: 10px;"></div></div>	46%	57% v	75% v



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Name	Responses	Distribution	NZDF Overall 2022	NZDF Overall 2021	Global
I have the knowledge and skills I need to do my job effectively.	1,368		80%	-	75% ^
I am able to work remotely when my job allows.	1,368		67% ^	-	-
Overall, I am satisfied with my job.	1,368		58%	65% v	78% v
<b>Performance</b>			64% ^	-	-
I am involved in setting the performance objectives in my PDR.	1,368		70% ^	-	-
The feedback I get helps me to improve my performance.	1,368		66%	69%	72% v
I get positive feedback or recognition when I do a good job.*	1,368		70%	66% ^	67% ^
The person I report to talks to me regularly about my performance and development.*	1,368		51%	61% v	72% v
<b>Respectful Workplace</b>			77% ^	77% ^	-
Within the NZDF I am able to perform my duties free from inappropriate and harmful behaviour.	1,368		89% ^	85% ^	-
Within the NZDF I have witnessed inappropriate and harmful behaviour towards others in the last 12 months. (Reverse Scoring)	1,365		71% ^	68% ^	-
If I experience inappropriate behaviour in my workplace, I feel comfortable reporting the issue.*	1,368		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	1,368		66% ^	67% ^	-
<b>Career Development</b>			56% ^	-	-
I understand how Career/ Promotion decisions are made at my level. (MIL only)	1,368		62% ^	-	-
I understand the Development opportunities available to me.	1,368		66% ^	-	-
I feel able to influence career management decisions made about me. (MIL only)	1,368		45% ^	45% ^	-
I know where to find information to support my career planning.	1,366		60% ^	-	59% ^
All things considered, how satisfied are you with the way your career is being managed? (MIL only)	1,368		41% ^	46%	-
<b>Pay and Benefits</b>			36%	-	-
I understand the NZDF remuneration framework.	1,368		63% ^	-	65% ^
The pay I receive is fair for the work I do.	1,368		23% ^	45% v	55% v
The benefits I receive are fair for the work I do.	1,368		34% v	54% v	68% v
The housing/accommodation assistance I receive is fair for my situation. (MIL only)	1,364		23%	41% v	-
<b>Wellbeing</b>			53%	-	-
I am able to maintain a balance between my personal and working life.	1,368		59%	64% v	79% v
I spend too much time away from home. (Reverse Scoring)	1,367		47% v	50% v	-
The level of work related stress I experience is acceptable.	1,368		54%	61% v	-
I am supported to manage my work related stress well.	1,365		55% ^	-	82% v
My family supports my career in the NZDF. (MIL only)	1,367		75%	83% v	-
I feel supported by the NZDF to manage the family/personal challenges that come from being in the military. (MIL only)	1,367		53% ^	-	-
How would you rate your current individual level of morale?	1,367		34%	43% v	-

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Name	Responses	Distribution	NZDF Overall 2022	NZDF Overall 2021	Global
▼ Organisational Commitment I feel a sense of commitment to the NZDF.	1,368		57%	66% ▼	-
I am proud to be in the NZDF.	1,367		75%	82% ▼	81% ▼
I would recommend the NZDF as a great place to work.	1,368		48% ^	63% ▼	73% ▼
I am actively looking at leaving the NZDF. (Reverse Scoring)	1,367		38% ▼	48% ▼	60% ▼
▼ Questions for Leaders I understand how to action performance management processes if required.	621		70%	-	-
I feel confident having difficult conversations with my team when required.	621		89%	-	-
I have received adequate training and understand the policies and processes required to be an NZDF people manager.	621		59%	-	-
I am able to effectively balance the demands of my units output delivery and my people management responsibilities.	621		60%	-	-

### 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		<div style="display: flex; justify-content: space-between;"><div style="width: 70%; background-color: #0070C0; height: 10px;"></div><div style="width: 16%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 13%; background-color: #C00000; height: 10px;"></div></div>	67%	-	-
I know what the NZDF is trying to achieve.*	630	<div style="display: flex; justify-content: space-between;"><div style="width: 64%; background-color: #0070C0; height: 10px;"></div><div style="width: 16%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 21%; background-color: #C00000; height: 10px;"></div></div>	65%	75% ▼	74% ▼
I know how the (Service/Portfolio) contributes to the purpose of the NZDF.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 79%; background-color: #0070C0; height: 10px;"></div><div style="width: 12%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 10%; background-color: #C00000; height: 10px;"></div></div>	72% ^	-	79%
I use NZDF's core values to help me make decisions.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 75%; background-color: #0070C0; height: 10px;"></div><div style="width: 18%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 7%; background-color: #C00000; height: 10px;"></div></div>	73%	78%	-
I understand that increased diversity will improve NZDF performance.*	629	<div style="display: flex; justify-content: space-between;"><div style="width: 64%; background-color: #0070C0; height: 10px;"></div><div style="width: 21%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 15%; background-color: #C00000; height: 10px;"></div></div>	59% ^	72% ▼	-
▼ Organisational Leadership		<div style="display: flex; justify-content: space-between;"><div style="width: 44%; background-color: #0070C0; height: 10px;"></div><div style="width: 27%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 28%; background-color: #C00000; height: 10px;"></div></div>	48%	-	-
I trust senior/organisational leadership (COL(E) and above)*	630	<div style="display: flex; justify-content: space-between;"><div style="width: 34%; background-color: #0070C0; height: 10px;"></div><div style="width: 28%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 38%; background-color: #C00000; height: 10px;"></div></div>	40% ▼	49% ▼	68% ▼
I have seen senior/organisational leadership (COL(E) and above) consistently modelling the behaviours expected from me.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 35%; background-color: #0070C0; height: 10px;"></div><div style="width: 34%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 31%; background-color: #C00000; height: 10px;"></div></div>	39% ▼	-	69% ▼
The NZDF visibly supports diversity in the workplace.	629	<div style="display: flex; justify-content: space-between;"><div style="width: 74%; background-color: #0070C0; height: 10px;"></div><div style="width: 17%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 9%; background-color: #C00000; height: 10px;"></div></div>	73%	79% ▼	72%
The communication I receive is clear and consistent.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 35%; background-color: #0070C0; height: 10px;"></div><div style="width: 30%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 35%; background-color: #C00000; height: 10px;"></div></div>	40% ▼	-	-
▼ Unit Leadership		<div style="display: flex; justify-content: space-between;"><div style="width: 81%; background-color: #0070C0; height: 10px;"></div><div style="width: 11%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 8%; background-color: #C00000; height: 10px;"></div></div>	77% ^	-	-
I trust my unit leadership.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 79%; background-color: #0070C0; height: 10px;"></div><div style="width: 10%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 11%; background-color: #C00000; height: 10px;"></div></div>	73% ^	-	78%
I have seen my unit leadership consistently modelling the behaviours expected of me.	629	<div style="display: flex; justify-content: space-between;"><div style="width: 78%; background-color: #0070C0; height: 10px;"></div><div style="width: 11%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 10%; background-color: #C00000; height: 10px;"></div></div>	70% ^	-	73% ^
The person I report to encourages and accepts different perspectives and new ways of doing things.*	629	<div style="display: flex; justify-content: space-between;"><div style="width: 82%; background-color: #0070C0; height: 10px;"></div><div style="width: 10%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 8%; background-color: #C00000; height: 10px;"></div></div>	81%	79%	74% ^
I trust the person I report to.	629	<div style="display: flex; justify-content: space-between;"><div style="width: 85%; background-color: #0070C0; height: 10px;"></div><div style="width: 10%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 5%; background-color: #C00000; height: 10px;"></div></div>	83%	-	81% ^
I have seen the person I report to consistently modelling the behaviours expected of me.	629	<div style="display: flex; justify-content: space-between;"><div style="width: 82%; background-color: #0070C0; height: 10px;"></div><div style="width: 11%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 7%; background-color: #C00000; height: 10px;"></div></div>	79%	-	82%
I feel valued by the person I report to.	629	<div style="display: flex; justify-content: space-between;"><div style="width: 81%; background-color: #0070C0; height: 10px;"></div><div style="width: 11%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 8%; background-color: #C00000; height: 10px;"></div></div>	77% ^	86% ▼	-
▼ My Workplace		<div style="display: flex; justify-content: space-between;"><div style="width: 69%; background-color: #0070C0; height: 10px;"></div><div style="width: 19%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 12%; background-color: #C00000; height: 10px;"></div></div>	68%	71%	-
I feel comfortable to be myself at work.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 78%; background-color: #0070C0; height: 10px;"></div><div style="width: 13%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 9%; background-color: #C00000; height: 10px;"></div></div>	81%	81%	80%
How would you rate the current level of morale in your unit/workplace?	630	<div style="display: flex; justify-content: space-between;"><div style="width: 28%; background-color: #0070C0; height: 10px;"></div><div style="width: 44%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 28%; background-color: #C00000; height: 10px;"></div></div>	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)*	630	<div style="display: flex; justify-content: space-between;"><div style="width: 79%; background-color: #0070C0; height: 10px;"></div><div style="width: 13%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 8%; background-color: #C00000; height: 10px;"></div></div>	77%	78%	-
I am able to question commanders/managers or voice an alternative perspective in my workplace.*	630	<div style="display: flex; justify-content: space-between;"><div style="width: 76%; background-color: #0070C0; height: 10px;"></div><div style="width: 13%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 11%; background-color: #C00000; height: 10px;"></div></div>	71% ^	76%	76%
If I raise health and safety concerns they are taken seriously.*	630	<div style="display: flex; justify-content: space-between;"><div style="width: 83%; background-color: #0070C0; height: 10px;"></div><div style="width: 11%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 5%; background-color: #C00000; height: 10px;"></div></div>	79% ^	84%	85%
▼ My Team		<div style="display: flex; justify-content: space-between;"><div style="width: 77%; background-color: #0070C0; height: 10px;"></div><div style="width: 15%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 7%; background-color: #C00000; height: 10px;"></div></div>	73% ^	-	-
I feel included by my work mates / colleagues.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 89%; background-color: #0070C0; height: 10px;"></div><div style="width: 7%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 4%; background-color: #C00000; height: 10px;"></div></div>	86%	84% ^	81% ^
My team takes the time to celebrate our success.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 66%; background-color: #0070C0; height: 10px;"></div><div style="width: 23%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 11%; background-color: #C00000; height: 10px;"></div></div>	62% ^	-	-
I see my work mates/ colleagues consistently role modelling the behaviours expected from me.*	630	<div style="display: flex; justify-content: space-between;"><div style="width: 77%; background-color: #0070C0; height: 10px;"></div><div style="width: 16%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 7%; background-color: #C00000; height: 10px;"></div></div>	71% ^	67% ^	-
▼ My Job		<div style="display: flex; justify-content: space-between;"><div style="width: 66%; background-color: #0070C0; height: 10px;"></div><div style="width: 17%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 17%; background-color: #C00000; height: 10px;"></div></div>	67%	-	-
I know how my work contributes to the success of the NZDF.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 77%; background-color: #0070C0; height: 10px;"></div><div style="width: 13%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 10%; background-color: #C00000; height: 10px;"></div></div>	79%	87% ▼	88% ▼
I am empowered to make decisions about the way I do my job.*	630	<div style="display: flex; justify-content: space-between;"><div style="width: 73%; background-color: #0070C0; height: 10px;"></div><div style="width: 16%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 11%; background-color: #C00000; height: 10px;"></div></div>	72%	70%	-
I have the tools and resources I need to do my job effectively.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 46%; background-color: #0070C0; height: 10px;"></div><div style="width: 20%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 34%; background-color: #C00000; height: 10px;"></div></div>	46%	57% ▼	75% ▼

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Name	Responses	Distribution	NZDF Overall 2022	NZDF Overall 2021	Global
I have the knowledge and skills I need to do my job effectively.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 71%; background-color: #0070C0; height: 15px;"></div><div style="width: 18%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 11%; background-color: #C00000; height: 15px;"></div></div>	80% ▾	-	75% ▾
I am able to work remotely when my job allows.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 68%; background-color: #0070C0; height: 15px;"></div><div style="width: 15%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 17%; background-color: #C00000; height: 15px;"></div></div>	67%	-	-
Overall, I am satisfied with my job.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 61%; background-color: #0070C0; height: 15px;"></div><div style="width: 22%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 17%; background-color: #C00000; height: 15px;"></div></div>	58%	65% ▾	78% ▾
▼ Performance		<div style="display: flex; justify-content: space-between;"><div style="width: 66%; background-color: #0070C0; height: 15px;"></div><div style="width: 22%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 13%; background-color: #C00000; height: 15px;"></div></div>	64%	-	-
I am involved in setting the performance objectives in my PDR.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 75%; background-color: #0070C0; height: 15px;"></div><div style="width: 19%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 7%; background-color: #C00000; height: 15px;"></div></div>	70% ▲	-	-
The feedback I get helps me to improve my performance.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 65%; background-color: #0070C0; height: 15px;"></div><div style="width: 23%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 13%; background-color: #C00000; height: 15px;"></div></div>	66%	69% ▾	72% ▾
I get positive feedback or recognition when I do a good job.*	630	<div style="display: flex; justify-content: space-between;"><div style="width: 72%; background-color: #0070C0; height: 15px;"></div><div style="width: 17%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 12%; background-color: #C00000; height: 15px;"></div></div>	70%	66% ▲	67% ▲
The person I report to talks to me regularly about my performance and development.*	630	<div style="display: flex; justify-content: space-between;"><div style="width: 51%; background-color: #0070C0; height: 15px;"></div><div style="width: 29%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 20%; background-color: #C00000; height: 15px;"></div></div>	51%	61% ▾	72% ▾
▼ Respectful Workplace		<div style="display: flex; justify-content: space-between;"><div style="width: 75%; background-color: #0070C0; height: 15px;"></div><div style="width: 13%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 12%; background-color: #C00000; height: 15px;"></div></div>	77%	77%	-
Within the NZDF I am able to perform my duties free from inappropriate and harmful behaviour.	629	<div style="display: flex; justify-content: space-between;"><div style="width: 89%; background-color: #0070C0; height: 15px;"></div><div style="width: 7%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 4%; background-color: #C00000; height: 15px;"></div></div>	89%	85% ▲	-
Within the NZDF I have witnessed inappropriate and harmful behaviour towards others in the last 12 months. (Reverse Scoring)	627	<div style="display: flex; justify-content: space-between;"><div style="width: 64%; background-color: #0070C0; height: 15px;"></div><div style="width: 15%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 21%; background-color: #C00000; height: 15px;"></div></div>	71% ▾	68% ▾	-
If I experience inappropriate behaviour in my workplace, I feel comfortable reporting the issue.*	629	<div style="display: flex; justify-content: space-between;"><div style="width: 83%; background-color: #0070C0; height: 15px;"></div><div style="width: 10%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 7%; background-color: #C00000; height: 15px;"></div></div>	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	629	<div style="display: flex; justify-content: space-between;"><div style="width: 64%; background-color: #0070C0; height: 15px;"></div><div style="width: 19%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 17%; background-color: #C00000; height: 15px;"></div></div>	66%	67%	-
▼ Career Development		<div style="display: flex; justify-content: space-between;"><div style="width: 57%; background-color: #0070C0; height: 15px;"></div><div style="width: 23%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 20%; background-color: #C00000; height: 15px;"></div></div>	56%	-	-
I understand how Career/ Promotion decisions are made at my level. (MIL only)	629	<div style="display: flex; justify-content: space-between;"><div style="width: 65%; background-color: #0070C0; height: 15px;"></div><div style="width: 17%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 19%; background-color: #C00000; height: 15px;"></div></div>	62%	-	-
I understand the Development opportunities available to me.	629	<div style="display: flex; justify-content: space-between;"><div style="width: 68%; background-color: #0070C0; height: 15px;"></div><div style="width: 18%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 14%; background-color: #C00000; height: 15px;"></div></div>	66%	-	-
I feel able to influence career management decisions made about me. (MIL only)	629	<div style="display: flex; justify-content: space-between;"><div style="width: 45%; background-color: #0070C0; height: 15px;"></div><div style="width: 27%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 28%; background-color: #C00000; height: 15px;"></div></div>	45%	45%	-
I know where to find information to support my career planning.	629	<div style="display: flex; justify-content: space-between;"><div style="width: 64%; background-color: #0070C0; height: 15px;"></div><div style="width: 19%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 17%; background-color: #C00000; height: 15px;"></div></div>	60%	-	59% ▲
All things considered, how satisfied are you with the way your career is being managed? (MIL only)	629	<div style="display: flex; justify-content: space-between;"><div style="width: 43%; background-color: #0070C0; height: 15px;"></div><div style="width: 34%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 24%; background-color: #C00000; height: 15px;"></div></div>	41%	46%	-
▼ Pay and Benefits		<div style="display: flex; justify-content: space-between;"><div style="width: 40%; background-color: #0070C0; height: 15px;"></div><div style="width: 16%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 44%; background-color: #C00000; height: 15px;"></div></div>	36%	-	-
I understand the NZDF remuneration framework.	629	<div style="display: flex; justify-content: space-between;"><div style="width: 74%; background-color: #0070C0; height: 15px;"></div><div style="width: 11%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 15%; background-color: #C00000; height: 15px;"></div></div>	63% ▲	-	65% ▲
The pay I receive is fair for the work I do.	629	<div style="display: flex; justify-content: space-between;"><div style="width: 28%; background-color: #0070C0; height: 15px;"></div><div style="width: 16%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 57%; background-color: #C00000; height: 15px;"></div></div>	23% ▲	45% ▾	55% ▾
The benefits I receive are fair for the work I do.	629	<div style="display: flex; justify-content: space-between;"><div style="width: 34%; background-color: #0070C0; height: 15px;"></div><div style="width: 15%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 50%; background-color: #C00000; height: 15px;"></div></div>	34%	54% ▾	68% ▾
The housing/accommodation assistance I receive is fair for my situation. (MIL only)	626	<div style="display: flex; justify-content: space-between;"><div style="width: 24%; background-color: #0070C0; height: 15px;"></div><div style="width: 22%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 54%; background-color: #C00000; height: 15px;"></div></div>	23%	41% ▾	-
▼ Wellbeing		<div style="display: flex; justify-content: space-between;"><div style="width: 54%; background-color: #0070C0; height: 15px;"></div><div style="width: 26%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 21%; background-color: #C00000; height: 15px;"></div></div>	53%	-	-
I am able to maintain a balance between my personal and working life.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 50%; background-color: #0070C0; height: 15px;"></div><div style="width: 22%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 28%; background-color: #C00000; height: 15px;"></div></div>	59% ▾	64% ▾	79% ▾
I spend too much time away from home. (Reverse Scoring)	630	<div style="display: flex; justify-content: space-between;"><div style="width: 40%; background-color: #0070C0; height: 15px;"></div><div style="width: 37%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 23%; background-color: #C00000; height: 15px;"></div></div>	47% ▾	50% ▾	-
The level of work related stress I experience is acceptable.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 56%; background-color: #0070C0; height: 15px;"></div><div style="width: 23%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 21%; background-color: #C00000; height: 15px;"></div></div>	54%	61% ▾	-
I am supported to manage my work related stress well.	630	<div style="display: flex; justify-content: space-between;"><div style="width: 59%; background-color: #0070C0; height: 15px;"></div><div style="width: 25%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 16%; background-color: #C00000; height: 15px;"></div></div>	55% ▲	-	82% ▾
My family supports my career in the NZDF. (MIL only)	630	<div style="display: flex; justify-content: space-between;"><div style="width: 78%; background-color: #0070C0; height: 15px;"></div><div style="width: 13%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 9%; background-color: #C00000; height: 15px;"></div></div>	75%	83% ▾	-
I feel supported by the NZDF to manage the family/personal challenges that come from being in the military. (MIL only)	629	<div style="display: flex; justify-content: space-between;"><div style="width: 55%; background-color: #0070C0; height: 15px;"></div><div style="width: 23%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 21%; background-color: #C00000; height: 15px;"></div></div>	53%	-	-
How would you rate your current individual level of morale?	630	<div style="display: flex; justify-content: space-between;"><div style="width: 37%; background-color: #0070C0; height: 15px;"></div><div style="width: 38%; background-color: #A9A9A9; height: 15px;"></div><div style="width: 25%; background-color: #C00000; height: 15px;"></div></div>	34%	43% ▾	-

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Name	Responses	Distribution	NZDF Overall 2022	NZDF Overall 2021	Global
▼ Organisational Commitment I feel a sense of commitment to the NZDF.	631		57%	66% ▼	-
I am proud to be in the NZDF.	631		75% ^	82%	81%
I would recommend the NZDF as a great place to work.	630		48%	63% ▼	73% ▼
I am actively looking at leaving the NZDF. (Reverse Scoring)	631		38%	48% ▼	60% ▼
▼ Questions for Leaders I understand how to action performance management processes if required.	246		70%	-	-
I feel confident having difficult conversations with my team when required.	246		75%	-	-
I have received adequate training and understand the policies and processes required to be an NZDF people manager.	246		89%	59% ▼	-
I am able to effectively balance the demands of my units output delivery and my people management responsibilities.	246		-	60%	-

### 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		<div style="display: flex; justify-content: space-between;"><div style="width: 79%; background-color: #0070C0; height: 10px;"></div><div style="width: 13%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 8%; background-color: #C00000; height: 10px;"></div></div>	67% ^	-	-
I know what the NZDF is trying to achieve.*	726	<div style="display: flex; justify-content: space-between;"><div style="width: 76%; background-color: #0070C0; height: 10px;"></div><div style="width: 12%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 12%; background-color: #C00000; height: 10px;"></div></div>	65% ^	75%	74%
I know how the (Service/Portfolio) contributes to the purpose of the NZDF.	726	<div style="display: flex; justify-content: space-between;"><div style="width: 88%; background-color: #0070C0; height: 10px;"></div><div style="width: 7%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 5%; background-color: #C00000; height: 10px;"></div></div>	72% ^	-	79% ^
I use NZDF's core values to help me make decisions.	726	<div style="display: flex; justify-content: space-between;"><div style="width: 82%; background-color: #0070C0; height: 10px;"></div><div style="width: 14%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 4%; background-color: #C00000; height: 10px;"></div></div>	73% ^	78% ^	-
I understand that increased diversity will improve NZDF performance.*	726	<div style="display: flex; justify-content: space-between;"><div style="width: 71%; background-color: #0070C0; height: 10px;"></div><div style="width: 19%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 9%; background-color: #C00000; height: 10px;"></div></div>	59% ^	72%	-
▼ Organisational Leadership		<div style="display: flex; justify-content: space-between;"><div style="width: 54%; background-color: #0070C0; height: 10px;"></div><div style="width: 25%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 21%; background-color: #C00000; height: 10px;"></div></div>	48% ^	-	-
I trust senior/organisational leadership (COL(E) and above).*	725	<div style="display: flex; justify-content: space-between;"><div style="width: 49%; background-color: #0070C0; height: 10px;"></div><div style="width: 26%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 26%; background-color: #C00000; height: 10px;"></div></div>	40% ^	49%	68% v
I have seen senior/organisational leadership (COL(E) and above) consistently modelling the behaviours expected from me.	726	<div style="display: flex; justify-content: space-between;"><div style="width: 48%; background-color: #0070C0; height: 10px;"></div><div style="width: 25%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 27%; background-color: #C00000; height: 10px;"></div></div>	39% ^	-	69% v
The NZDF visibly supports diversity in the workplace.	725	<div style="display: flex; justify-content: space-between;"><div style="width: 80%; background-color: #0070C0; height: 10px;"></div><div style="width: 15%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 5%; background-color: #C00000; height: 10px;"></div></div>	73% ^	79%	72% ^
The communication I receive is clear and consistent.	726	<div style="display: flex; justify-content: space-between;"><div style="width: 41%; background-color: #0070C0; height: 10px;"></div><div style="width: 32%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 27%; background-color: #C00000; height: 10px;"></div></div>	40%	-	-
▼ Unit Leadership		<div style="display: flex; justify-content: space-between;"><div style="width: 85%; background-color: #0070C0; height: 10px;"></div><div style="width: 10%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 5%; background-color: #C00000; height: 10px;"></div></div>	77% ^	-	-
I trust my unit leadership.	726	<div style="display: flex; justify-content: space-between;"><div style="width: 87%; background-color: #0070C0; height: 10px;"></div><div style="width: 8%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 5%; background-color: #C00000; height: 10px;"></div></div>	73% ^	-	78% ^
I have seen my unit leadership consistently modelling the behaviours expected of me.	725	<div style="display: flex; justify-content: space-between;"><div style="width: 84%; background-color: #0070C0; height: 10px;"></div><div style="width: 10%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 6%; background-color: #C00000; height: 10px;"></div></div>	70% ^	-	73% ^
The person I report to encourages and accepts different perspectives and new ways of doing things.*	725	<div style="display: flex; justify-content: space-between;"><div style="width: 87%; background-color: #0070C0; height: 10px;"></div><div style="width: 10%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 3%; background-color: #C00000; height: 10px;"></div></div>	81% ^	79% ^	74% ^
I trust the person I report to.	725	<div style="display: flex; justify-content: space-between;"><div style="width: 89%; background-color: #0070C0; height: 10px;"></div><div style="width: 7%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 4%; background-color: #C00000; height: 10px;"></div></div>	83% ^	-	81% ^
I have seen the person I report to consistently modelling the behaviours expected of me.	725	<div style="display: flex; justify-content: space-between;"><div style="width: 86%; background-color: #0070C0; height: 10px;"></div><div style="width: 11%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 3%; background-color: #C00000; height: 10px;"></div></div>	79% ^	-	82% ^
I feel valued by the person I report to.	725	<div style="display: flex; justify-content: space-between;"><div style="width: 80%; background-color: #0070C0; height: 10px;"></div><div style="width: 14%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 7%; background-color: #C00000; height: 10px;"></div></div>	77%	86% v	-
▼ My Workplace		<div style="display: flex; justify-content: space-between;"><div style="width: 77%; background-color: #0070C0; height: 10px;"></div><div style="width: 16%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 7%; background-color: #C00000; height: 10px;"></div></div>	68% ^	71% ^	-
I feel comfortable to be myself at work.	725	<div style="display: flex; justify-content: space-between;"><div style="width: 86%; background-color: #0070C0; height: 10px;"></div><div style="width: 9%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 6%; background-color: #C00000; height: 10px;"></div></div>	81% ^	81% ^	80% ^
How would you rate the current level of morale in your unit/workplace?	725	<div style="display: flex; justify-content: space-between;"><div style="width: 35%; background-color: #0070C0; height: 10px;"></div><div style="width: 45%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 20%; background-color: #C00000; height: 10px;"></div></div>	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	<div style="display: flex; justify-content: space-between;"><div style="width: 90%; background-color: #0070C0; height: 10px;"></div><div style="width: 6%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 4%; background-color: #C00000; height: 10px;"></div></div>	77% ^	78% ^	-
I am able to question commanders/managers or voice an alternative perspective in my workplace.*	725	<div style="display: flex; justify-content: space-between;"><div style="width: 86%; background-color: #0070C0; height: 10px;"></div><div style="width: 9%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 6%; background-color: #C00000; height: 10px;"></div></div>	71% ^	76% ^	76% ^
If I raise health and safety concerns they are taken seriously.*	724	<div style="display: flex; justify-content: space-between;"><div style="width: 89%; background-color: #0070C0; height: 10px;"></div><div style="width: 10%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 1%; background-color: #C00000; height: 10px;"></div></div>	79% ^	84% ^	85% ^
▼ My Team		<div style="display: flex; justify-content: space-between;"><div style="width: 79%; background-color: #0070C0; height: 10px;"></div><div style="width: 16%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 5%; background-color: #C00000; height: 10px;"></div></div>	73% ^	-	-
I feel included by my work mates / colleagues.	725	<div style="display: flex; justify-content: space-between;"><div style="width: 89%; background-color: #0070C0; height: 10px;"></div><div style="width: 9%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 2%; background-color: #C00000; height: 10px;"></div></div>	86% ^	84% ^	81% ^
My team takes the time to celebrate our success.	724	<div style="display: flex; justify-content: space-between;"><div style="width: 65%; background-color: #0070C0; height: 10px;"></div><div style="width: 26%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 10%; background-color: #C00000; height: 10px;"></div></div>	62%	-	-
I see my work mates/ colleagues consistently role modelling the behaviours expected from me.*	724	<div style="display: flex; justify-content: space-between;"><div style="width: 82%; background-color: #0070C0; height: 10px;"></div><div style="width: 15%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 3%; background-color: #C00000; height: 10px;"></div></div>	71% ^	67% ^	-
▼ My Job		<div style="display: flex; justify-content: space-between;"><div style="width: 76%; background-color: #0070C0; height: 10px;"></div><div style="width: 12%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 12%; background-color: #C00000; height: 10px;"></div></div>	67% ^	-	-
I know how my work contributes to the success of the NZDF.	726	<div style="display: flex; justify-content: space-between;"><div style="width: 90%; background-color: #0070C0; height: 10px;"></div><div style="width: 7%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 3%; background-color: #C00000; height: 10px;"></div></div>	79% ^	87% ^	88%
I am empowered to make decisions about the way I do my job.*	726	<div style="display: flex; justify-content: space-between;"><div style="width: 85%; background-color: #0070C0; height: 10px;"></div><div style="width: 10%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 6%; background-color: #C00000; height: 10px;"></div></div>	72% ^	70% ^	-
I have the tools and resources I need to do my job effectively.	726	<div style="display: flex; justify-content: space-between;"><div style="width: 42%; background-color: #0070C0; height: 10px;"></div><div style="width: 18%; background-color: #A9A9A9; height: 10px;"></div><div style="width: 40%; background-color: #C00000; height: 10px;"></div></div>	46% v	57% v	75% v



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Name	Responses	Distribution	NZDF Overall 2022	NZDF Overall 2021	Global
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
<b>Performance</b>			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
<b>Respectful Workplace</b>			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%	-
<b>Career Development</b>			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%	-
<b>Pay and Benefits</b>			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	-
<b>Wellbeing</b>			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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Name	Responses	Distribution	NZDF Overall 2022	NZDF Overall 2021	Global
▼ Organisational Commitment <div style="display: flex; justify-content: space-between; margin-top: 5px;"> <span>60%</span> <span>23%</span> <span>17%</span> </div>			57%	66% ▼	-
I feel a sense of commitment to the NZDF.	726	<div style="display: flex; justify-content: space-between; margin-top: 5px;"> <span>72%</span> <span>15%</span> <span>13%</span> </div>	66% ^	72%	-
I am proud to be in the NZDF.	725	<div style="display: flex; justify-content: space-between; margin-top: 5px;"> <span>83%</span> <span>12%</span> <span>5%</span> </div>	75% ^	82%	81%
I would recommend the NZDF as a great place to work.	725	<div style="display: flex; justify-content: space-between; margin-top: 5px;"> <span>56%</span> <span>28%</span> <span>16%</span> </div>	48% ^	63% ▼	73% ▼
I am actively looking at leaving the NZDF. (Reverse Scoring)	725	<div style="display: flex; justify-content: space-between; margin-top: 5px;"> <span>29%</span> <span>36%</span> <span>34%</span> </div>	38% ▼	48% ▼	60% ▼
▼ Questions for Leaders <div style="display: flex; justify-content: space-between; margin-top: 5px;"> <span>77%</span> <span>12%</span> <span>11%</span> </div>			70% ^	-	-
I understand how to action performance management processes if required.	462	<div style="display: flex; justify-content: space-between; margin-top: 5px;"> <span>86%</span> <span>8%</span> <span>5%</span> </div>	75% ^	-	-
I feel confident having difficult conversations with my team when required.	462	<div style="display: flex; justify-content: space-between; margin-top: 5px;"> <span>93%</span> <span></span> <span></span> </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; margin-top: 5px;"> <span>71%</span> <span>16%</span> <span>13%</span> </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; margin-top: 5px;"> <span>59%</span> <span>18%</span> <span>23%</span> </div>	60%	-	-