

Welcome to Your Reports!

2020 Best Places to Work in the Valley

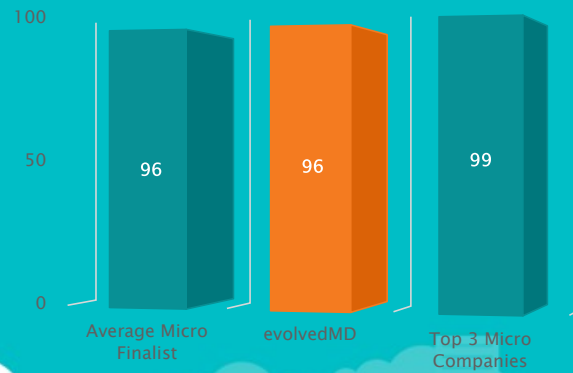
By participating in the Best Places to Work program, you are demonstrating your commitment to employee engagement and creating an advantage over your competition.

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

This year, 18 of your employees completed the survey. The average of their responses creates your organization's Best Place to Work score. Scores can range from 0-100 with 100 being the best possible score.

YOUR SCORE

96.11



17

HIGHLY ENGAGED EMPLOYEES

94.44% OF YOUR PEOPLE

Your People

Highly Engaged

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

1

MODERATELY ENGAGED EMPLOYEES

5.56% OF YOUR PEOPLE

Disengaged

Negative, Lack Commitment, Impact Productivity Of Others

Moderately Engaged

Moderately Favorable, Held Back, Opportunity For Increased Performance

Barely Engaged

Indifferent, Lack Motivation, At-Risk For Retention

0

DISENGAGED EMPLOYEES

0% OF YOUR PEOPLE

0

BARELY ENGAGED EMPLOYEES

0% OF YOUR PEOPLE

For your information

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

Can you hear me?

Employees were invited to provide optional responses to several open-ended questions during the survey. Your employees shared 90 comments. Here is a random sampling of their responses:

When I interviewed for this job I was not really looking for a job. I was convinced by one of my colleagues who was employed with evolvedMD. After talking with the owners and listening to their philosophy and their mission, I was inspired and hoping for an offer. They stuck by their mission over the years I have been working with them. The work is so fulfilling because we are making real change in the community by handling mental health different than any one else has before in the Valley. They value the employees and have not gone back on anything they have promised. I was supposed to have an increase in hours and pay in February, but plans had changed and that was not necessary at that time. They offered to continue with the plan of making me fulltime despite not needing a fulltime employee because that was what I was planning on. I respected their integrity in the situation. I did not take them up on the offer because I am invested in the success of this organization and was willing to wait until it was feasible for me to increase my hours. I feel very respected and valued and I believe that is what leads my coworkers and I to strive to do the best we can and make evolvedMD a success. They emphasize self care and family first, encouraging a balanced lifestyle which is often lacking in the American work culture. Quality work is also emphasized over productivity. The bonus structure supports this value by not rewarding productivity unless self care and quality goals are met. They want us to use our sick and vacation time. To do this, they offer ample PTO and STO up front and zero it out at the end of the year to encourage that usage every year. They also offer a paid week off at the end of the year to reward the employees. They encourage every one to pursue their goals, even if that involves leaving the company. If a therapist wants to practice independently the owners will help with business plan development. I feel like I have finally found a position that fits my talent and abilities that is still challenging and interesting. I feel fully supported by my management and the owners. I truly enjoy and value all of the employees at evolvedMD and feel like part of a family. I can't imagine working anywhere else and am planning to stay here until I retire in 20 years.

I have recommended evolvedMD to many of my previous colleagues, and one colleague recently started with us. evolvedMD really supports the work/life balance, and I have never had an issue with needing to take time for my family. evolvedMD understands that we are all adults and we are treated as such and trusted to do our jobs without an overwhelming feeling of being micromanaged. There has never been an instance where I feel pressured to put the organization before my family. evolvedMD encourages all of their employees to engage in professional development and self-care activities, going so far as to bonus all employees based on their engagement in such activities. I have never been more satisfied with a job or organization.





This small but growing company is an awesome place to work! You can really tell they care about their employees self care and even offer incentives for completing self care! I am comfortable with asking my leaders for any additional support whenever needed. Our leaders treat employees as if we are all apart of a work family. They want each of us to succeed and grow in our professional and personal development and often allow accommodations to work schedules for employees involved in other meaningful activities. The work we do is fulfilling and rewarding but never calls for employees to work outside of hours or go home from work stressed. I would highly recommend evolvedMD!!

This company truly cares about and values their employees not by everything they say, but by everything they do. They back up their words with action. They promote self care and back it up with action/financial benefits. They ask about your well being. They provide what you need to be successful and do your job well, and ask if there is anything else needed to do your job well. They value your opinions. They turn to you as the expert of your job. They pay very well. They understand the need and importance of family and having a work/personal life balance.



The company values its employees, makes you feel a major part of it, has strong leadership, welcomes all backgrounds we come from, and works hard to have everyone believe in the mission statement. They lead by their actions, value hard work and independence, and have built a successful model to provide patient care. They give you everything you need to succeed and have built a strong relationship with its employees and community stake holders. Highly recommend this place!!



Generations in your Workplace

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

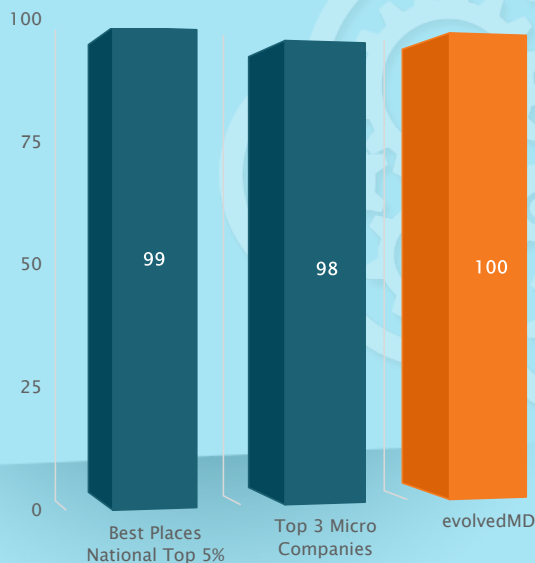
Comparing the engagement levels of employees by age group may highlight that your workplace is working better for some than others. Best Places to Work are diligent about fostering a culture that works for all employees.



What word best describes your work environment?

Supportive

TOP WORD AT EVOLVEDMD



Knowing What Matters

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

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

Now What?

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

Explain pay and benefits thoroughly and often.

You should be sharing pay and benefit information from the day of hire - and making sure the new employee really understands that information shortly after. Create one page "cheat sheets" that can be stored on the organization's intranet to access information at any time.

Questions? Comments? We're here to help!

✉ Email us at bestplaces@quantumworkplace.com

☎ Call us at 1-888-415-8302
