

FROST CENTER FOR DATA AND RESEARCH

Best and Brightest Companies to Work For 2017-2020 Comprehensive Employee Engagement Assessment Report

		202		2019 (n=254)				2018 (n=285)				2017 (n=260)				
	Favorable	Neutral	Unfavorable	Difference	Favorable	Neutral	Unfavorable	Difference	Favorable	Neutral	Unfavorable	Difference	Favorable	Neutral	Unfavorable	Difference
Category: Diversity and Inclusion																
Hope College	96.8	2.4	0.8		69.7	16.1	14.2		70.9	16.7	12.5		73.5	14.8	11.7	
West Michigan	88.2	8.0	3.9	8.6	88.5	7.8	3.6	-18.8	89.3	7.4	3.3	-18.4	80.7	13.4	5.9	-7.2
National Norm	90.8	6.1	3.0	6.0	90.9	6.0	3.0	-21.2	90.5	6.5	3.0	-19.6	90.5	6.5	3.0	-17.0
Employees demonstrate respect for	differences	through	their behavio	or towards o	one anothe	r .										
Hope College	95.3	4.8	0.0		71.7	17.7	10.6		77.0	12.4	10.6		78.4	13.1	8.5	
West Michigan	86.1	8.9	5.0	9.2	86.2	8.9	4.9	-14.5	87.2	8.5	4.3	-10.2	85.0	12.5	2.5	-6.6
National Norm	90.0	7.1	3.9	5.3	89.0	7.0	3.9	-17.3	88.3	7.6	4.0	-11.3	88.3	7.6	4.0	-9.9
Employees can contribute to their fu	ıllest poteni	tial regar	dless of their	age, race, c	olor, ethni	c backgro	ound, gender	. religion. d	isability, o	r sexual o	orientation.					
Hope College	100.0	0.0	0.0	g .,,	69.7	13.8	16.6	, - 8 - , -	68.7	16.9	14.5		69.9	14.7	15.4	
West Michigan	91.6	5.7	2.7	8.4	92.2	5.3	2.5	-22.5	92.9	4.8	2.3	-24.2	82.0	10.3	7.7	-12.1
National Norm	89.0	7.1	3.9	11.0	93.4	4.2	2.4	-23.7	93.2	4.6	2.2	-24.5	93.2	4.6	2.2	-23.3
This organization welcomes diversit	y in people,	experien	ices, and idea	ıs.												
	y in people,	experien	ces, and idea	ıs.	67.7	16.9	15.3		66.9	20.8	12.3		72.2	16.6	11.2	
This organization welcomes diversity Hope College West Michigan				8.5	67.7 87.2	16.9 9.3	15.3 3.5	-19.5	66.9 87.7	20.8	12.3 3.4	-20.8	72.2 75.0	16.6 17.5	11.2 7.5	-2.8
Hope College	95.2	2.4	2.4					-19.5 -22.5				-20.8 -23.1	i i			-2.8 -17.8
Hope College West Michigan National Norm	95.2 86.7	2.4	2.4	8.5	87.2	9.3	3.5		87.7	8.9	3.4		75.0	17.5	7.5	
Hope College West Michigan National Norm Category: Culture	95.2 86.7 90.1	2.4 9.3 7.0	2.4 4.0 2.9	8.5	87.2 90.2	9.3	3·5 2.9		87.7 90.0	8.9 7.4	3.4 2.6		75.0 90.0	17.5 7.4	7.5 2.6	
Hope College West Michigan National Norm Category: Culture Hope College	95.2 86.7 90.1	2.4 9.3 7.0	2.4 4.0 2.9	8.5 5.1	87.2 90.2 81.5	9.3 6.9	3.5 2.9 8.5	-22.5	87.7 90.0	8.9 7.4	3.4 2.6	-23.1	75.0 90.0	17.5 7.4 9.3	7.5 2.6 5.3	-17.8
Hope College West Michigan National Norm Category: Culture Hope College West Michigan	95.2 86.7 90.1 97.0 88.1	2.4 9.3 7.0 3.0 7.7	2.4 4.0 2.9	8.5 5.1	87.2 90.2 81.5 88.7	9.3 6.9 10.0 7.4	3.5 2.9 8.5 3.8	-22.5 -7.2	87.7 90.0 83.3 89.8	8.9 7.4 10.1 6.8	3.4 2.6 6.6 3.4	-23.1 -6.5	75.0 90.0 85.4 82.2	17.5 7.4 9.3 14.0	7.5 2.6 5.3 3.8	-17.8 3.2
Hope College West Michigan National Norm Category: Culture Hope College	95.2 86.7 90.1	2.4 9.3 7.0	2.4 4.0 2.9	8.5 5.1	87.2 90.2 81.5	9.3 6.9	3.5 2.9 8.5	-22.5	87.7 90.0	8.9 7.4	3.4 2.6	-23.1	75.0 90.0	17.5 7.4 9.3	7.5 2.6 5.3	-17.8
Hope College West Michigan National Norm Category: Culture Hope College West Michigan	95.2 86.7 90.1 97.0 88.1	2.4 9.3 7.0 3.0 7.7	2.4 4.0 2.9	8.5 5.1	87.2 90.2 81.5 88.7	9.3 6.9 10.0 7.4	3.5 2.9 8.5 3.8	-22.5 -7.2	87.7 90.0 83.3 89.8	8.9 7.4 10.1 6.8	3.4 2.6 6.6 3.4	-23.1 -6.5	75.0 90.0 85.4 82.2	17.5 7.4 9.3 14.0	7.5 2.6 5.3 3.8	-17.8 3.2
Hope College West Michigan National Norm Category: Culture Hope College West Michigan National Norm I feel that I can be myself at work.	95.2 86.7 90.1 97.0 88.1	2.4 9.3 7.0 3.0 7.7	2.4 4.0 2.9	8.5 5.1	87.2 90.2 81.5 88.7	9.3 6.9 10.0 7.4	3.5 2.9 8.5 3.8	-22.5 -7.2	87.7 90.0 83.3 89.8	8.9 7.4 10.1 6.8	3.4 2.6 6.6 3.4	-23.1 -6.5	75.0 90.0 85.4 82.2	17.5 7.4 9.3 14.0	7.5 2.6 5.3 3.8	-17.8 3.2
Hope College West Michigan National Norm Category: Culture Hope College West Michigan National Norm	95.2 86.7 90.1 97.0 88.1 89.6	2.4 9.3 7.0 3.0 7.7 6.7	2.4 4.0 2.9 0.0 4.2 3.6	8.5 5.1	87.2 90.2 81.5 88.7 90.0	9.3 6.9 10.0 7.4 6.5	3.5 2.9 8.5 3.8 3.5	-22.5 -7.2	87.7 90.0 83.3 89.8 89.5	8.9 7.4 10.1 6.8 6.9	3.4 2.6 6.6 3.4 3.6	-23.1 -6.5	75.0 90.0 85.4 82.2 89.5	9.3 14.0 6.9	7.5 2.6 5.3 3.8 3.6	-17.8 3.2
Hope College West Michigan National Norm Category: Culture Hope College West Michigan National Norm I feel that I can be myself at work. Hope College	95.2 86.7 90.1 97.0 88.1 89.6	2.4 9.3 7.0 3.0 7.7 6.7	2.4 4.0 2.9 0.0 4.2 3.6	8.5 5.1 8.9 7.4	87.2 90.2 81.5 88.7 90.0	9.3 6.9 10.0 7.4 6.5	3.5 2.9 8.5 3.8 3.5	-22.5 -7.2 -8.5	87.7 90.0 83.3 89.8 89.5	8.9 7.4 10.1 6.8 6.9	3.4 2.6 6.6 3.4 3.6	-23.1 -6.5 -6.2	75.0 90.0 85.4 82.2 89.5	9.3 14.0 6.9	7.5 2.6 5.3 3.8 3.6	-17.8 3.2 -4.1
Hope College West Michigan National Norm Category: Culture Hope College West Michigan National Norm I feel that I can be myself at work. Hope College West Michigan National Norm	95.2 86.7 90.1 97.0 88.1 89.6 97.6 86.8 88.9	2.4 9.3 7.0 3.0 7.7 6.7	2.4 4.0 2.9 0.0 4.2 3.6	8.5 5.1 8.9 7.4	87.2 90.2 81.5 88.7 90.0 78.8 87.3	9.3 6.9 10.0 7.4 6.5	3.5 2.9 8.5 3.8 3.5	-22.5 -7.2 -8.5	87.7 90.0 83.3 89.8 89.5 80.0 88.8	7.4 10.1 6.8 6.9 9.5 6.5	3.4 2.6 6.6 3.4 3.6 9.5 4.6	-23.1 -6.5 -6.2	75.0 90.0 85.4 82.2 89.5 81.9 84.2	9.3 14.0 6.9	7.5 2.6 5.3 3.8 3.6	-17.8 3.2 -4.1
Hope College West Michigan National Norm Category: Culture Hope College West Michigan National Norm I feel that I can be myself at work. Hope College West Michigan National Norm This organization promotes a positive	95.2 86.7 90.1 97.0 88.1 89.6 97.6 86.8 88.9	2.4 9.3 7.0 3.0 7.7 6.7 2.4 7.7 6.6	2.4 4.0 2.9 0.0 4.2 3.6	8.5 5.1 8.9 7.4	87.2 90.2 81.5 88.7 90.0 78.8 87.3 89.1	9.3 6.9 10.0 7.4 6.5 11.0 7.5 6.3	3.5 2.9 8.5 3.8 3.5	-22.5 -7.2 -8.5	87.7 90.0 83.3 89.8 89.5 80.0 88.8	7.4 10.1 6.8 6.9 9.5 6.5	3.4 2.6 6.6 3.4 3.6 9.5 4.6	-23.1 -6.5 -6.2	75.0 90.0 85.4 82.2 89.5 81.9 84.2 90.2	9.3 14.0 6.9	7.5 2.6 5.3 3.8 3.6 7.7 2.6 4.1	-17.8 3.2 -4.1
Hope College West Michigan National Norm Category: Culture Hope College West Michigan National Norm I feel that I can be myself at work. Hope College West Michigan National Norm	95.2 86.7 90.1 97.0 88.1 89.6 97.6 86.8 88.9	2.4 9.3 7.0 3.0 7.7 6.7	2.4 4.0 2.9 0.0 4.2 3.6	8.5 5.1 8.9 7.4	87.2 90.2 81.5 88.7 90.0 78.8 87.3	9.3 6.9 10.0 7.4 6.5	3.5 2.9 8.5 3.8 3.5	-22.5 -7.2 -8.5	87.7 90.0 83.3 89.8 89.5 80.0 88.8 90.2	8.9 7.4 10.1 6.8 6.9 9.5 6.5 5.7	3.4 2.6 6.6 3.4 3.6 9.5 4.6 4.1	-23.1 -6.5 -6.2	75.0 90.0 85.4 82.2 89.5 81.9 84.2	9.3 14.0 6.9 10.4 13.2 5.7	7.5 2.6 5.3 3.8 3.6	-17.8 3.2 -4.1

Source: Best and Brightest Programs (2017-2021) Administered by Best and Brightest Programs to a random sample of Hope College faculty and staff each spring.