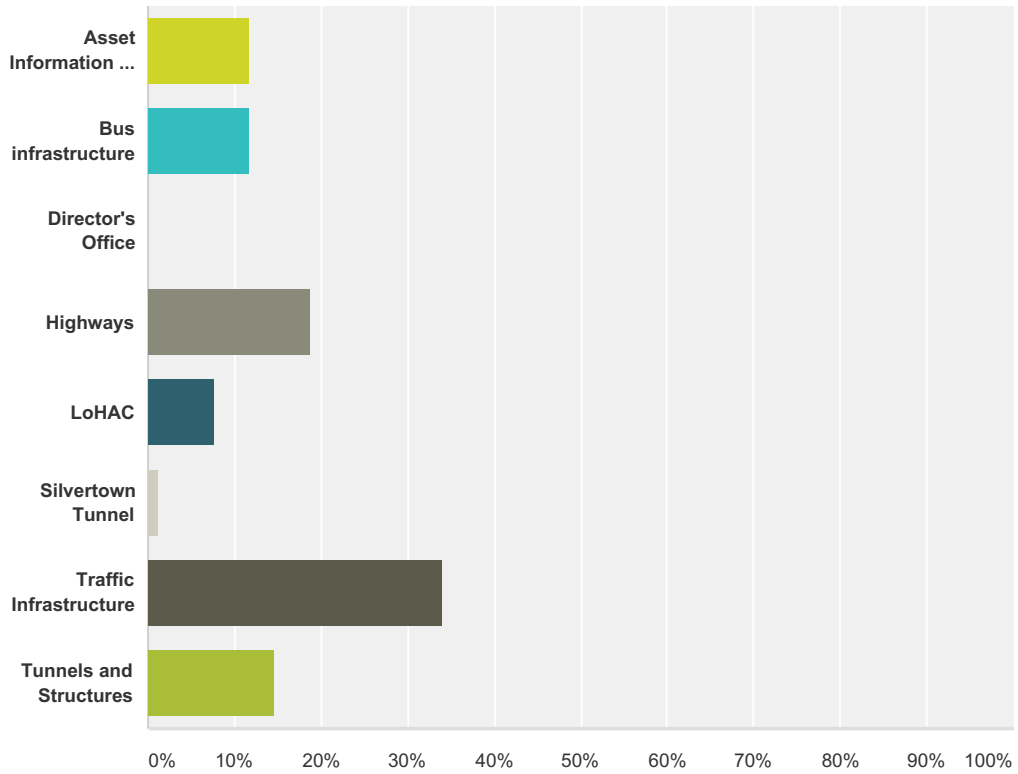


Q1 Please select which AMD department you belong to:

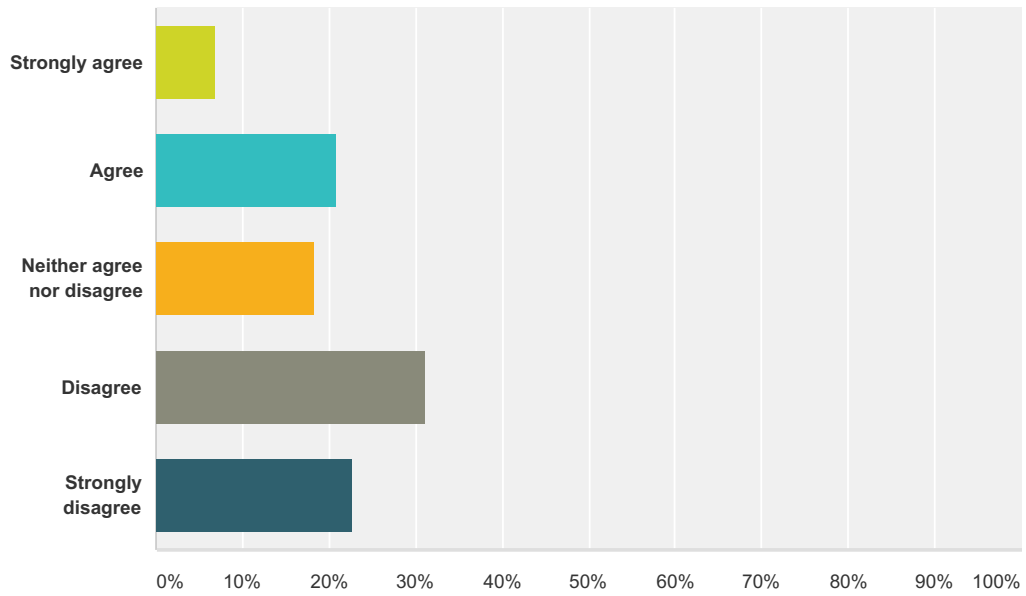
Answered: 170 Skipped: 0



Answer Choices	Responses	
Asset Information and Investment	11.76%	20
Bus infrastructure	11.76%	20
Director's Office	0.00%	0
Highways	18.82%	32
LoHAC	7.65%	13
Silvertown Tunnel	1.18%	2
Traffic Infrastructure	34.12%	58
Tunnels and Structures	14.71%	25
Total		170

Q2 I believe that the impact of this change on colleagues has been considered

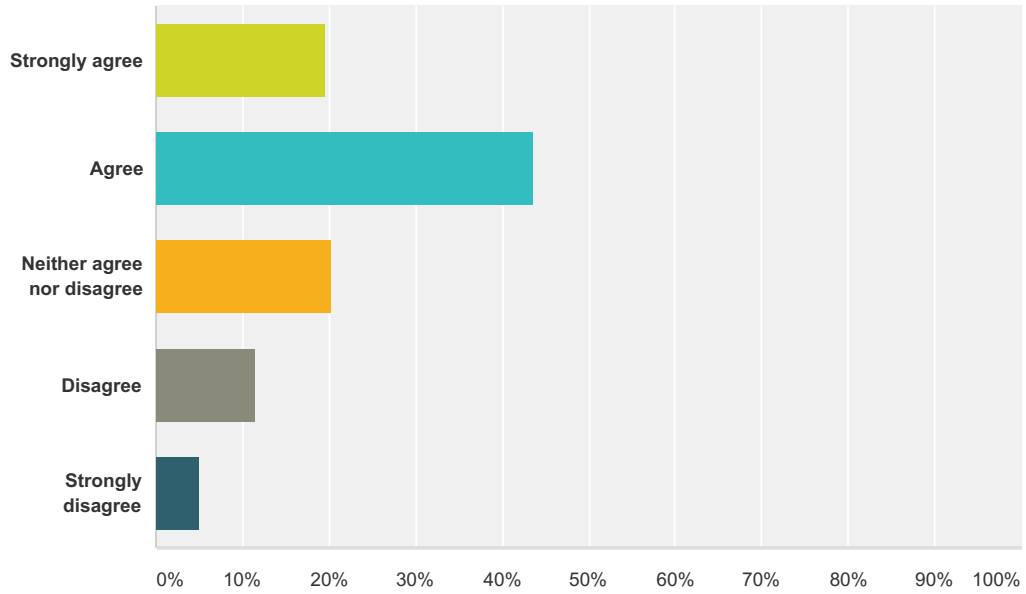
Answered: 158 Skipped: 12



Answer Choices	Responses	
Strongly agree	6.96%	11
Agree	20.89%	33
Neither agree nor disagree	18.35%	29
Disagree	31.01%	49
Strongly disagree	22.78%	36
Total		158

Q3 My colleagues are a source of support during this change

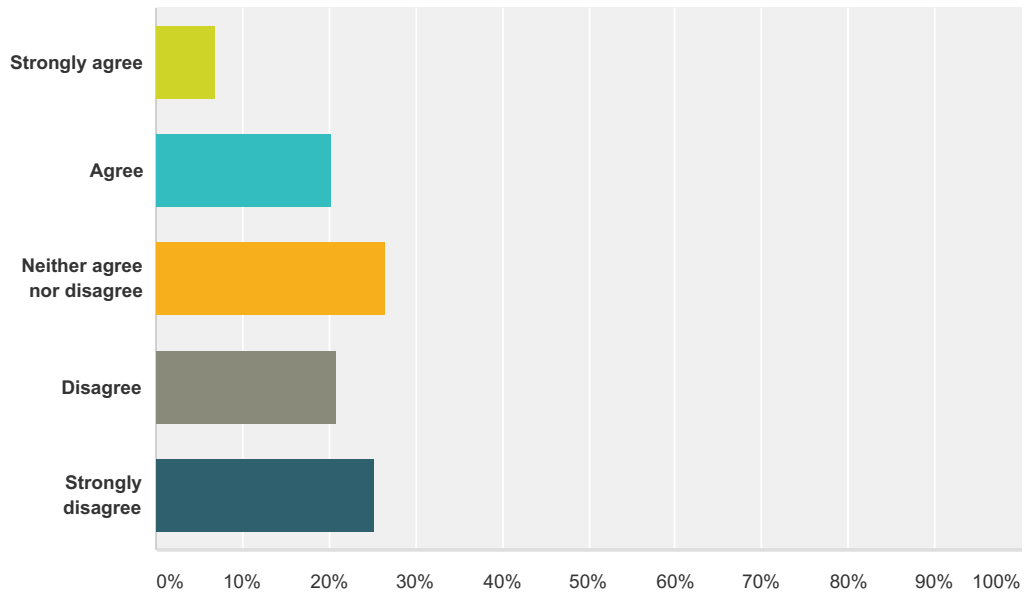
Answered: 158 Skipped: 12



Answer Choices	Responses	
Strongly agree	19.62%	31
Agree	43.67%	69
Neither agree nor disagree	20.25%	32
Disagree	11.39%	18
Strongly disagree	5.06%	8
Total		158

Q4 I believe this change is the right one at this time

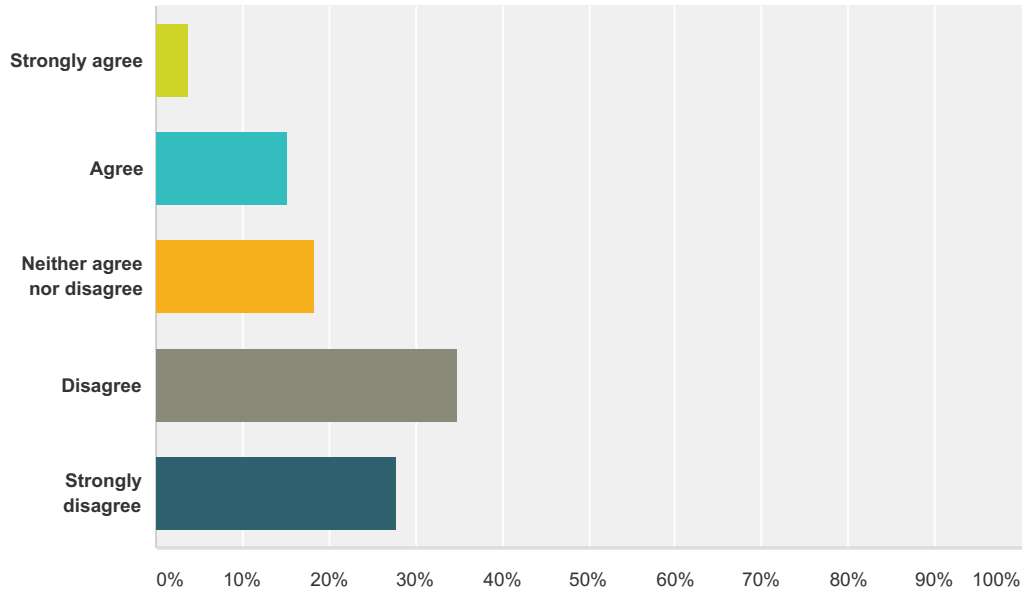
Answered: 158 Skipped: 12



Answer Choices	Responses	
Strongly agree	6.96%	11
Agree	20.25%	32
Neither agree nor disagree	26.58%	42
Disagree	20.89%	33
Strongly disagree	25.32%	40
Total		158

Q5 I feel comfortable with the amount of change that we are going through

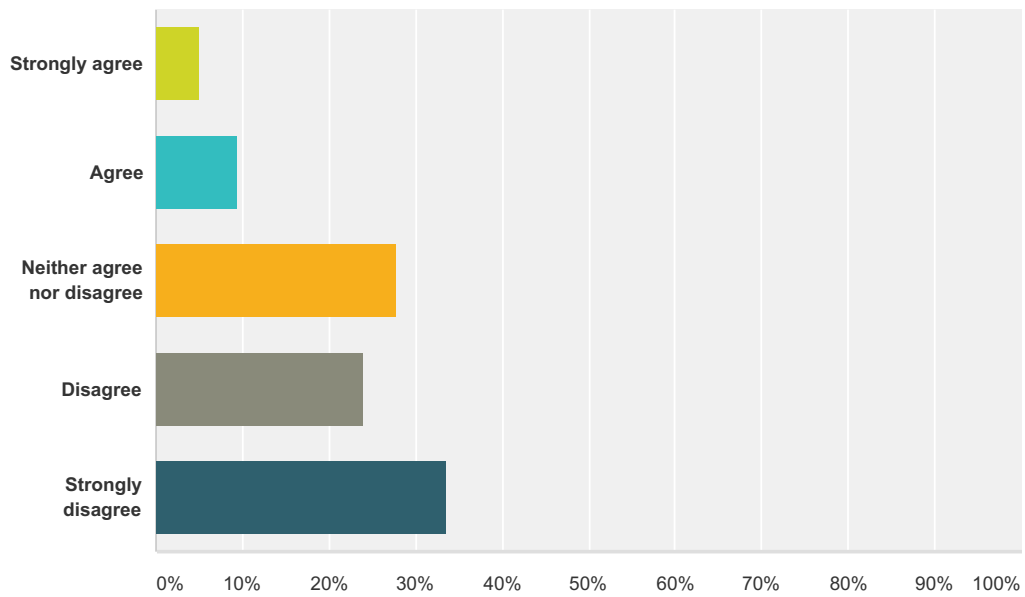
Answered: 158 Skipped: 12



Answer Choices	Responses
Strongly agree	3.80% 6
Agree	15.19% 24
Neither agree nor disagree	18.35% 29
Disagree	34.81% 55
Strongly disagree	27.85% 44
Total	158

Q6 The benefits of this change make the level of disruption worthwhile for our customers and users

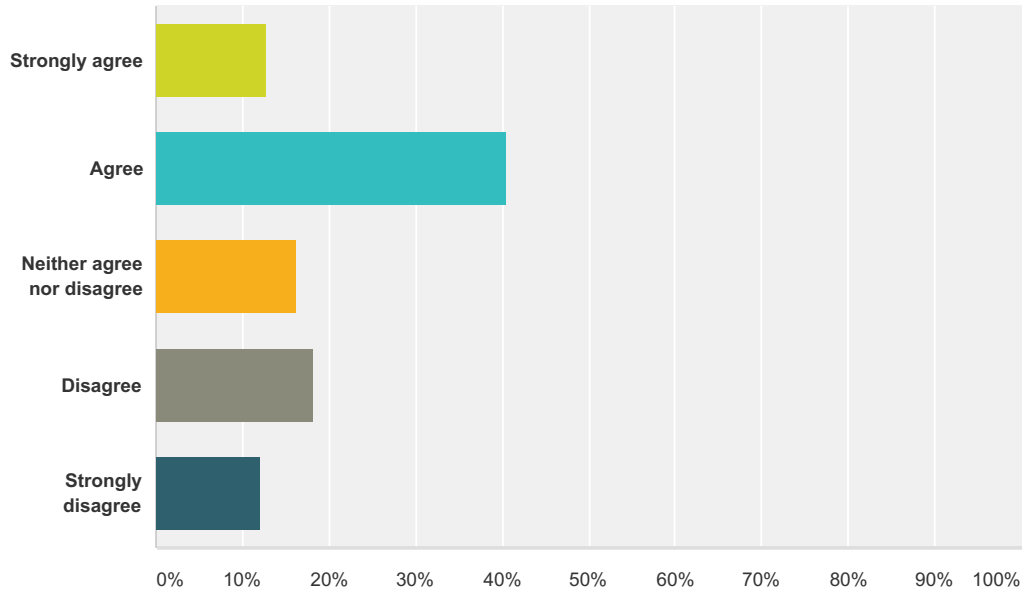
Answered: 158 Skipped: 12



Answer Choices	Responses	
Strongly agree	5.06%	8
Agree	9.49%	15
Neither agree nor disagree	27.85%	44
Disagree	24.05%	38
Strongly disagree	33.54%	53
Total		158

Q7 I understand what we are aiming to achieve with this change

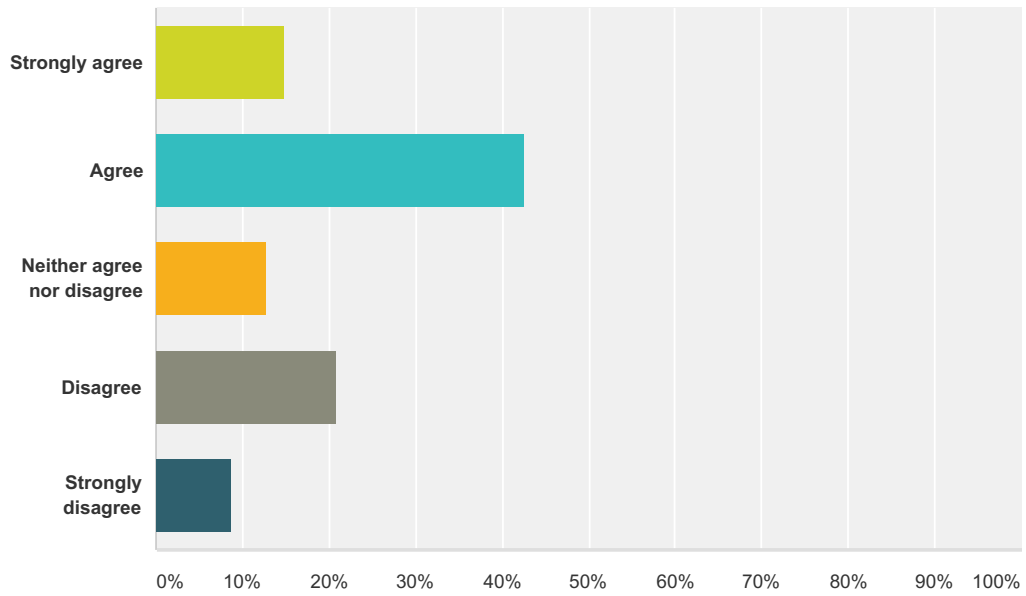
Answered: 148 Skipped: 22



Answer Choices	Responses	
Strongly agree	12.84%	19
Agree	40.54%	60
Neither agree nor disagree	16.22%	24
Disagree	18.24%	27
Strongly disagree	12.16%	18
Total		148

Q8 I understand why we are making this change

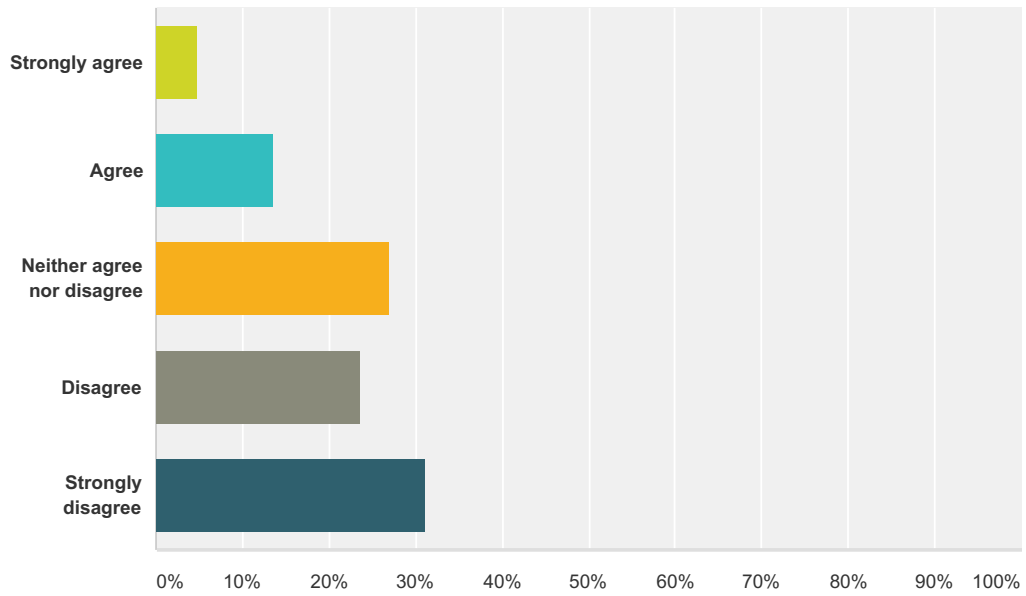
Answered: 148 Skipped: 22



Answer Choices	Responses
Strongly agree	14.86% 22
Agree	42.57% 63
Neither agree nor disagree	12.84% 19
Disagree	20.95% 31
Strongly disagree	8.78% 13
Total	148

Q9 I think this change will have a positive effect on our stakeholders and customers

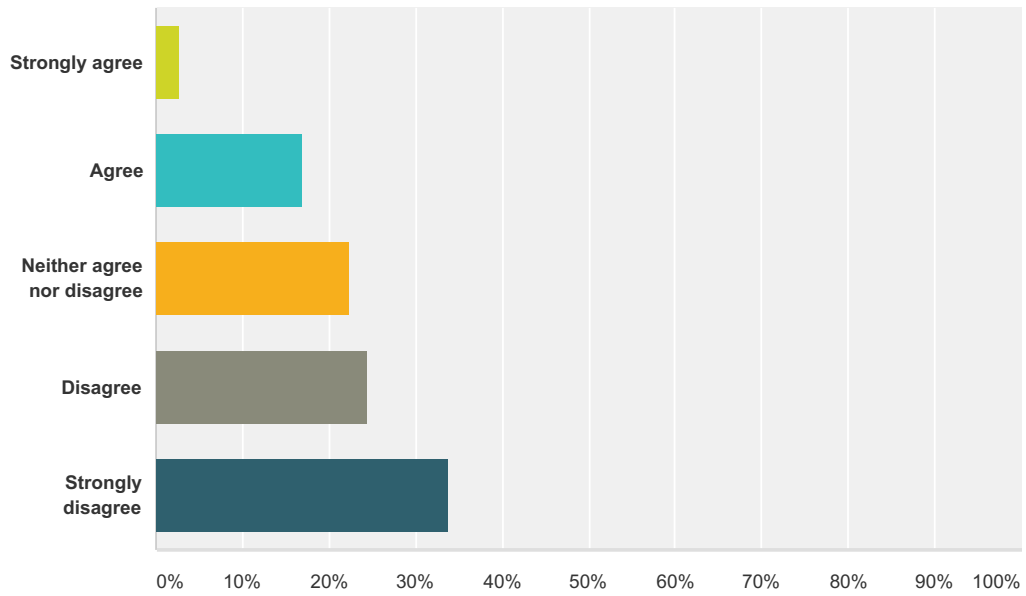
Answered: 148 Skipped: 22



Answer Choices	Responses
Strongly agree	4.73% 7
Agree	13.51% 20
Neither agree nor disagree	27.03% 40
Disagree	23.65% 35
Strongly disagree	31.08% 46
Total	148

Q10 I have confidence that there is a clear vision for the future of this directorate

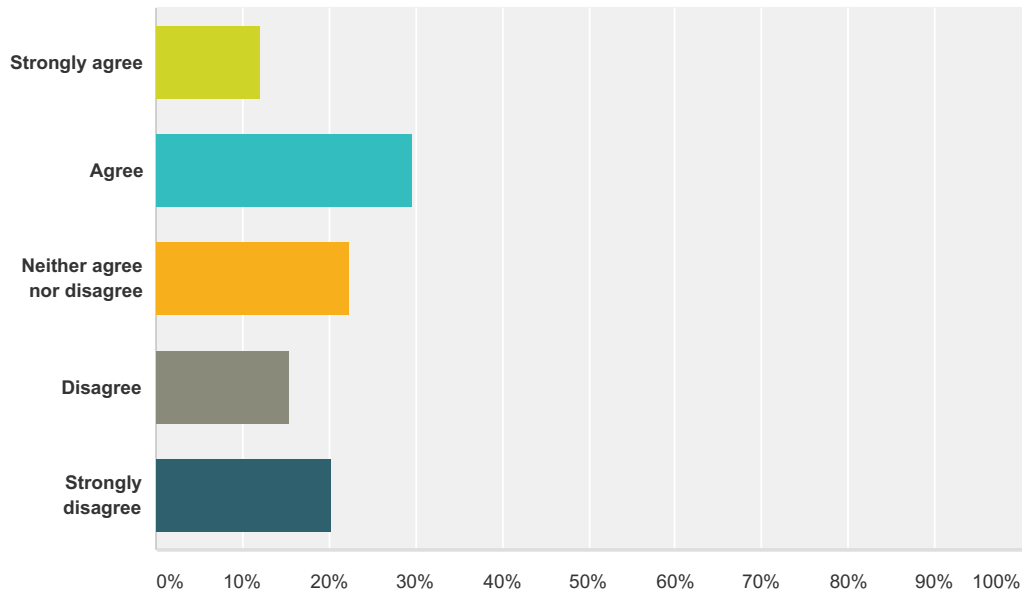
Answered: 148 Skipped: 22



Answer Choices	Responses
Strongly agree	2.70% 4
Agree	16.89% 25
Neither agree nor disagree	22.30% 33
Disagree	24.32% 36
Strongly disagree	33.78% 50
Total	148

Q11 The change process we are going to follow has been made clear to me

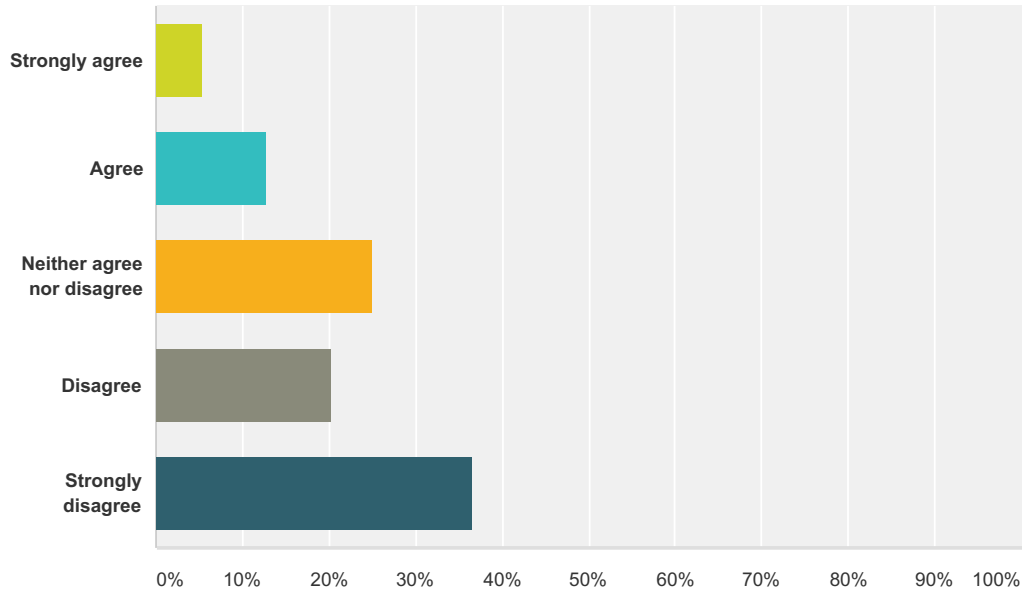
Answered: 148 Skipped: 22



Answer Choices	Responses	
Strongly agree	12.16%	18
Agree	29.73%	44
Neither agree nor disagree	22.30%	33
Disagree	15.54%	23
Strongly disagree	20.27%	30
Total		148

Q12 I trust that senior managers know what they are doing around this change

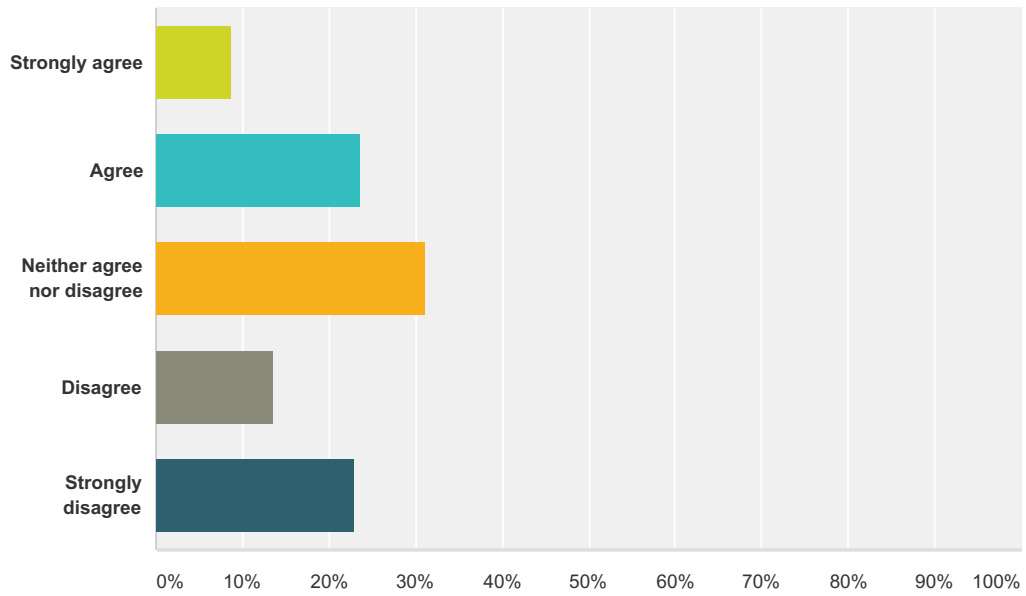
Answered: 148 Skipped: 22



Answer Choices	Responses	
Strongly agree	5.41%	8
Agree	12.84%	19
Neither agree nor disagree	25.00%	37
Disagree	20.27%	30
Strongly disagree	36.49%	54
Total		148

Q13 I believe those leading this change genuinely support it

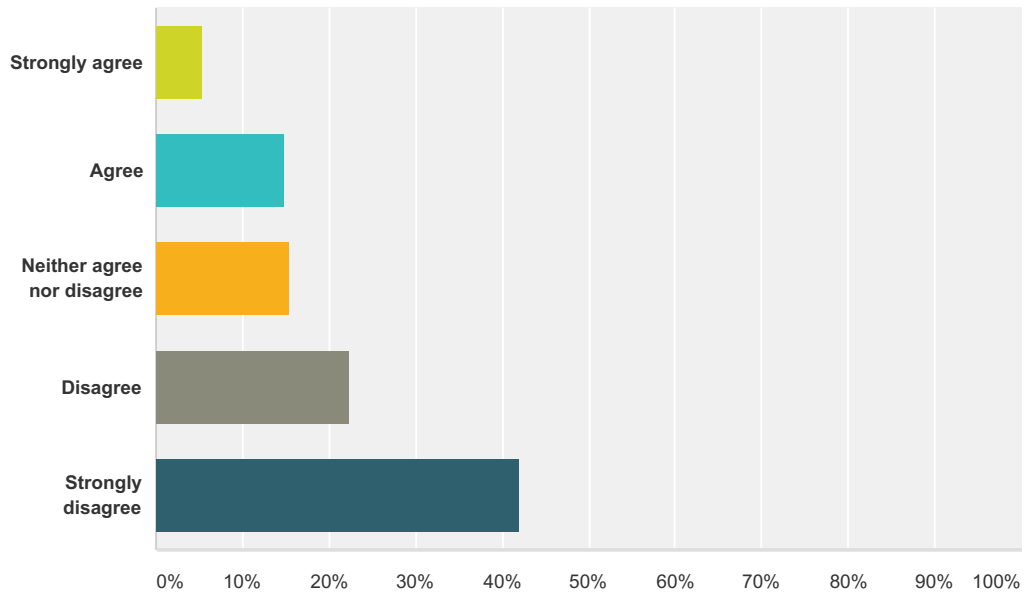
Answered: 148 Skipped: 22



Answer Choices	Responses	
Strongly agree	8.78%	13
Agree	23.65%	35
Neither agree nor disagree	31.08%	46
Disagree	13.51%	20
Strongly disagree	22.97%	34
Total		148

Q14 So far I feel this change has been well planned

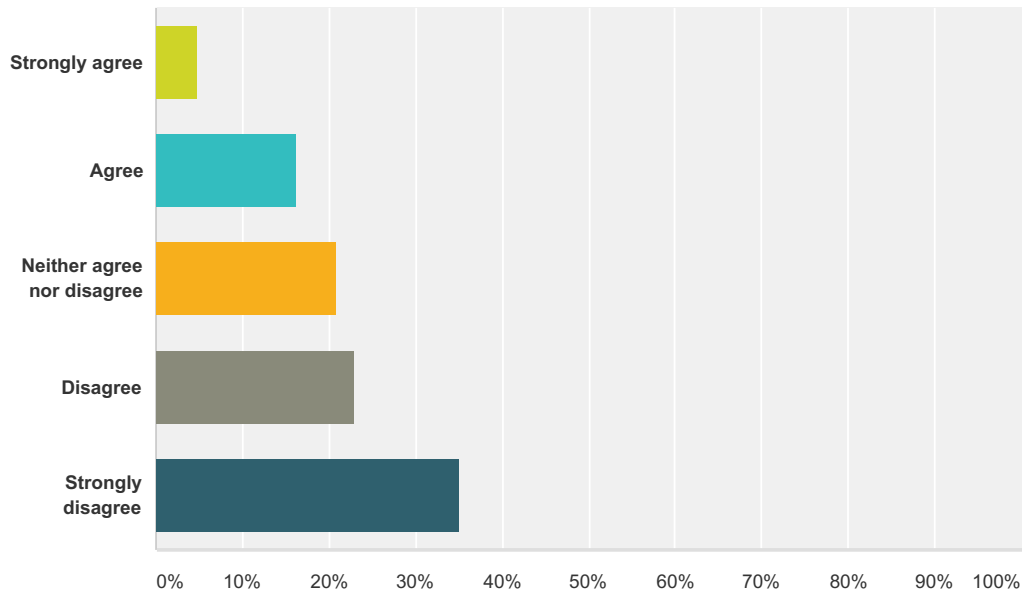
Answered: 148 Skipped: 22



Answer Choices	Responses	
Strongly agree	5.41%	8
Agree	14.86%	22
Neither agree nor disagree	15.54%	23
Disagree	22.30%	33
Strongly disagree	41.89%	62
Total		148

Q15 So far the process around this change has been well managed

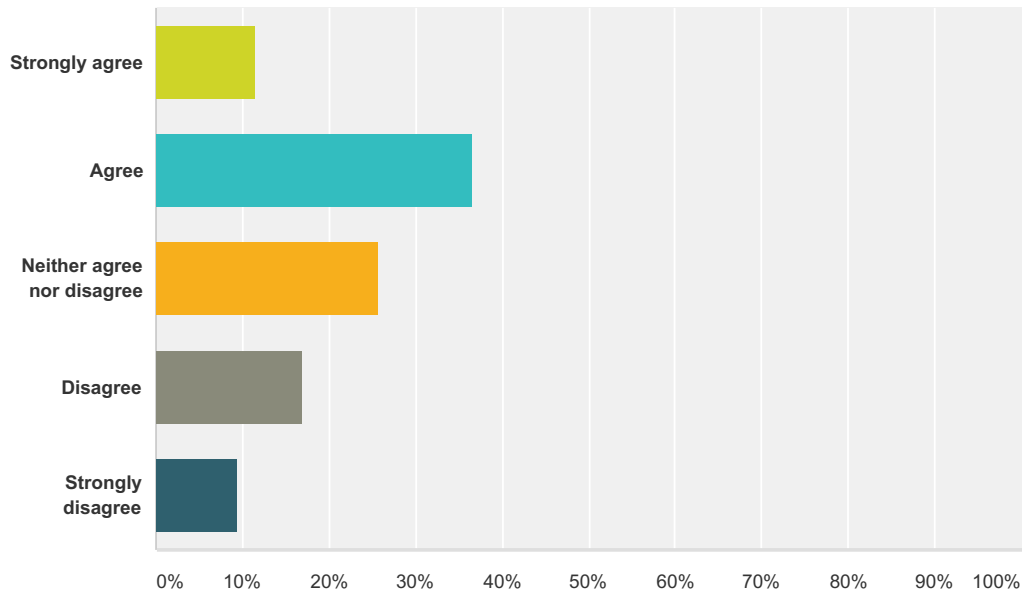
Answered: 148 Skipped: 22



Answer Choices	Responses
Strongly agree	4.73% 7
Agree	16.22% 24
Neither agree nor disagree	20.95% 31
Disagree	22.97% 34
Strongly disagree	35.14% 52
Total	148

Q16 In my team we are already looking at how we can do things differently

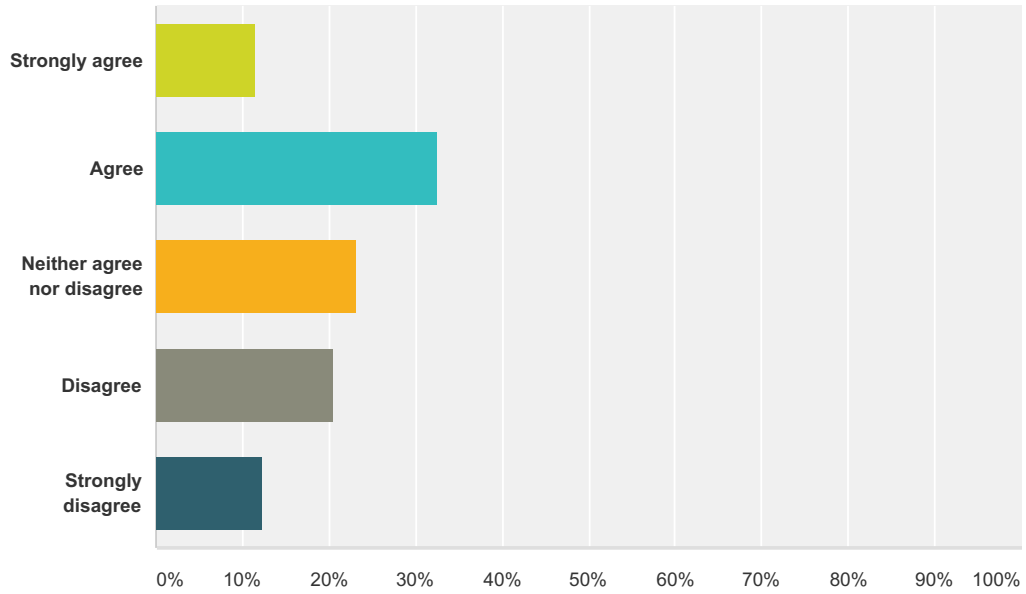
Answered: 148 Skipped: 22



Answer Choices	Responses
Strongly agree	11.49% 17
Agree	36.49% 54
Neither agree nor disagree	25.68% 38
Disagree	16.89% 25
Strongly disagree	9.46% 14
Total	148

Q17 I understand the role I play within this change process

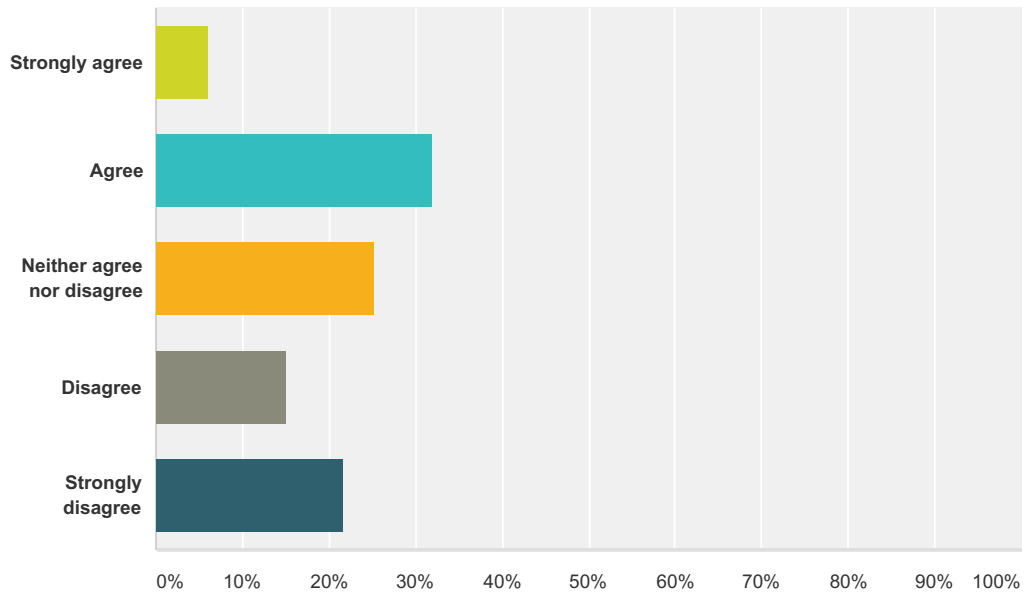
Answered: 147 Skipped: 23



Answer Choices	Responses
Strongly agree	11.56% 17
Agree	32.65% 48
Neither agree nor disagree	23.13% 34
Disagree	20.41% 30
Strongly disagree	12.24% 18
Total	147

Q18 I have the facts and information I need about this change

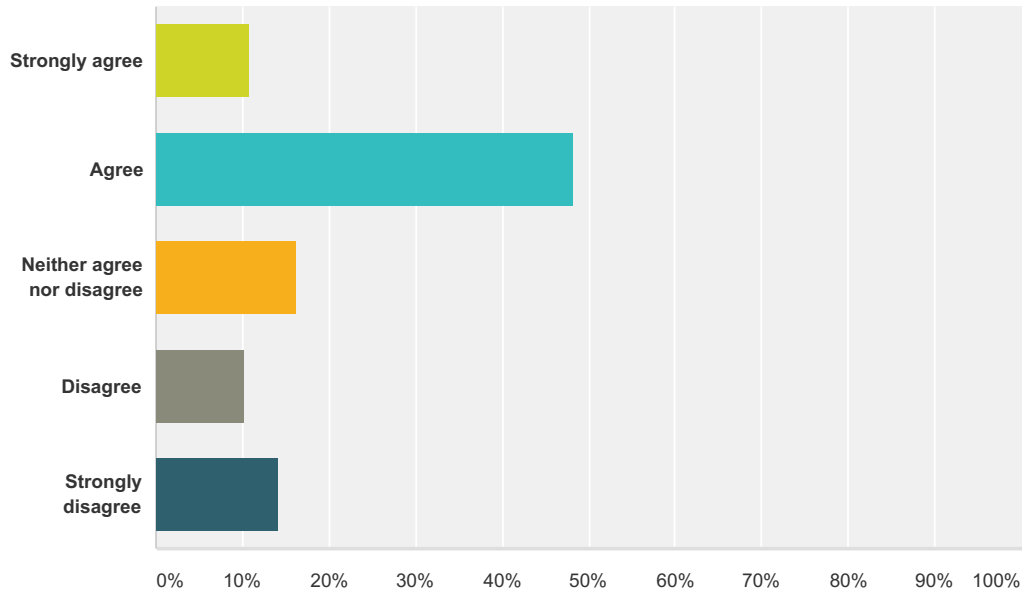
Answered: 147 Skipped: 23



Answer Choices	Responses
Strongly agree	6.12% 9
Agree	31.97% 47
Neither agree nor disagree	25.17% 37
Disagree	14.97% 22
Strongly disagree	21.77% 32
Total	147

Q19 I have been given the opportunity to contribute my thoughts and ideas on this change

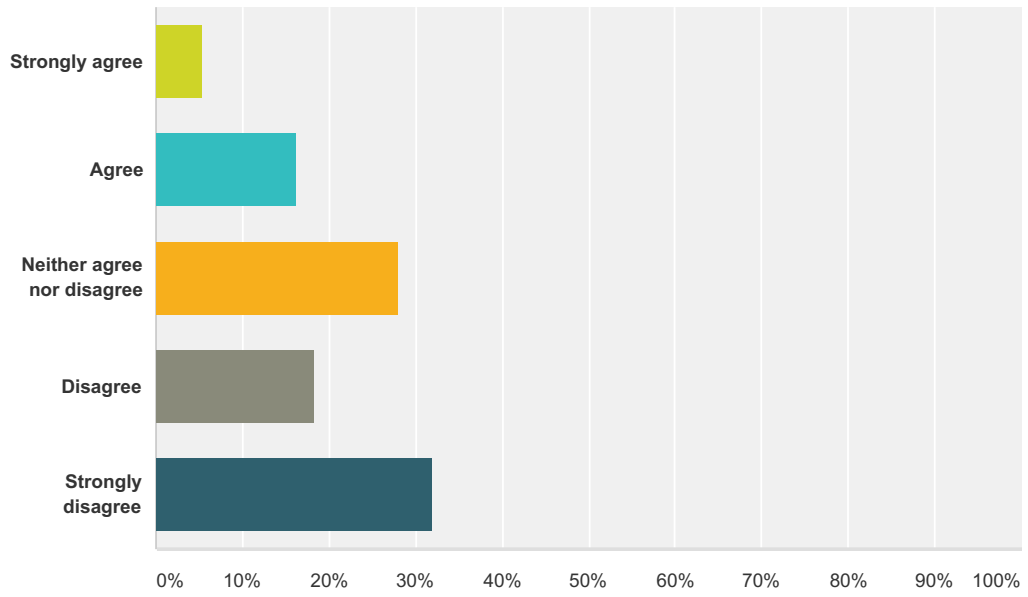
Answered: 147 Skipped: 23



Answer Choices	Responses	Count
Strongly agree	10.88%	16
Agree	48.30%	71
Neither agree nor disagree	16.33%	24
Disagree	10.20%	15
Strongly disagree	14.29%	21
Total		147

Q20 I feel I have been listened to

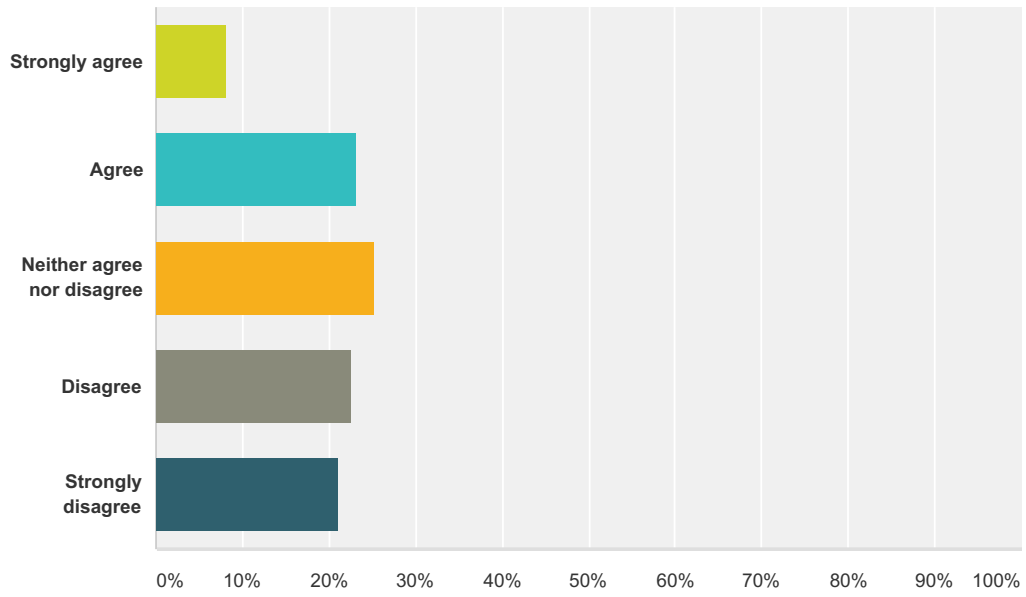
Answered: 147 Skipped: 23



Answer Choices	Responses	
Strongly agree	5.44%	8
Agree	16.33%	24
Neither agree nor disagree	27.89%	41
Disagree	18.37%	27
Strongly disagree	31.97%	47
Total		147

Q21 I feel involved in this change process

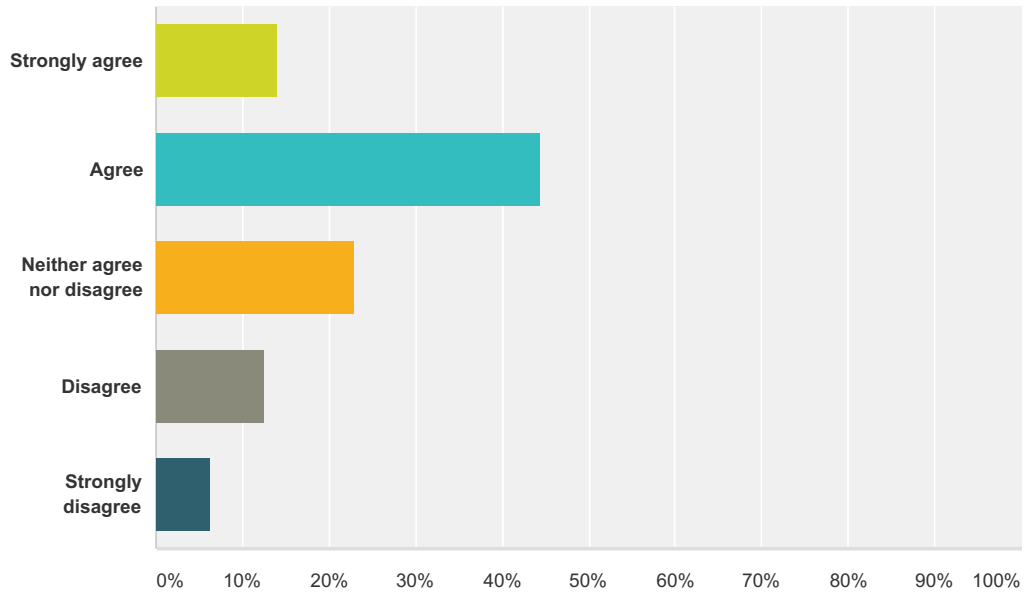
Answered: 147 Skipped: 23



Answer Choices	Responses	
Strongly agree	8.16%	12
Agree	23.13%	34
Neither agree nor disagree	25.17%	37
Disagree	22.45%	33
Strongly disagree	21.09%	31
Total		147

Q22 My manager has helped me to understand how this change could impact me and my work

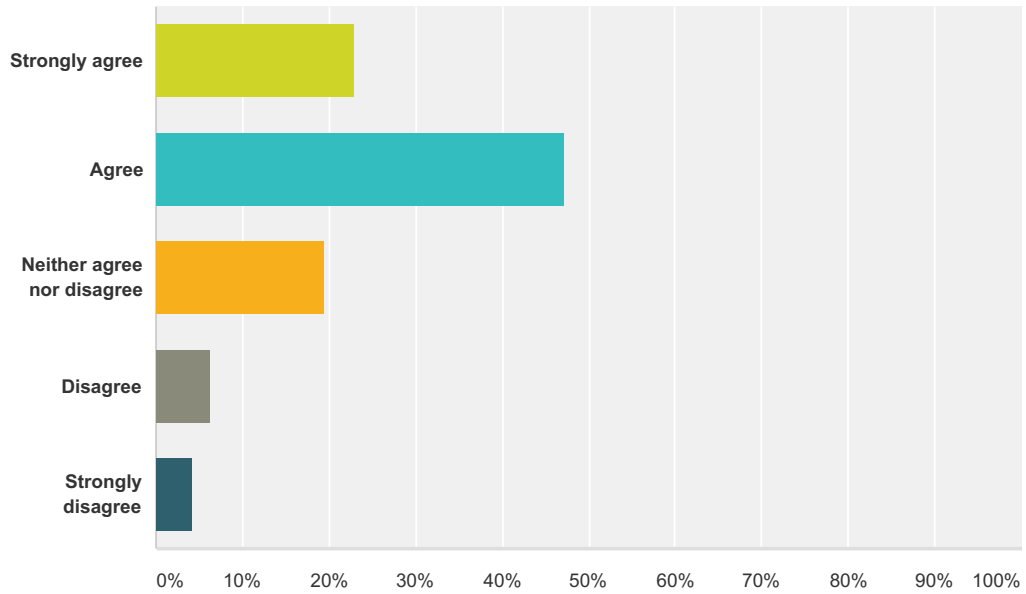
Answered: 144 Skipped: 26



Answer Choices	Responses	
Strongly agree	13.89%	20
Agree	44.44%	64
Neither agree nor disagree	22.92%	33
Disagree	12.50%	18
Strongly disagree	6.25%	9
Total		144

Q23 I trust that my manager will share information about this change with me when they have it

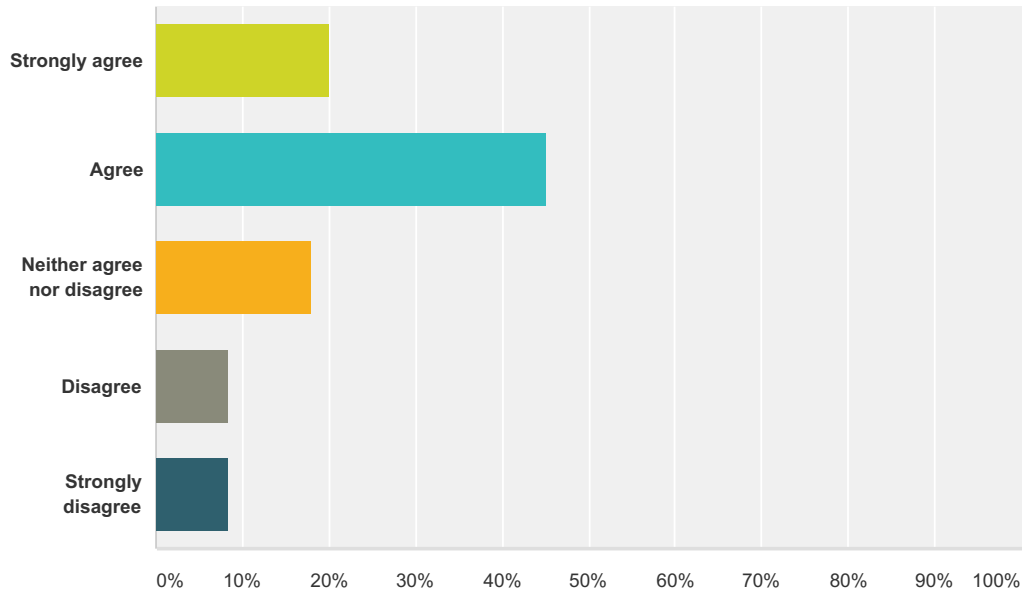
Answered: 144 Skipped: 26



Answer Choices	Responses	Count
Strongly agree	22.92%	33
Agree	47.22%	68
Neither agree nor disagree	19.44%	28
Disagree	6.25%	9
Strongly disagree	4.17%	6
Total		144

Q24 I am able to discuss my concerns about working in a new way with my manager

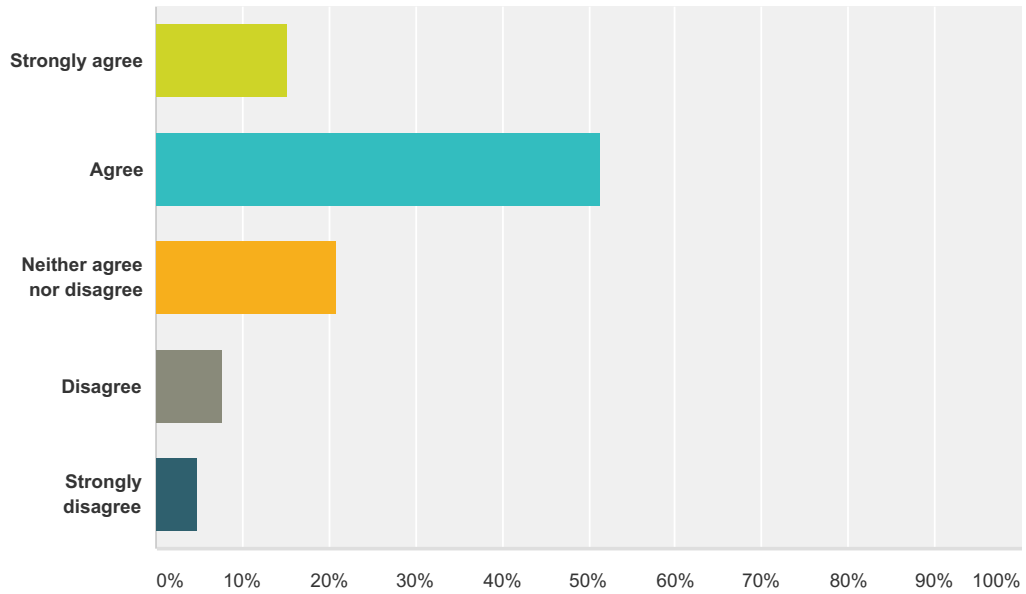
Answered: 144 Skipped: 26



Answer Choices	Responses	Count
Strongly agree	20.14%	29
Agree	45.14%	65
Neither agree nor disagree	18.06%	26
Disagree	8.33%	12
Strongly disagree	8.33%	12
Total		144

Q25 My manager encourages me to use the support channels that are provided throughout this change

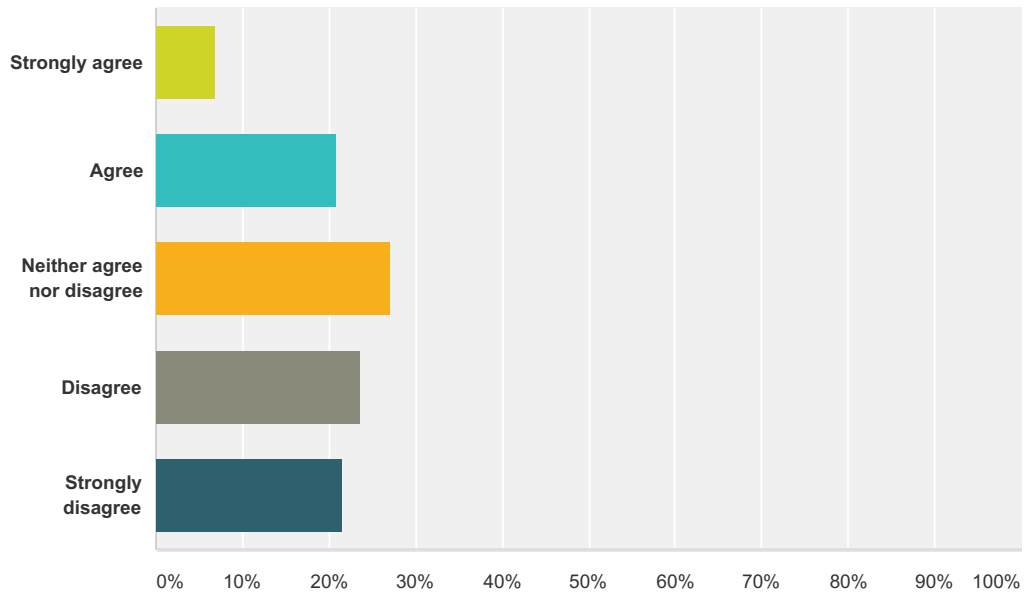
Answered: 144 Skipped: 26



Answer Choices	Responses	
Strongly agree	15.28%	22
Agree	51.39%	74
Neither agree nor disagree	20.83%	30
Disagree	7.64%	11
Strongly disagree	4.86%	7
Total		144

Q26 I trust the information that I have been given

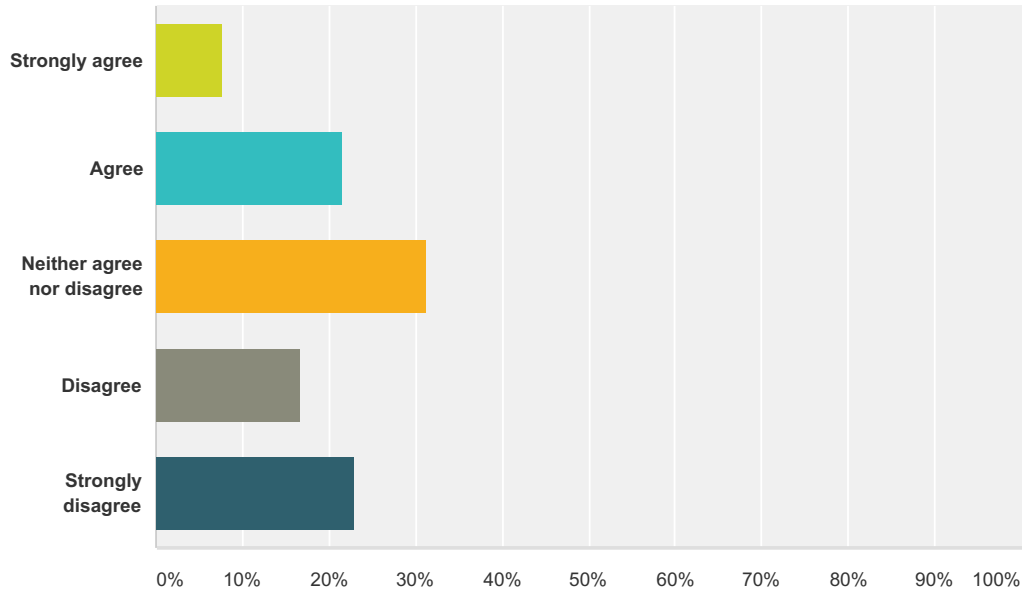
Answered: 144 Skipped: 26



Answer Choices	Responses	
Strongly agree	6.94%	10
Agree	20.83%	30
Neither agree nor disagree	27.08%	39
Disagree	23.61%	34
Strongly disagree	21.53%	31
Total		144

Q27 Senior managers are open and honest in their communications with me

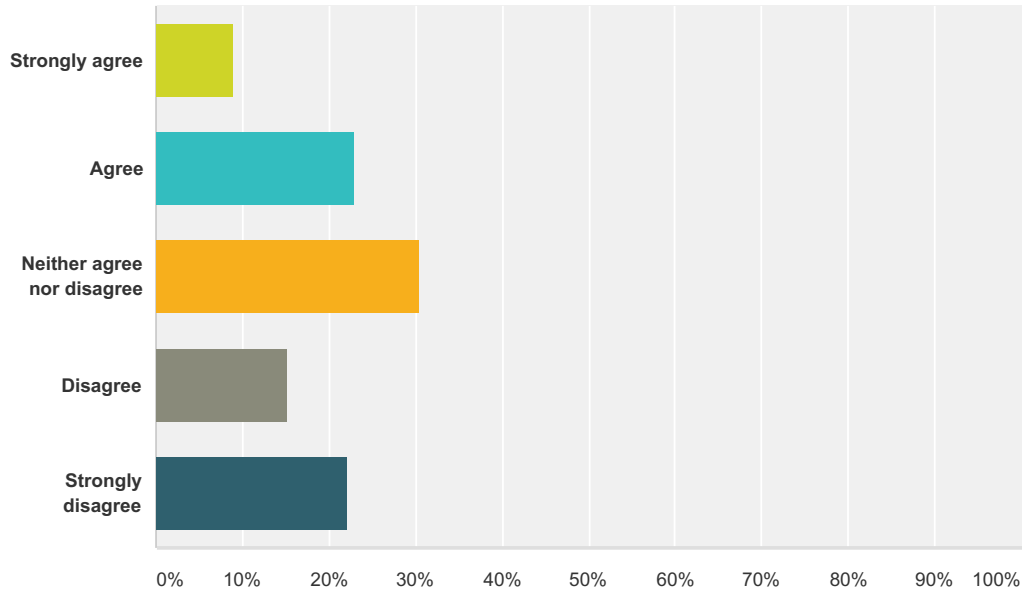
Answered: 144 Skipped: 26



Answer Choices	Responses	
Strongly agree	7.64%	11
Agree	21.53%	31
Neither agree nor disagree	31.25%	45
Disagree	16.67%	24
Strongly disagree	22.92%	33
Total		144

Q28 I trust my senior managers where I work

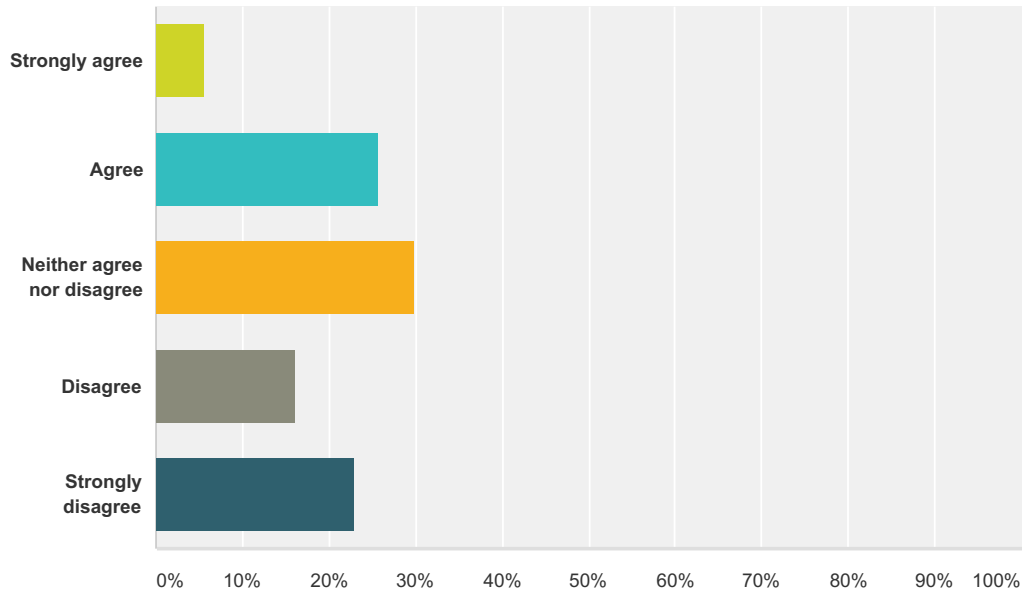
Answered: 144 Skipped: 26



Answer Choices	Responses	
Strongly agree	9.03%	13
Agree	22.92%	33
Neither agree nor disagree	30.56%	44
Disagree	15.28%	22
Strongly disagree	22.22%	32
Total		144

Q29 I think it is safe to challenge the way TAM is being delivered and the proposed outcomes in AMD

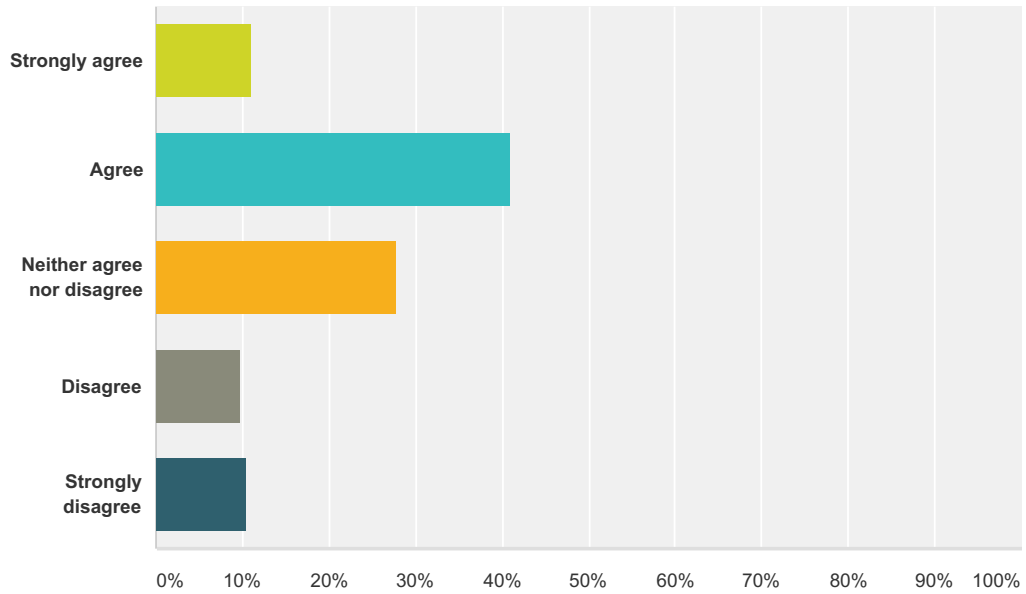
Answered: 144 Skipped: 26



Answer Choices	Responses	
Strongly agree	5.56%	8
Agree	25.69%	37
Neither agree nor disagree	29.86%	43
Disagree	15.97%	23
Strongly disagree	22.92%	33
Total		144

Q30 I am encouraged to get involved in this change process by speaking up and asking questions

Answered: 144 Skipped: 26



Answer Choices	Responses	Count
Strongly agree	11.11%	16
Agree	40.97%	59
Neither agree nor disagree	27.78%	40
Disagree	9.72%	14
Strongly disagree	10.42%	15
Total		144

Q31 Let us know what has been done well

Answered: 80 Skipped: 90

Q32 Let us know one thing that we can improve

Answered: 91 Skipped: 79