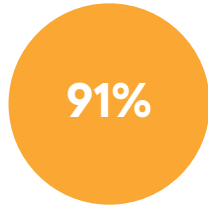


Midway Survey Results 2023

The **EDGE**
Powered by Symbia Partners

From January to July

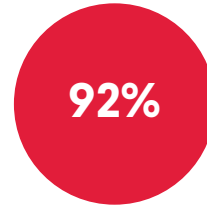
So far, the overall experience has been **positive...**



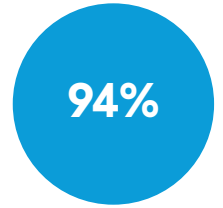
Are cultivating more confidence



Improved performance

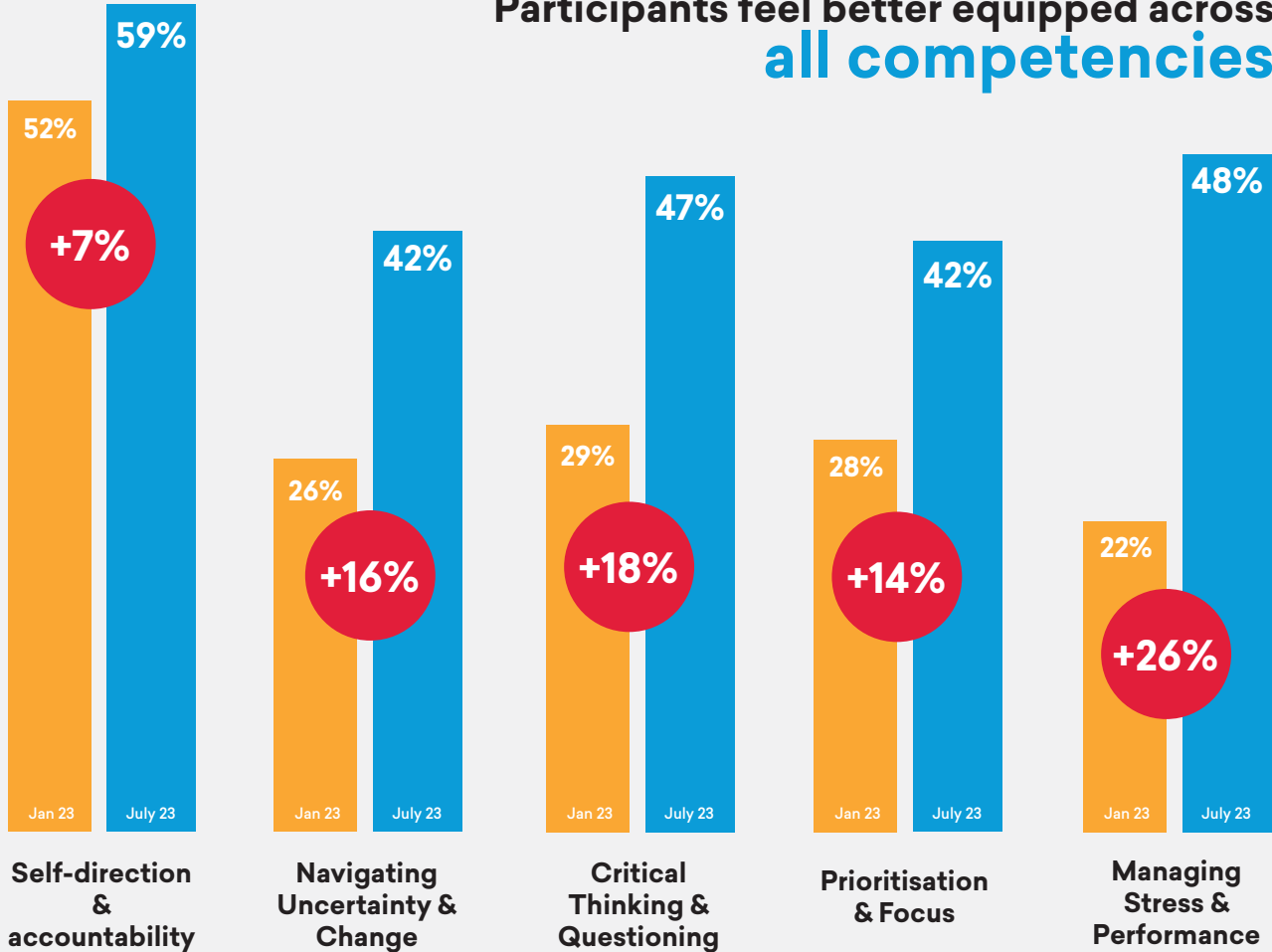


Worth the investment



Would recommend to friend or colleague

Participants feel better equipped across all competencies



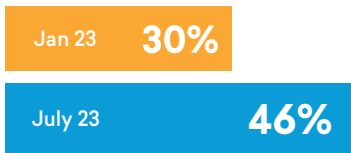
Participants

Self-awareness



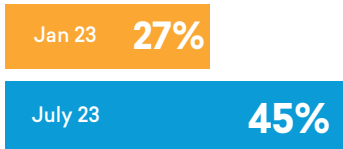
I'm noticing that my ability to be curious and ask more questions has significantly helped me not only understand myself and others better, but it has also impacted my resilience and problem-solving skills, decreasing my stress

Mentally Fit



I've learnt that stress is a part of life, it can't be avoided but you can limit it to a small area and manage it better

Ability to self-regulate



Recognising when I have an emotional response and pausing instead of acting as been a gamechanger

Confidence



I am gaining an increased ability to "get in the helicopter" and take the time to look at the big picture and consider all participants point of view, instead of being so focused on defending my own

Engagement



Being more aware of stress and how to manage it

Motivation



Prioritisation – taking responsibility for my calendar and my focus – I can push back on meetings, I can carve out focus time, I can delegate

Being better at deciding what NOT to do

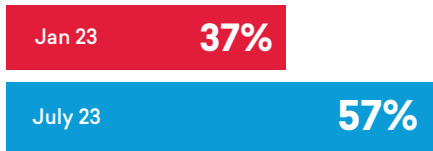
*Based on top 2 boxes (Very skilled in this area)

Understanding the drop in motivation:
largely related to change & uncertainty in their orgs
and raised awareness around career direction

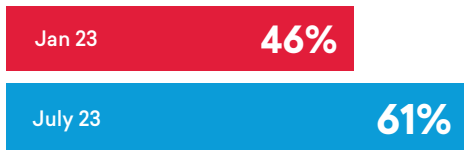


Line Managers

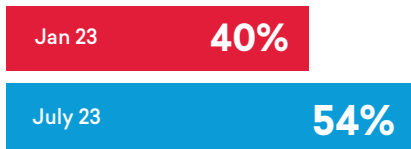
Self-awareness



Mentally Fit



Ability to self-regulate



Confidence



Engagement



Motivation



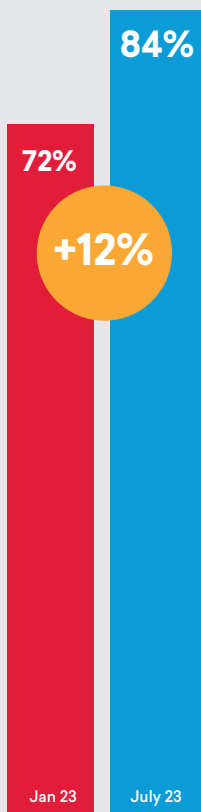
What are Line Managers seeing?

- ✓ Improved confidence in their approach to business challenges and more autonomy and self-confidence to set priorities
- ✓ A much calmer, more structured approach
- ✓ They are more mature, calm, thoughtful, rigorous and empathetic
- ✓ Calm and motivated to improve, high energy levels
- ✓ When facing challenges taking a step back to re-assess the situation, seek guidance and apply this
- ✓ Management of stress as a tool not a barrier
- ✓ The ability to measure stress by self-regulating and seeking support
- ✓ Asking frequent and more valid questions

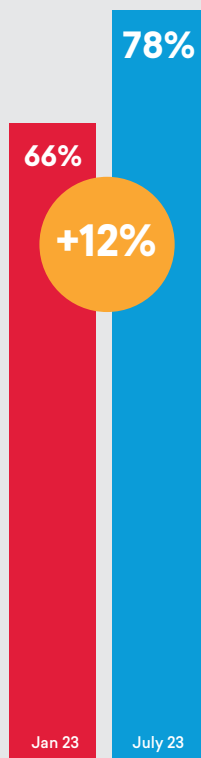


*Based on top 2 boxes (Very skilled in this area)

Line Managers have seen **positive shifts across all observable behaviours** covered in the programme so far



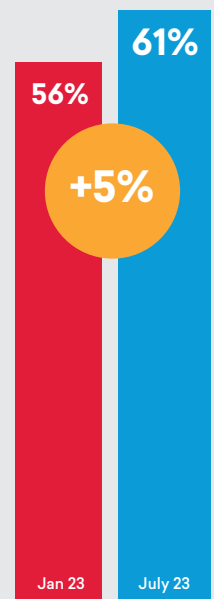
Managing thoughts and emotions



Learning into uncertainty & getting curious



Asking the right questions to improve understanding



Making decisions about where to spend their time & focus

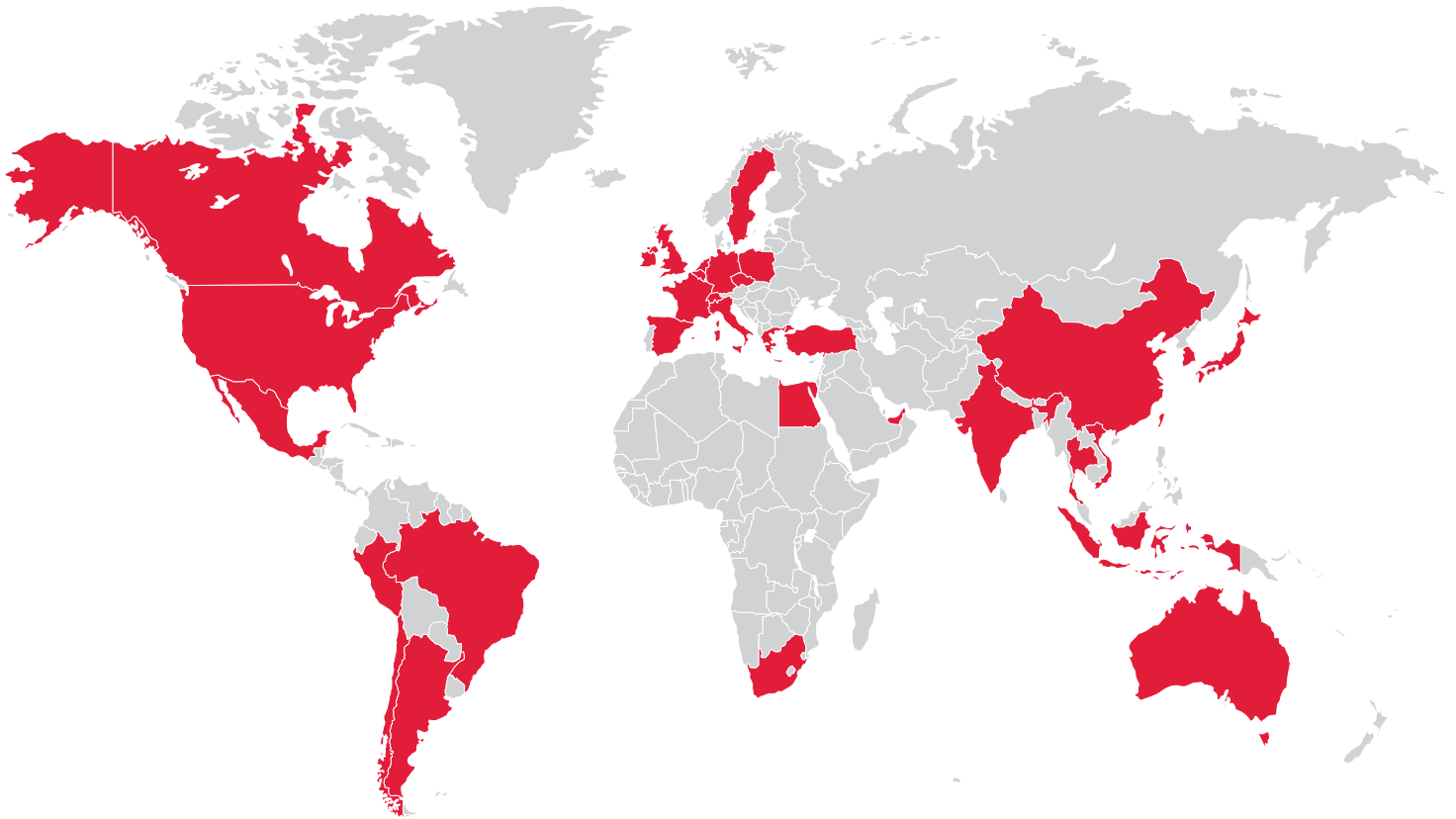


Functions

We have over 40 different disciplines and a wide range of industries (such as engineering, finance, construction, pharma, to name a few) across the globe, represented in The EDGE. The variety and high calibre of participants encourages intellectual and cognitive diversity, and exciting networking of minds not usually together in one room.



Demographics



The **EDGE** clients on 2023

