

Certification Feedback Report

Harrison Senior Living

SEPTEMBER 2025

 **Activated
Insights**



ABOUT US

Great Place to Work® Institute now serves senior care providers

Activated Insights, a Great Place to Work Company, is a research and technology company tailored for the aging services sector.

We give you the insights to better engage your employees and the chance to:

- Become certified as a Great Place to Work
- Be recognized nationally on our 20+ Best Workplace Lists produced with FORTUNE



Companies around the world rely on 30+ years of Great Place to Work research



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1. CERTIFICATION

Congratulations!

Your score qualifies you to be Great Place to Work Certified.

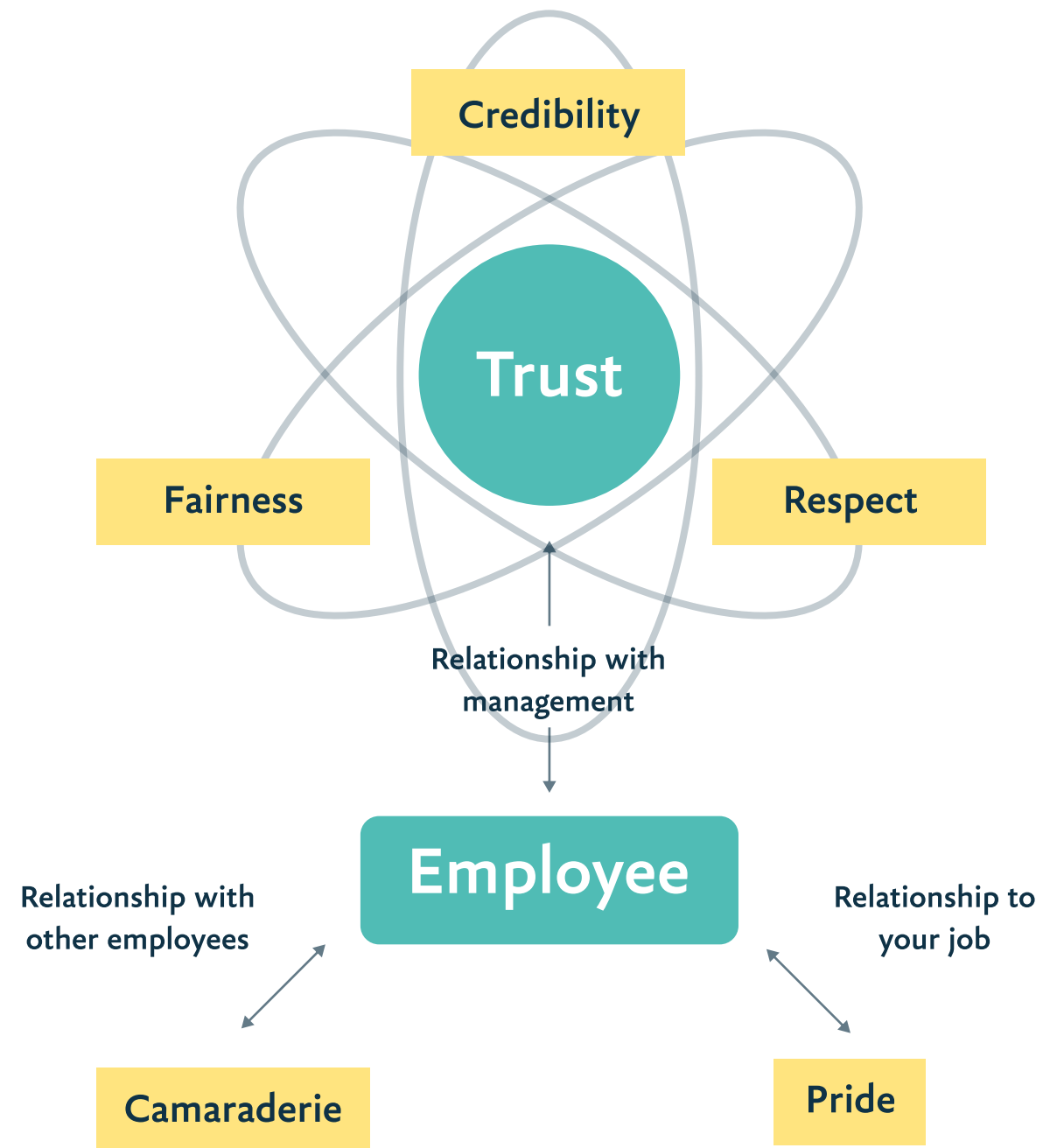


Based on feedback from your employees, Great Place To Work® can CERTIFY Harrison Senior Living as a great workplace.

2. BACKGROUND

About our Trust Index™ Methodology

A great workplace is one where you **TRUST** the people you work for; have **PRIDE** in what you do; and **ENJOY** the people you work with.



2. BACKGROUND

Evaluating Best Workplaces

All great workplaces are defined by employees' levels of trust, pride and camaraderie. The best workplaces are characterized by additional factors that are essential in unlocking the full competitive power of their organizations' cultures. Based on our research, Great Place to Work® has identified these factors as:



Consistency in Experience For All - A great workplace for everyone regardless of who you are or what you do in your company.



Executive Team Effectiveness - A high-functioning executive leadership team that inspires followership and strategic cohesion at every level of the business.



Innovation Experience - A culture that enables a company to continuously improve, adapt quickly, and generate game-changing opportunities.



Complexity - The success and impact to create a great workplace for higher numbers of employees across many locations and roles.



Financial Sustainability - To be sustainable, a company has over 3 years of financial viability, a long-term focus, and an effective leadership team.

3. HIGH-LEVEL RESULTS

Survey Design

Overall Design	Distributions	Benchmarks	Definitions	Scale
60 Trust Index® statements 13 demographics 2 open-ended questions	69 responses 119 invited 58% response rate Margin of Error: +/- 12%	Compare your results to the Fortune Best Workplaces Aging Services 2024	Organization: <i>Refers to your company overall.</i> Management: <i>Refers to the senior leaders at your company. Location by location, it often means the managers that frontline staff interact with.</i>	Survey measures consistency of employee experience: "Almost always untrue" to "Almost always true."

3. HIGH-LEVEL RESULTS

Comparison to Best Companies

Scores presented as Positive are the % who respond 'Almost Always True' or 'Often True'

Survey participants responded to each statement using a 1-5 scale. The overall score reflects responses to all statements.

Harrison Senior Living scored a 72 compared to the Fortune Best Workplaces Aging Services 2024 of 77



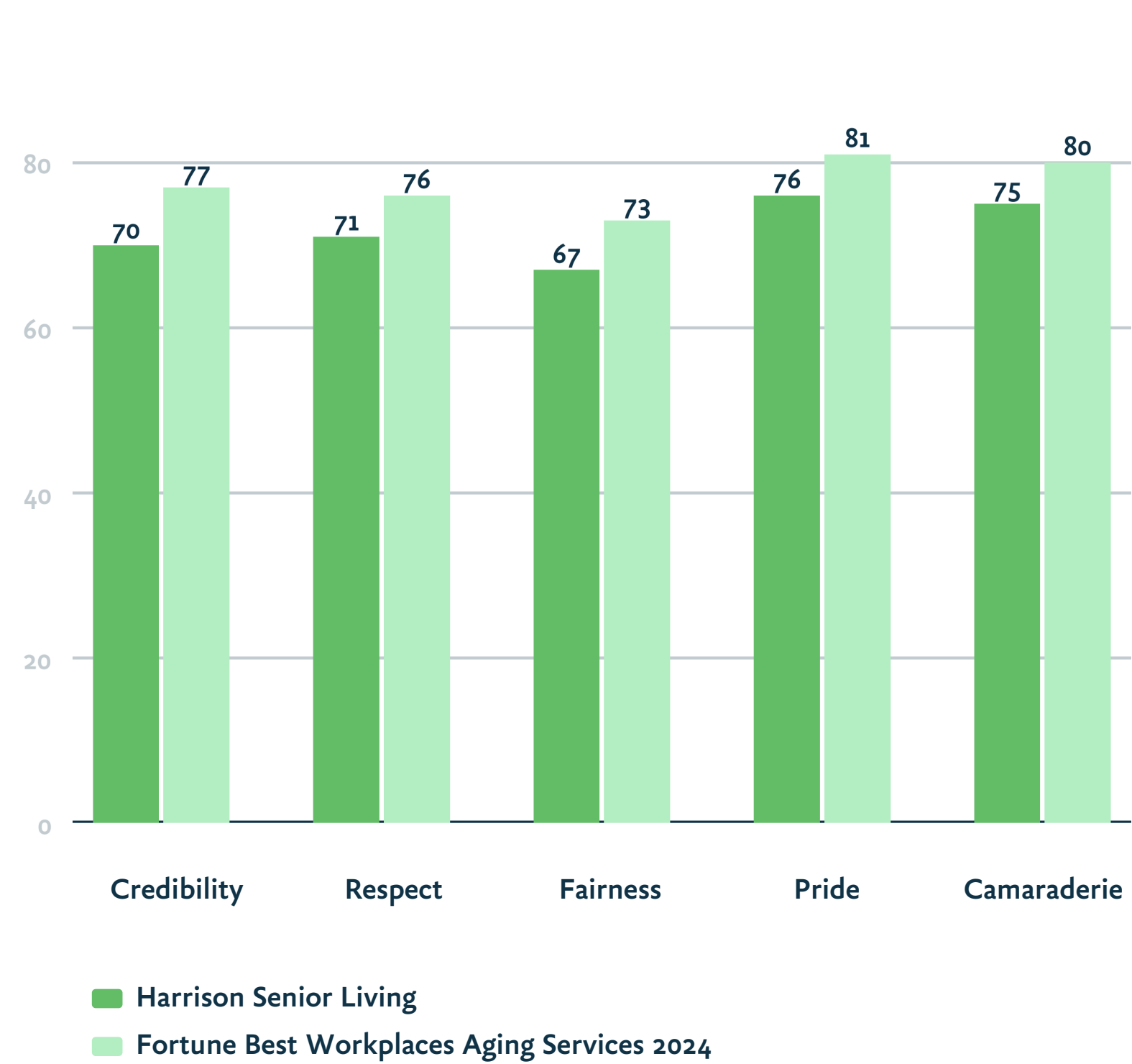
3. HIGH-LEVEL RESULTS

Comparison by Dimensions

Scores presented are % Positive.

Survey participants responded to the statements that correlate to each dimension using a 1-5 scale. Dimension scores reflect the average % positive responses of all statements in each dimension.

Comparison by the 5 Core Dimensions of Trust



3. HIGH-LEVEL RESULTS

Strengths

The following statements represent your most positive scores, compare to the Best Companies benchmark.

These are potential areas to celebrate and further leverage.

My work has special meaning: this is not "just a job."
Pride

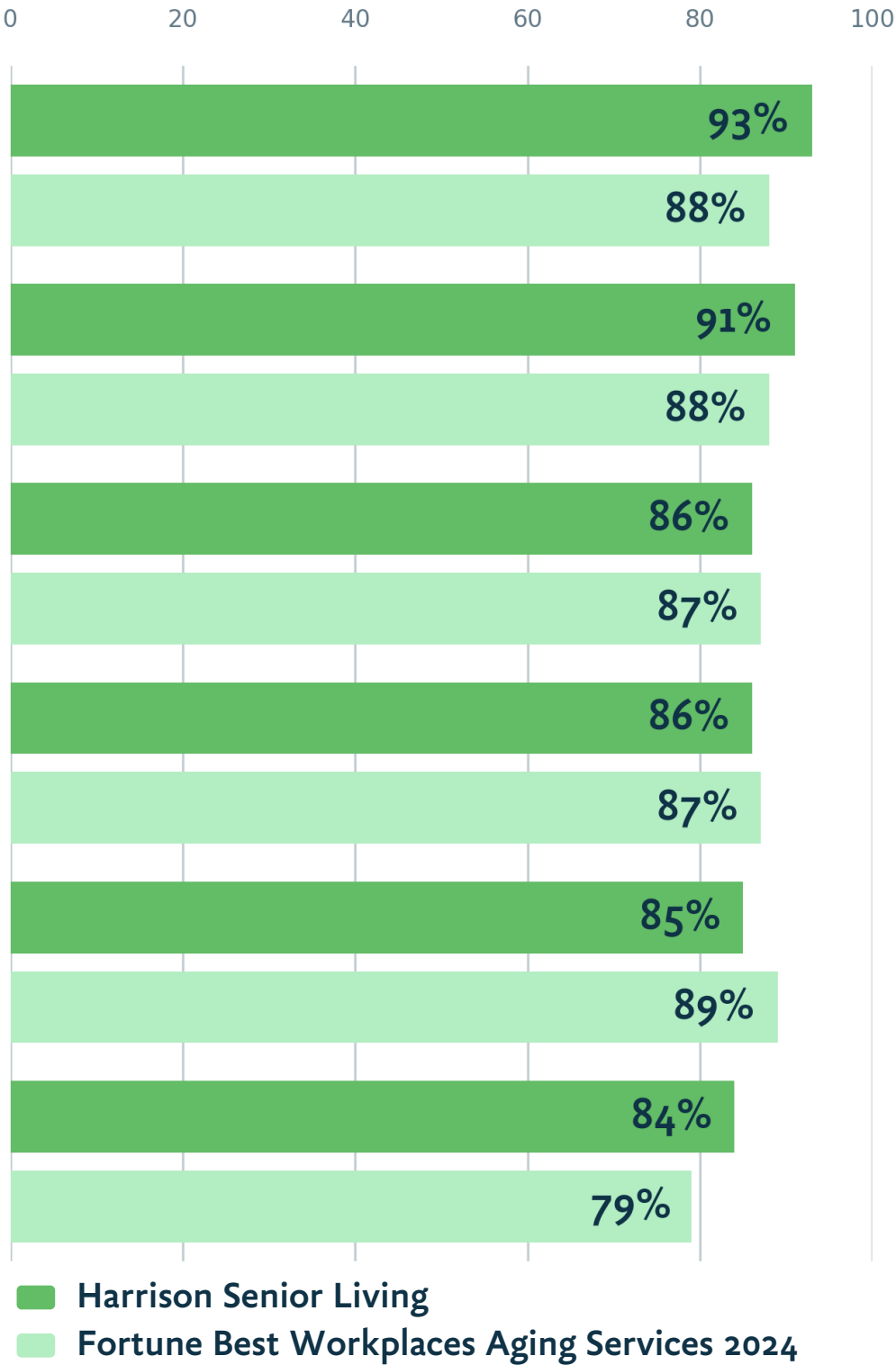
This is a physically safe place to work.
Respect

I feel I make a difference here.
Pride

When I look at what we accomplish, I feel a sense of pride.
Pride

When you join the company, you are made to feel welcome.
Camaraderie

Management makes its expectations clear.
Credibility



3. HIGH-LEVEL RESULTS

Opportunities

The following statements represent your least favorable scores compared to the Best Companies benchmark. They indicate potential opportunities for improvement.

Management hires people who fit in well here.
Credibility

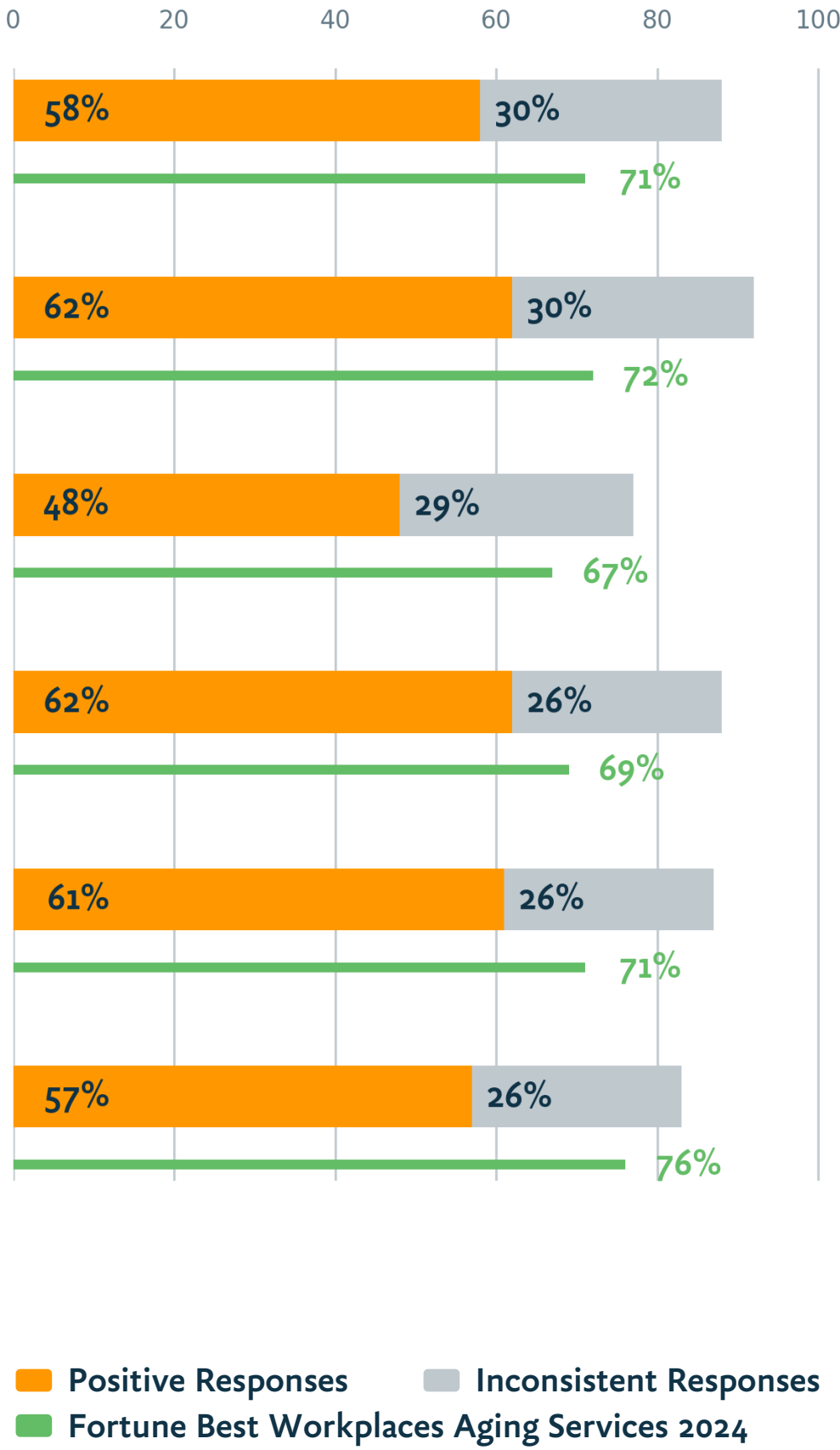
We celebrate people who try new and better ways of doing things, regardless of the outcome.
Respect

We have special and unique benefits here.
Respect

Management involves people in decisions that affect their jobs or work environment.
Respect

Management delivers on its promises.
Credibility

I believe management would lay people off only as a last resort.
Credibility



WHAT IS NEXT?

1. Celebrate your certification internally and externally! To see what other providers have done, please visit:

activatedinsights.com/celebrate.

2. You are more informed and prepared to tackle your toughest issues. If you would like in-depth survey results to improve even more, email hello@activatedinsights.com.

It takes courage, time, and dedication to build the organizational momentum and focus required to create and sustain a great workplace. We admire you! Folks like yourself are the reason we love our work. Thank you for partnering with us.



Congratulations on getting certified as a Great Place to Work!

