



2018 Q4 Company Reviews

People

Average Score - 8

High Score - 10

Low Score - 7

Common Theme(s) -

- Need to hire a Video Producer (and make significant changes to this process)
- Hiring Plan was a great addition to 2019 presentation
- Great improvement in terms of people being team players
- Refine weekend process and support

"I think the people we have are great IJR team members. I'm excited for the new organization of the company come 2019 and think the plans for bringing on additional staff members throughout the year look good." - (9)

"I'm optimistic at our chances of finding a good fellow with the new salary. Also good to hear that we're looking for a video producer." - (7)

"I believe this has been our greatest improvement this year. The people we have on our team at this time appear to have the same goals in mind. Previously, it felt like some people were solely in it for themselves and their clicks, regardless of how it affected the brand and the rest of us associated with it. Now, it feels like we're putting the company ahead of ourselves and leaving egos at the door." - (8)

I think we have a strong team that can keep everything running smoothly. Sometimes it's difficult when things break later in the day or on the weekend, but that is rare. - (9)

Plan

Average Score - 9

High Score - 10

Low Score - 7

Common Theme(s) -

- Retreat was excellent
- Share specific updates to the timeline

"The retreat was really great, I feel like I mostly understand the plan and the direction of the company after that." - (9)

"I think that the retreat made the plan really clear and easy to follow." - (9)

Process





Average Score - 8
High Score - 10
Low Score - 6

Common Theme(s) -

- Vast improvements over the past year, need to continue to refine and communicate updates
- Video is the biggest growth area
- Training opportunities for original stories
- Include stakeholders in decisions at the onset

"I think we could probably clean up/streamline the video process a bit more, but that may be solved with the addition of an in-house person. Otherwise, I feel like all of our processes/procedures/policies are effective and that changes are communicated clearly." - (9)

"I believe the processes are clearly laid out. Hiring more editors and implementing peer editing when needed have helped in terms of making sure work gets done effectively. Communication about changes has gotten better, although there have been a lot to keep track of with the launch of the new site." - (8)

"I think the processes are pretty clear right now. Some of the bigger changes are hard to keep tabs on when they are just announced in a meeting. I think a follow up email or reiteration on slack could be helpful when there are new plans in place. For example, announcing new tags in the morning meeting and then following up on slack is really helpful to keep everything straight." - (8)

"One process that is unclear is how we reach out for people for comment. Sometimes I feel a little lost doing so especially to people in larger positions which I never had to do before this job" - (6)

Promotion

Average Score - 8
High Score - 10
Low Score - 6

Common Theme(s) -

- Staff is excited/ready for roll out
- Share updated timeline

"From what I've seen, everything looks good. Obviously, there is a lot of changes coming in Q1 for promotion so I'm excited to see how that plays out. It's not entirely clear to me how everything will roll out, but I think we have a good mission and I think people will respond well when they see it." - (8)

"Again, I think we have made significant strides this year and I'm so proud to be a part of the team. While we have scaled back in some areas, I also think it's allowed us to really utilize the core tools we have which will hopefully allow us to correctly pick which tools to invest in when we expand." - (8)

Product

Average Score - 8





High Score - 10

Low Score - 6

Common Theme(s) -

- Great improvements over the past year, need to continue to refine

"This is another big improvement for me, IMO. When I first joined IJR this was a huge issue with the site. We wanted to push stories that reflected both Red and Blue readers, but I felt like we mostly promoting far-right views and controversial clickbait stories. That has significantly been toned down, and now I think the coverage is more balanced and reflective of the many diverse opinions within both the Republican and Democratic parties. I do think there is still some room for improvement here, but overall it's night and day since last year." - (7)

"For the most part, I think our content is good. At times I'm frustrated by editorial decisions that come from above me with little to no explanation or justification." - (7)

