

| REAL | VISION | FAMILY | DIVERSITY |



j'adore  
MODELS

TALENT SURVEY 23-24

j'adoreMODELS  
MANCHESTER | LONDON  
EST. 2013



# FEEDBACK MATTERS

---

## WHY?

Each year we ask for honest and constructive feedback on how well we represent you as an agency, looking across everything we offer.

We're committed to being the best agency there is for our talent, clients and team.

Thank you for getting involved and sharing your experiences.

## HOW?

We sent out our anonymous talent survey to all our talent, both MA and Non MA and received 20 responses.



## FEEDBACK OVERVIEW

---

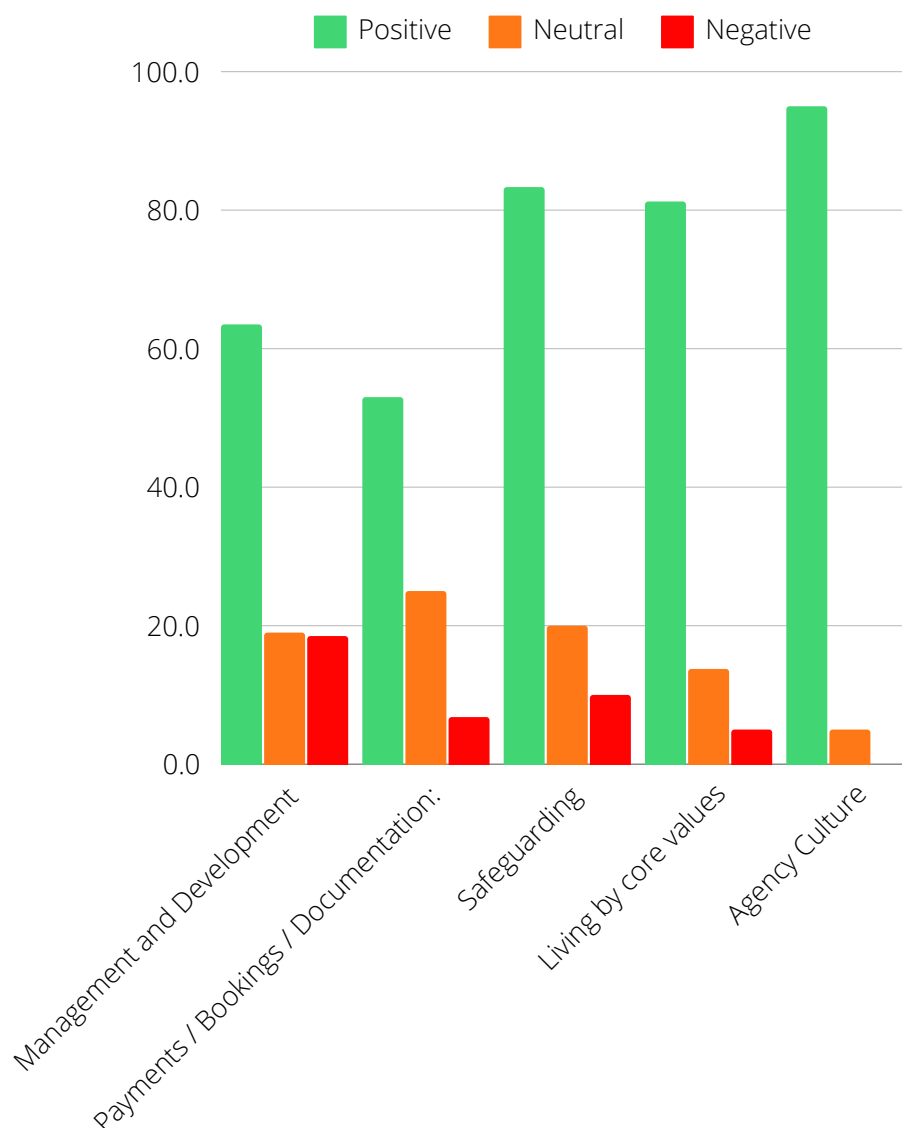
**Management and Development:** Guidance, development and coaching from key booker, the booking team and admin team to support talent performance.

**Payments / Bookings / Documentation:** J'adore Models bookings and payments (not placement agencies), documentation such things as Talent Handbook, ASA compliance support, contractual clause outlines.

**Safeguarding:** Talent wellbeing and safety on set, on location, testing, casting or attending agency visits and events.

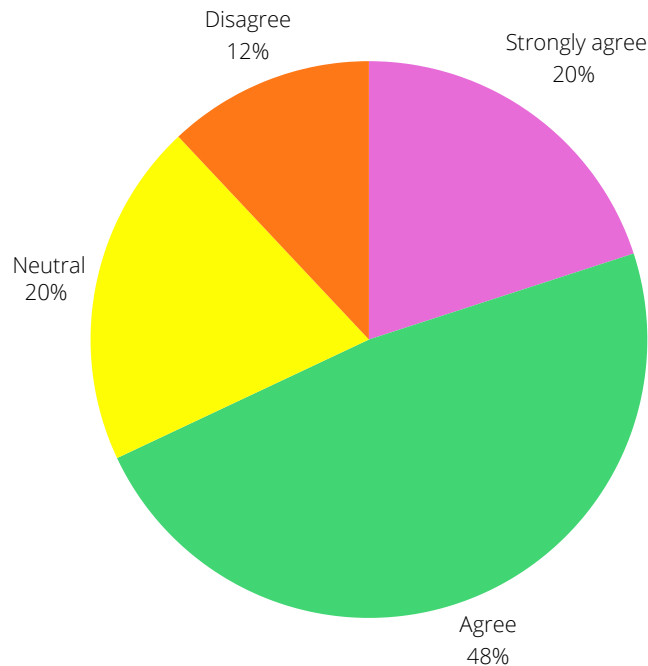
**Living by core values:** Real, Vision, Family, Diversity.

**Agency Culture:** We pride ourselves in creating a welcoming culture.



# MANAGEMENT AND DEVELOPMENT

**“My agency provides regular communication and guidance on how to manage my career and personal brand.”**

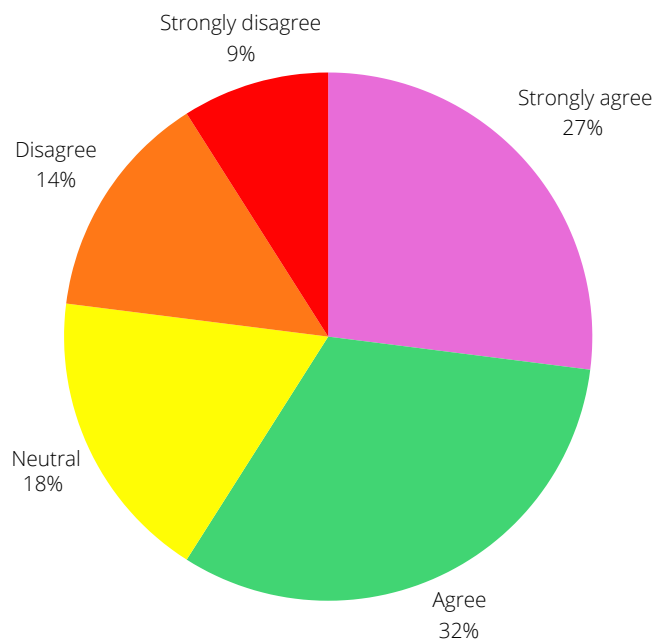


<p><b>Agree</b></p> <p>With bookings, if I'm ever unsure on some things my agent makes me feel comfortable enough to ask any questions. Also I feel the agency give all models an equal chance, they want everyone to succeed.</p>	<p>TEAM HIDDEN <a href="#">Why?</a></p> <p>Answer #260494 4th Sep @ 13:24</p>	<p><b>Strongly Agree</b></p> <p>Guidance and direction with style for tests and what is needed to improve my book. Full support at all times.</p>	<p>TEAM HIDDEN <a href="#">Why?</a></p> <p>Answer #260219 2nd Sep @ 14:37</p>
<p><b>Neutral</b></p> <p>In the context of rates and traveling advice for castings/ jobs!)</p>	<p>TEAM HIDDEN <a href="#">Why?</a></p> <p>Answer #251899 7th Aug @ 08:09</p>	<p><b>Agree</b></p> <p>Whenever I have any questions and ask my booker, they provide time to answer and have a discussion with myself. My booker understands what my goals are and are willing to help me achieve them</p>	<p>TEAM HIDDEN <a href="#">Why?</a></p> <p>Answer #260603 4th Sep @ 20:44</p>
<p><b>Strongly Agree</b></p> <p>Model Book Planning Social Media</p>	<p>TEAM HIDDEN <a href="#">Why?</a></p> <p>Answer #250897 5th Aug @ 16:08</p>	<p><b>Strongly Agree</b></p> <p>Updating portfolio</p>	<p>TEAM HIDDEN <a href="#">Why?</a></p> <p>Answer #252757 9th Aug @ 05:58</p>
<p><b>Disagree</b></p> <p>During shoots such as support when I'm heading to a booking - but somewhat limited outside of that.</p>	<p>TEAM HIDDEN <a href="#">Why?</a></p> <p>Answer #249766 5th Aug @ 13:02</p>	<p><b>Strongly Agree</b></p> <p>I have been given the most direction with guidance with development and brand awareness</p>	<p>TEAM HIDDEN <a href="#">Why?</a></p> <p>Answer #252148 8th Aug @ 02:42</p>
<p><b>Agree</b></p> <p>Book development and opportunities for testing</p>	<p>TEAM HIDDEN <a href="#">Why?</a></p> <p>Answer #252258 8th Aug @ 11:41</p>	<p><b>Neutral</b></p> <p>Who I should have a test shoot with</p>	<p>TEAM HIDDEN <a href="#">Why?</a></p> <p>Answer #249795 5th Aug @ 12:12</p>
<p><b>Agree</b></p> <p>Given a lot of support for my personality behind the camera and encouraged to be as confident as I am in real life on camera</p>	<p>TEAM HIDDEN <a href="#">Why?</a></p> <p>Answer #250092 7th Aug @ 15:13</p>	<p><b>Strongly Agree</b></p> <p>From my bookers, Jess and Stephanie ❤️</p>	<p>TEAM HIDDEN <a href="#">Why?</a></p> <p>Answer #249641 5th Aug @ 11:37</p>
		<p><b>Agree</b></p> <p>Directions before a casting</p>	<p>TEAM HIDDEN <a href="#">Why?</a></p> <p>Answer #249611 5th Aug @ 11:33</p>

## MANAGEMENT AND DEVELOPMENT

---

**“My agency provides regular honest feedback and guidance on how to manage my social media account(s) to best support my career so I know where I can improve my performance.”**



<b>Strongly Agree</b>	<b>TEAM HIDDEN</b> <a href="#">Why?</a> Answer #950059 8th Aug @ 11:42
I am happy with the support provided	
<b>Agree</b>	<b>TEAM HIDDEN</b> <a href="#">Why?</a> Answer #950093 7th Aug @ 15:14
Like an actual specific indication of the exact things I should do	

# MANAGEMENT AND DEVELOPMENT

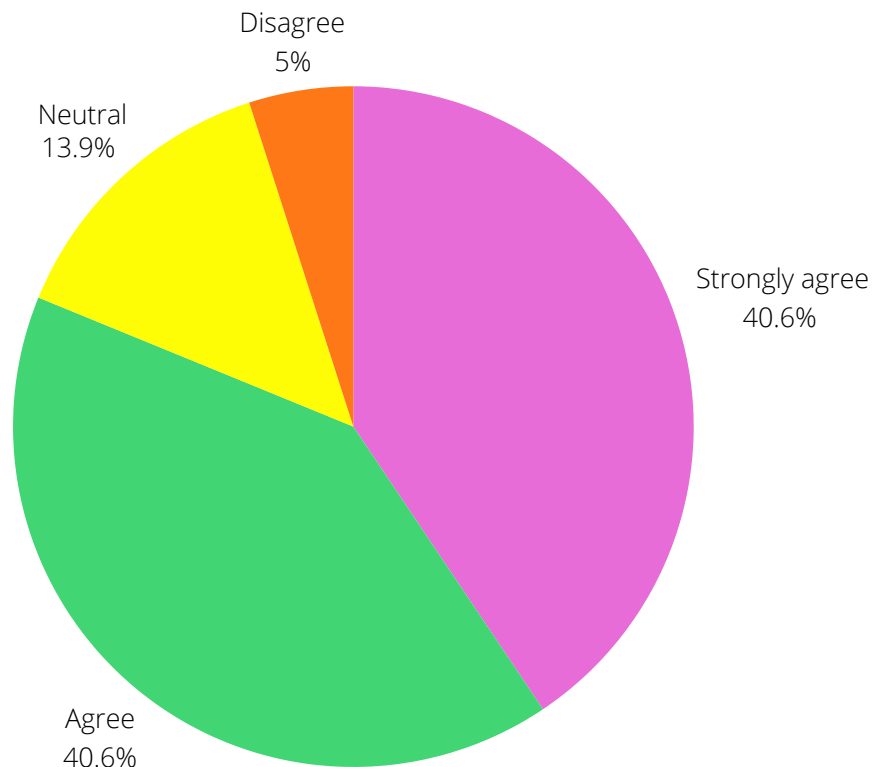
“Where would you want more support and direction?”

<p><b>Strongly Agree</b></p> <p>Following all the advice I have received I feel it is up to me personally to put into practice However, I would appreciate honest feedback Good or Not Good!!!!</p>	<p>TEAM HIDDEN Why?</p> <p>Answer #250898 5th Aug @ 10:10</p>	<p><b>Strongly Agree</b></p> <p>Could there be a workshop for doing self tapes/ at home content</p>	<p>TEAM HIDDEN Why?</p> <p>Answer #249755 5th Aug @ 12:00</p>
<p><b>Neutral</b></p> <p>Specific photos I can recreate and what I can really be doing to help me to get more jobs</p>	<p>TEAM HIDDEN Why?</p> <p>Answer #249726 5th Aug @ 12:12</p>	<p><b>Strongly Agree</b></p> <p>I could not ask for more. Support and direction is always there. I am always so impressed and grateful.</p>	<p>TEAM HIDDEN Why?</p> <p>Answer #250090 2nd Sep @ 14:38</p>
<p><b>Strongly Agree</b></p> <p>Portfolio update and website profile images selection. Advise about social media post to approach more clients</p>	<p>TEAM HIDDEN Why?</p> <p>Answer #249663 5th Aug @ 11:38</p>	<p><b>Strongly Agree</b></p> <p>Self belief and expression. Happy to go on any workshops that the agency do</p>	<p>TEAM HIDDEN Why?</p> <p>Answer #252149 8th Aug @ 02:48</p>
<p><b>Disagree</b></p> <p>Not sure what other clients would look for when booking through Jadore reach and how I can improve my socials</p>	<p>TEAM HIDDEN Why?</p> <p>Answer #249616 5th Aug @ 11:34</p>	<p><b>Agree</b></p> <p>What I can do for the London clients to notice/ book me/ casting advice/ what clients are looking for!</p>	<p>TEAM HIDDEN Why?</p> <p>Answer #251600 7th Aug @ 08:30</p>
<p><b>Strongly Agree</b></p> <p>Portfolio update and website profile images selection. Advise about social media post to approach more clients</p>	<p>TEAM HIDDEN Why?</p> <p>Answer #249663 5th Aug @ 11:38</p>	<p><b>Agree</b></p> <p>Maybe slightly more information on how to start growing social media if you are starting from scratch.</p>	<p>TEAM HIDDEN Why?</p> <p>Answer #199270 22nd Sep @ 12:21</p>
<p><b>Agree</b></p> <p>Maybe something regarding support around the rejection that occurs through this job. I am very new to this, but when I first got rejected for something I was quite sad. However I was told (moot by the agency) that it was just the reality of this job/industry. I personally lacked that foresight so would have loved a little bit of a warning so as to say of the reality of this industry. 😞 😞</p>	<p>TEAM HIDDEN Why?</p> <p>Answer #251209 6th Aug @ 00:18</p>		
<p><b>Strongly Agree</b></p> <p>Client interest Client feedback Casting opportunities</p>	<p>TEAM HIDDEN Why?</p> <p>Answer #199379 22nd Sep @ 13:00</p>		
<p><b>Disagree</b></p> <p>Managing social media, communication with the brands, performance in photoshoots</p>	<p>TEAM HIDDEN Why?</p> <p>Answer #199271 22nd Sep @ 12:27</p>		

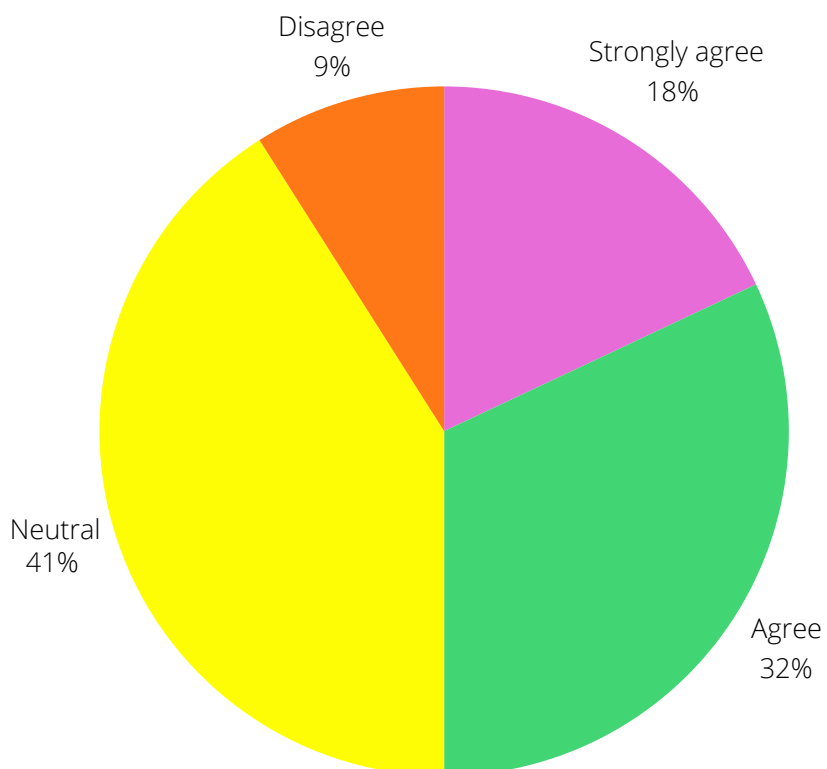
## PAYMENTS, BOOKINGS AND DOCUMENTATION

---

**J'adore Mother Agency contracts are clearly shared and explained to me.**



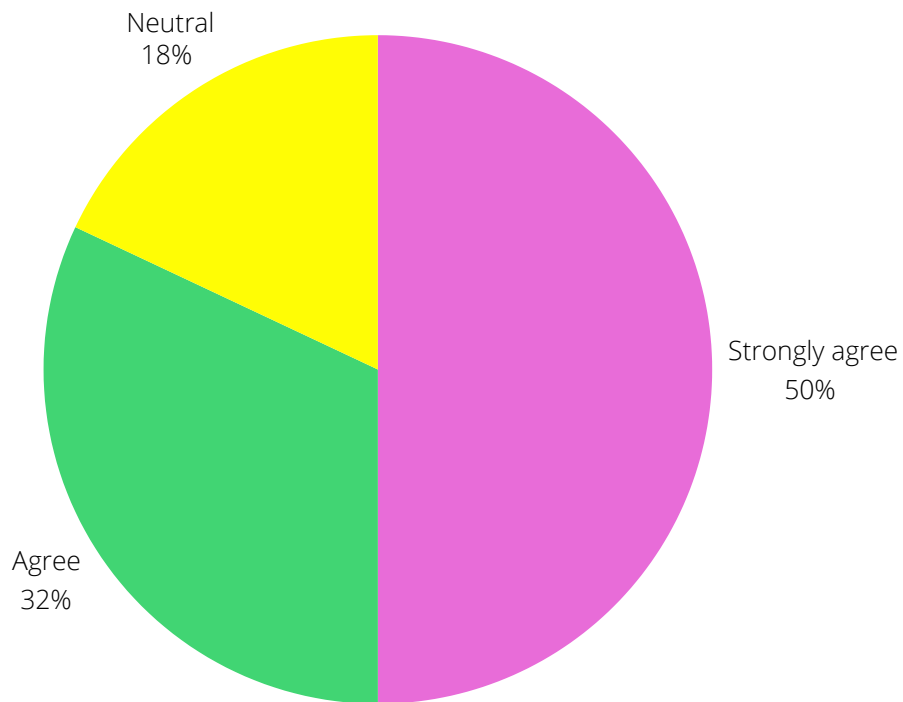
**"Placement agency contracts are clearly shared and explained to me."**



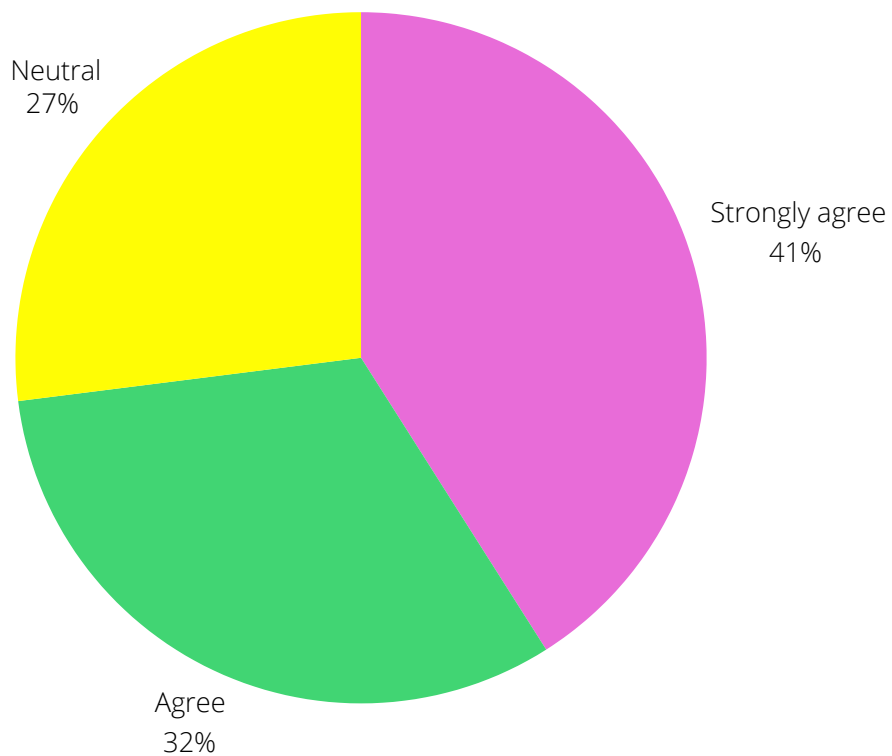
## PAYMENTS, BOOKINGS AND DOCUMENTATION

---

**"I find my FAQs are answered clearly in my Talent Handbook, Gifting Policies, ASA Guidelines and other documentation."**



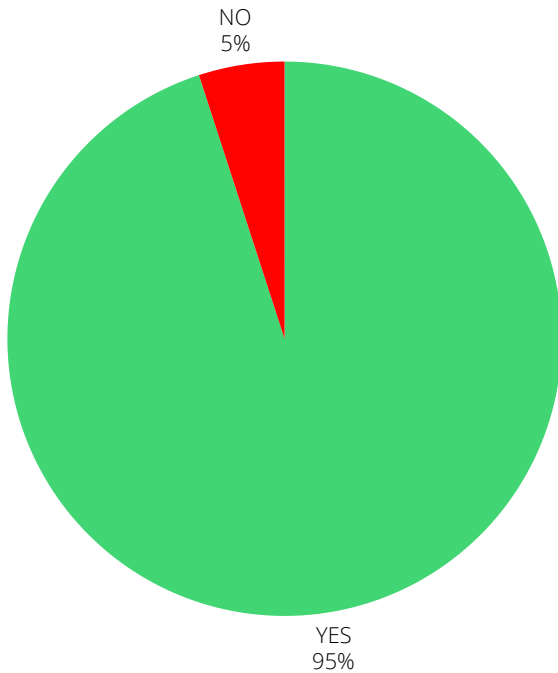
**"Booking confirmations are clearly shared and explained to me."**





## PAYMENTS, BOOKINGS AND DOCUMENTATION

**"I can trust that any concerns regarding payments will be promptly dealt with by the accounts and wider team?"**



TEAM HIDDEN Why?  
Answer #000500  
4th Sep @ 13:27

Yes

Not so much concerns, but they always answered any questions I have. i.e when payments are due

TEAM HIDDEN Why?  
Answer #050903  
5th Aug @ 18:12

Yes

I don't really have anything to add here other than I just trust the team

TEAM HIDDEN Why?  
Answer #052154  
8th Aug @ 09:55

Yes

I have been with the agency a short time and I have always been able to get any queries answered promptly

TEAM HIDDEN Why?  
Answer #048731  
5th Aug @ 12:14

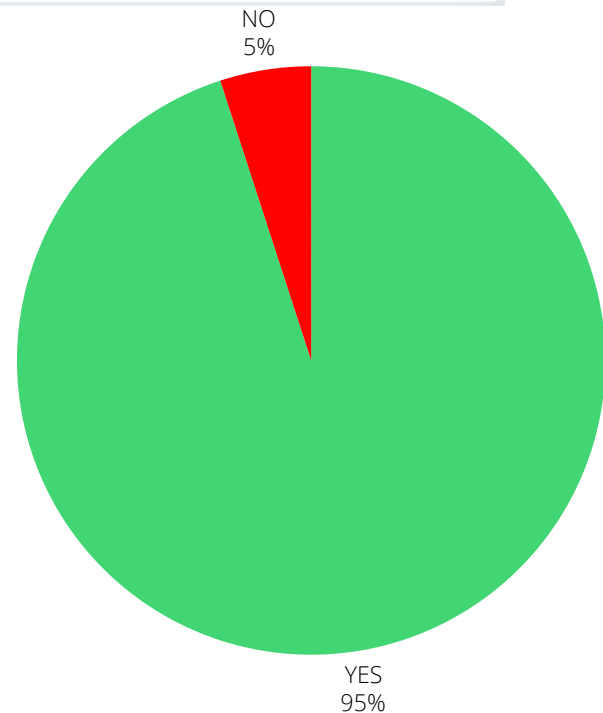
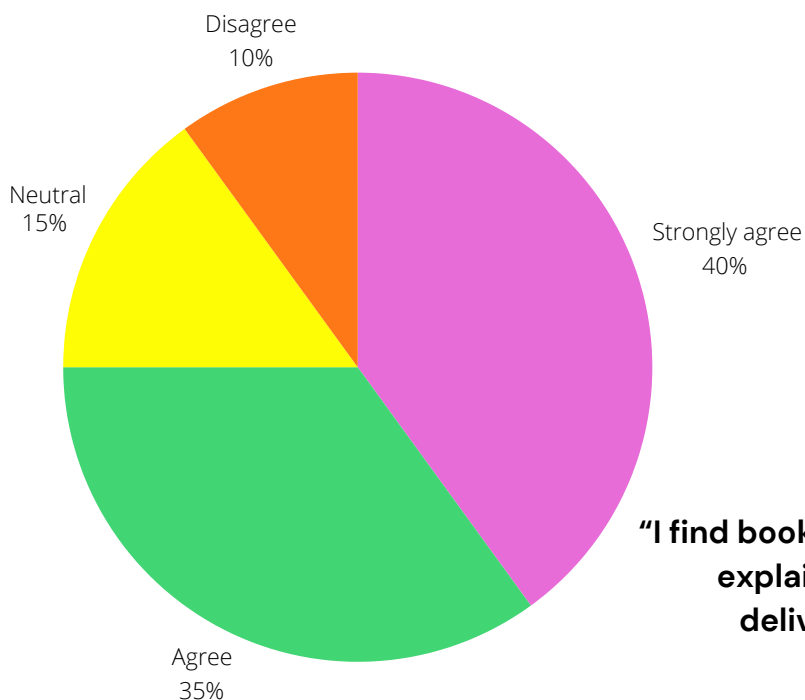
Yes

The accounts team are always so speedy in getting back to me and assisting with queries

**"Do you understand the format of your statement?"**

Yes

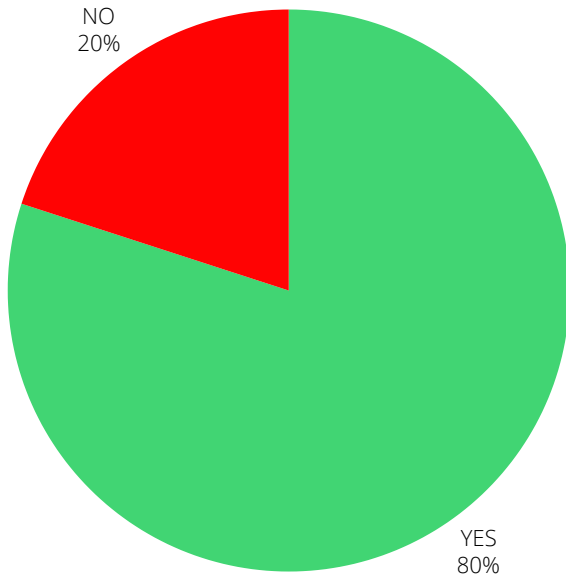
The talent agency book is great it has examples



**"I find booking rates to be fair and clearly explained to me outlining usage and deliverables and explained to me."**

## SAFEGUARDING

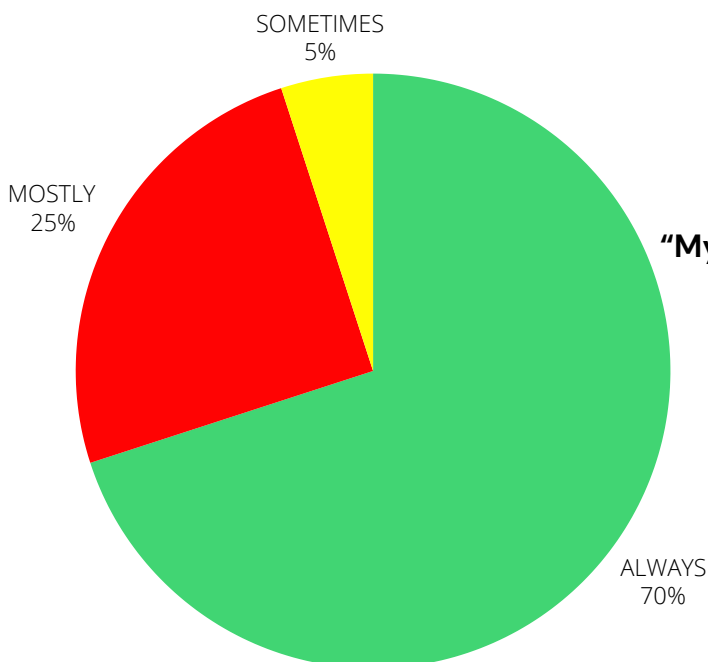
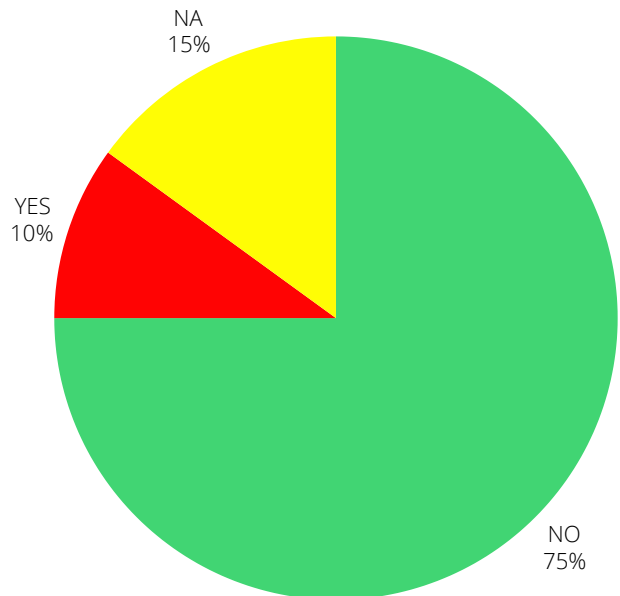
---



**“Do you feel comfortable talking to your booker about any issues that may happen in the workplace?”**

**“Have you ever felt unsafe / uncomfortable in the workplace either physically or mentally?”**

**If so, did you contact your booker or agency?”**

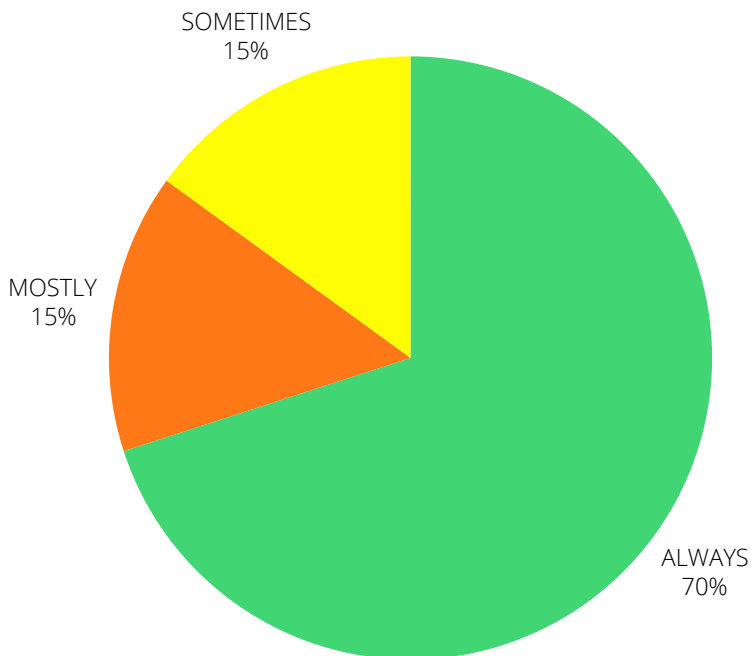
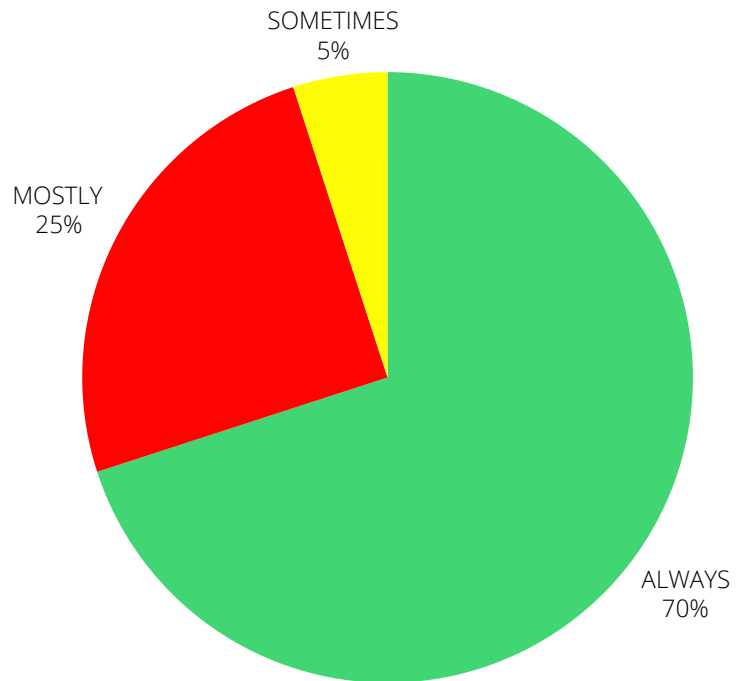


**“My agency acts professionally towards me and treats me with dignity and respect.”**

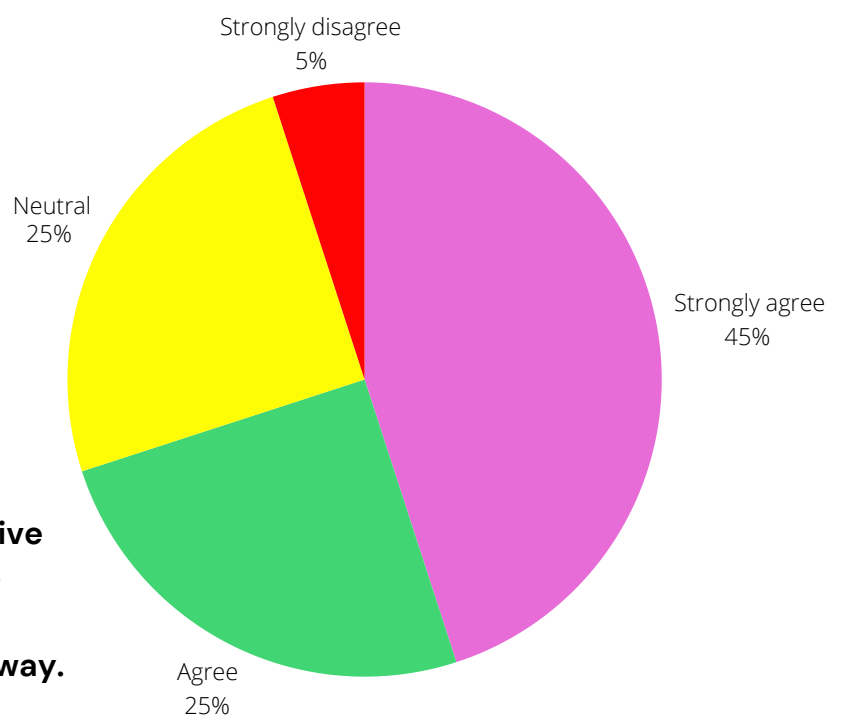
## SAFEGUARDING

---

**"My agency prioritises my mental and physical wellbeing."**



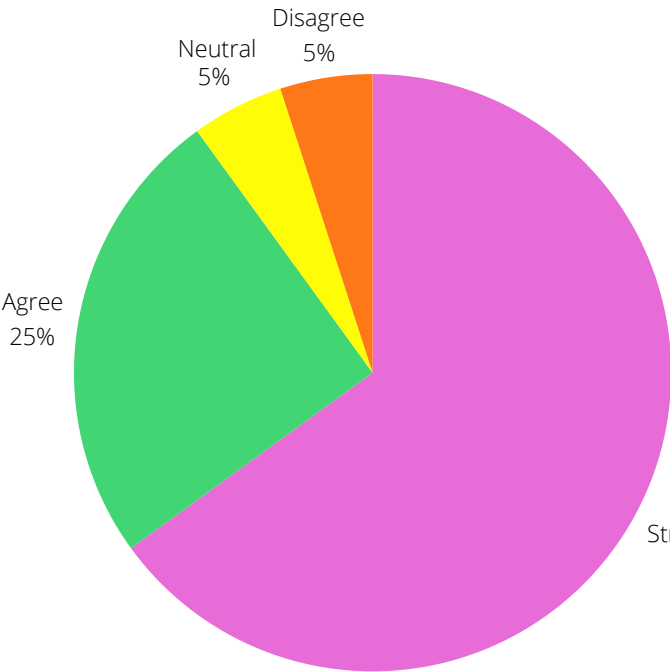
**"My agency acts effectively and quickly to try to resolve any problems I may have."**



**My agency provides safe, constructive information and guidance on how to manage my own wellbeing, physical image and appearance in a healthy way.**

# CORE VALUES – ARE WE LIVING UP TO THESE?

## DIVERSITY



**Strongly Agree**

They're very inclusive, the events they host, their talent and model boards represent and portray inclusivity and whenever there are celebratory days celebrating diversity they make sure everyone is aware

TEAM HIDDEN [Why?](#)  
Answer #260618  
4th Sep @ 20:48

**Strongly Agree**

The type of clients that I have been put forward to

TEAM HIDDEN [Why?](#)  
Answer #252163  
8th Aug @ 03:00

**Strongly Agree**

A high level of care for the models is at the heart of the agency. I feel the balance is struck perfectly between encouraging us and giving direction as well as understanding when there have been times I have not been able to give my all and giving space. So happy to be working with such a wonderful kind team.

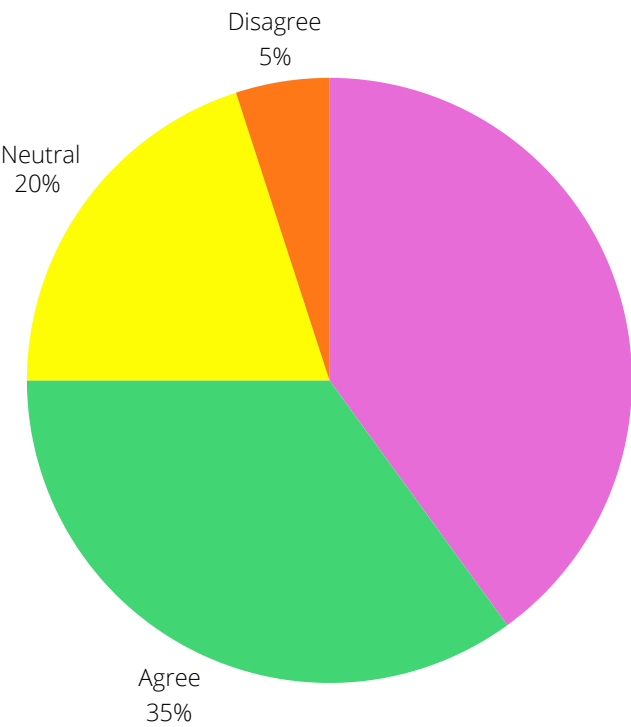
TEAM HIDDEN [Why?](#)  
Answer #260234  
2nd Sep @ 14:45

**Strongly Agree**

I feel like I have never been treated differently to anyone else regardless of features/ appearance

TEAM HIDDEN [Why?](#)  
Answer #249750  
5th Aug @ 12:16

## VISION



**Agree**

They have a clear understanding of who they are and who I am and how reach the same goal

TEAM HIDDEN [Why?](#)  
Answer #249751  
5th Aug @ 12:18

**Strongly Agree**

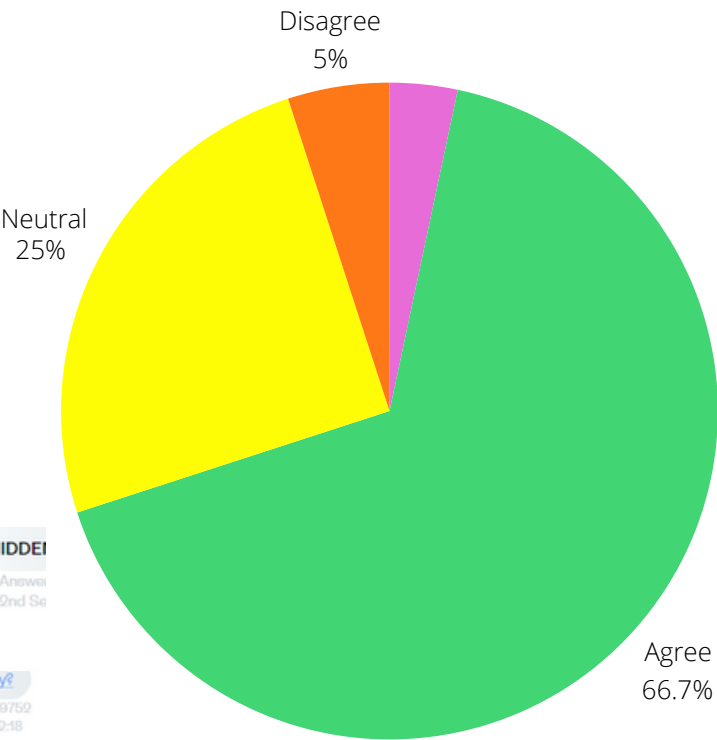
My vision on where I want to be or see myself matters

TEAM HIDDEN [Why?](#)  
Answer #252164  
8th Aug @ 03:01



CORE VALUES – ARE WE LIVING UP TO THESE?

REAL



Strongly Agree

I love the inclusive and friendly family feel that being part of Jadore brings.

Agree

I feel like the agency keeps things real but there are moments where I feel out of the loop

Strongly Agree

They give me constructive and realistic feedback

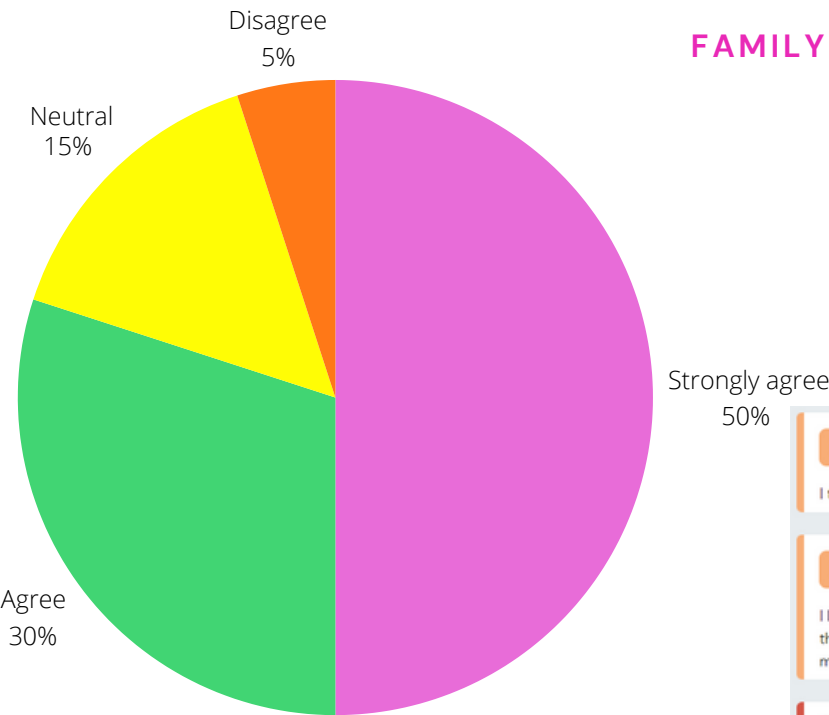
TEAM HIDDEN

Answer #249759  
5th Aug @ 12:18

TEAM HIDDEN

Answer #252165  
8th Aug @ 03:03

FAMILY



Strongly Agree

I think everyone is very kind, responsive and helpful

Strongly Agree

I loved the way that Jadore introduced me to other young models. I am really good friends with them all and it's so nice to have someone to talk to that is also navigating this industry. That made me really feel a strong sense of family and inclusion.

Agree

Everyone is always so welcoming when I go to visit the agency

Strongly Agree

They make me feel that I belong and that I matter

Strongly Agree

There is always a strong supportive feel whenever I visit the agency

TEAM HIDDEN

Answer #252576  
8th Aug @ 11:45

TEAM HIDDEN

Answer #251267  
8th Aug @ 00:59

TEAM HIDDEN

Answer #249753  
5th Aug @ 12:19

TEAM HIDDEN

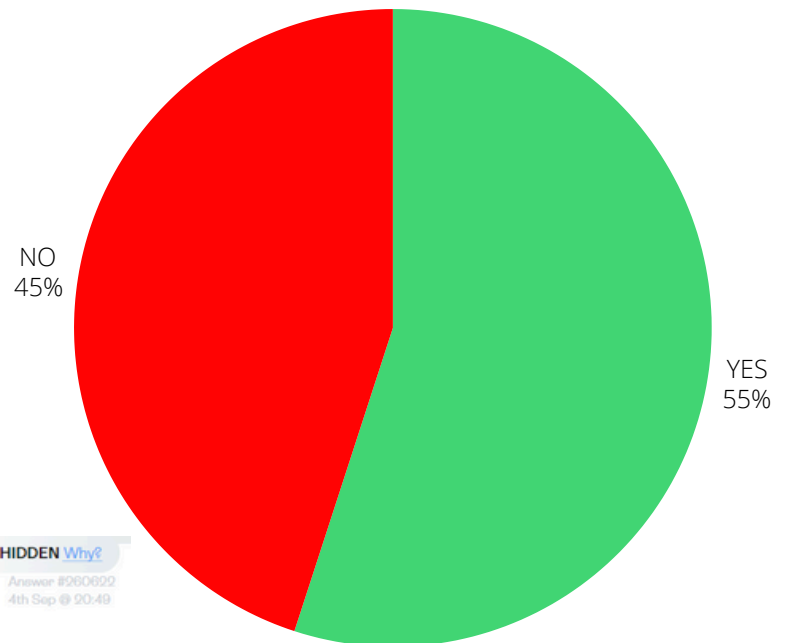
Answer #252166  
8th Aug @ 03:04

TEAM HIDDEN

Answer #252017  
5th Aug @ 10:14

# AGENCY CULTURE

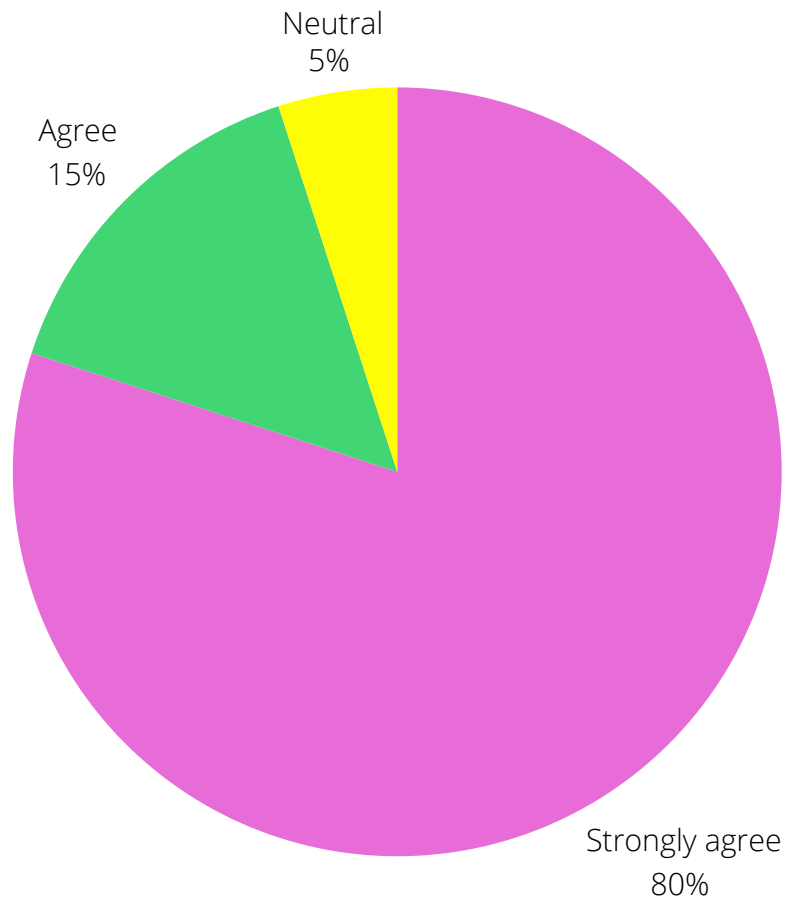
“Have you attended any of our workshops, events, trainings, or 1:1 support sessions?”



No	TEAM HIDDEN Why? Answer #260692 4th Sep @ 20:49
They're hosted in Manchester most of the time and I don't live in Manchester	
Yes	TEAM HIDDEN Why? Answer #260938 2nd Sep @ 14:48
I wish I could have attended them all. I feel there is so much value and things I could learn. I need to move to Manchester!	
Yes	TEAM HIDDEN Why? Answer #259277 8th Aug @ 11:46
I really like that when I want, agency members are always willing to make time for chats and meetings which always make me feel great	
No	TEAM HIDDEN Why?
Only reason I haven't been is down to where I live and the cost of the train	
No	TEAM HIDDEN Why?
Diary clashes but plan to attend in the future	
Yes	TEAM HIDDEN Why? Answer #252167 8th Aug @ 03:05
I am relatively new but the one event that I went to the London launch party was great for to meet the team in person	
No	TEAM HIDDEN Why? Answer #251218 5th Aug @ 20:34
Because I believe that the last one you had was happening in Manchester	
No	TEAM HIDDEN Why? Answer #251289 6th Aug @ 00:23
Most of them are in Manchester when I may be attending school and I feel like they are more targeted at the older more professional models Xx	

## AGENCY CULTURE

**“When visiting the agency, I'm made to feel welcome and comfortable from the full team.”**



<b>Strongly Agree</b>	<b>TEAM HIDDEN</b> Why? Answer #251919 7th Aug @ 08:13
I love y'all!! Sweetest team ever!!	
<b>Strongly Agree</b>	<b>TEAM HIDDEN</b> Why? Answer #250927 5th Aug @ 16:21
Sometimes I feel unsure how often to chase things up!!  Maybe a provisional booking as an example I feel as a Model that I don't want to be a pain constantly asking how things are going However, I would prefer to know a Yes or No so that I can plan other things ahead There are occasions when you don't hear back at all and I think just a quick message to say that you are no longer required would be much better than left wondering!!!!	
<b>Strongly Agree</b>	<b>TEAM HIDDEN</b> Why? Answer #252168 8th Aug @ 03:06
I have had a great experience so far no question that I ask if a silly one. The team and bookers put me forward for some great jobs and great rates	
<b>Strongly Agree</b>	<b>TEAM HIDDEN</b> Why? Answer #251290 6th Aug @ 00:25
This is the only agency that I have ever had, but i absolutely love it, I think you guys are amazing and I'm so lucky to work with everyone!!	

## OUR THOUGHTS

---

### Management and Development:

We're so pleased to see this score increase again this year and you recognise the management and guidance you're given around all areas of modelling from energy, posing, placements, testing and socials. We loved to hear that you value our honest feedback. You're also loving seeing client pitches and knowing more about what we do BTS for you. You want more support around the soft skills of the job such as dealing with rejection. You also want continued support around social media so we'll be working on offering more masterclasses via J'adore Talks, newsletters and the opportunity to book time with our Social Media Lead.

### Payments/Bookings/Documentation:

Again we've seen more improvements in this area this year! We know that providing you a regular payment system with clear statements and updates is crucial to empowering your career. We've taken on another member of staff and your response to the communication and support has been overwhelmingly positive.

### Safeguarding:

Whilst there was recognition for the safeguarding steps we provide, this score was disappointingly slightly lower than 22-23. We provide surveys, bespoke points of contact with your booking agent and a specific email account to further embed lines of communication to you all. We also provide support both via handbooks and Masterclasses around wellbeing and it's important for us that you know we will always deal with an incidents or concerns promptly and professionally. Both offices in MCR and LDN have Senior Agents who are highly experienced and have received training in all areas of management and can support you in any instance, your booking agents have also all been trained in supporting you and will always make time to listen to you and support.

If ever you are unsure of who to talk to, email [myvoice@jadoremmodels.co.uk](mailto:myvoice@jadoremmodels.co.uk) and this will be dealt with as priority.

### Living by our Core Values:

We're so happy to see increases here specifically in Vision and Diversity. You trust our belief in inclusive representation both across our team and our talent and know we hold ourselves accountable here. You feel understood by your booking agents and feel through communication and strategy sessions, vision aligns with company vision which is amazing to hear.

### Agency Culture:

Again feedback here was super positive, you feel respected, and welcomed across our offices and team. You appreciate the parties and training opportunities provided. We've had excellent feedback for each of our J'adore Talks events with 100% saying they'd recommend the events to other models. and those who haven't attended have cited location as the main reason. So we hear you! We'll be mixing up our parties and J'adore Talks etc across both cities and as you're aware we've now opened our LDN office to give all of you a place to come and meet the teams and get to know us more.

Thank you for all your support – let's get prepared for an incredible 2025.  
J'adore Models x