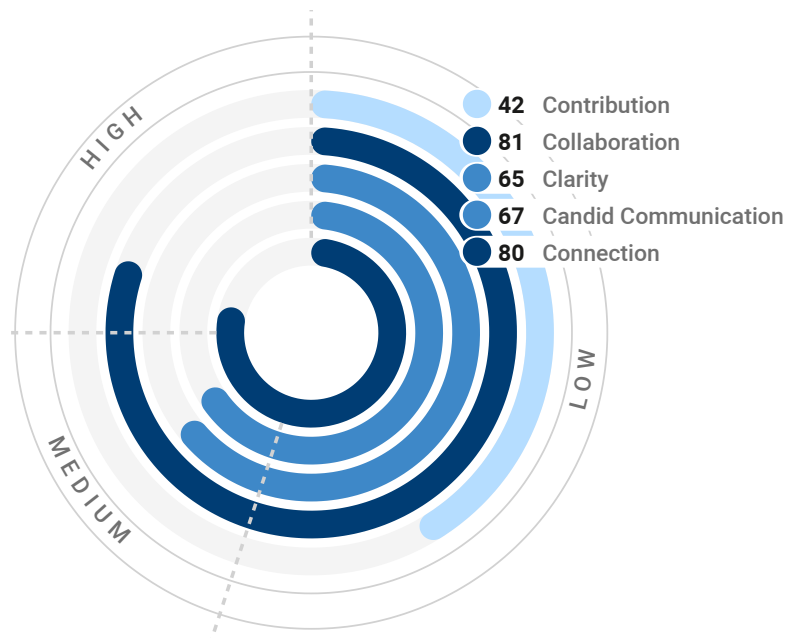


All Participants

51 Participants 100% Completion Rate



Overview

Connection is high, which indicates a high level of trust and wellbeing is present.

Candid Communication is moderate, signaling a need for targeted improvements to build on the existing level of transparency and open exchange of information.

Clarity is moderate, suggesting people have a solid understanding of their roles and goals, yet clearer articulation could further enhance organizational effectiveness.

Collaboration is high, reflecting a culture that is high in effective teamwork.

Contribution is low, indicating that strategies may be needed to improve the how peoples' efforts are tied to the organization's objectives.

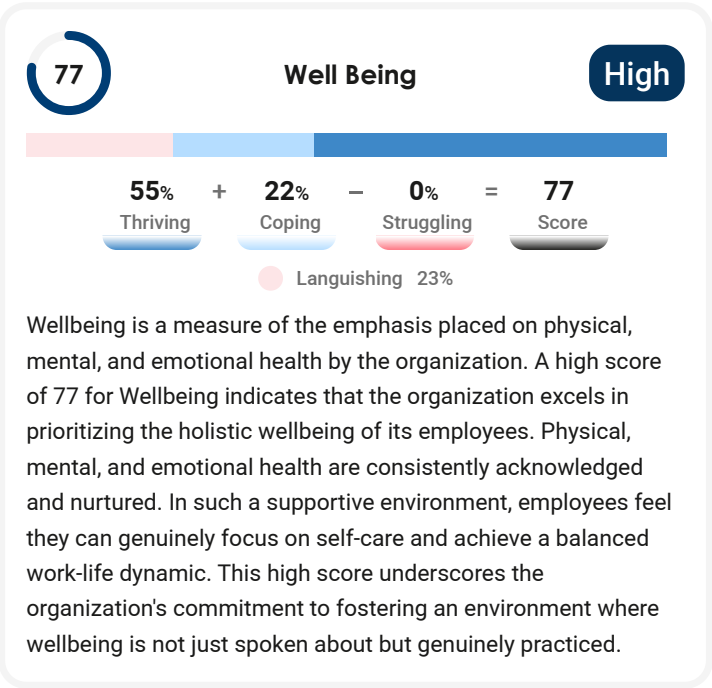
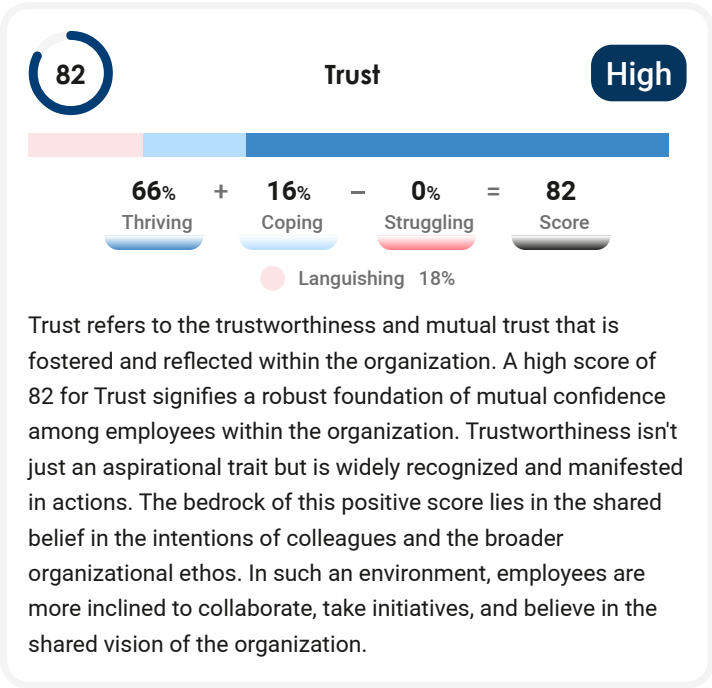


Connection

High

Connection within an organization reflects the ties that members feel with the entity's ethos and with their colleagues. It encapsulates a deep sense of trust and belonging that goes beyond mere association or involvement. When this bond is nurtured, it results in higher engagement, dedication, and a drive to see the organization and its people thrive.

With a high score of 80 in Connection, the organization stands out for its ability to foster strong interpersonal bonds among its members. The atmosphere is characterized by a deep sense of unity, mutual trust, and a shared sense of purpose. Employees feel a genuine bond with their peers, which not only bolsters team dynamics but also contributes to an inclusive and harmonious workplace environment.



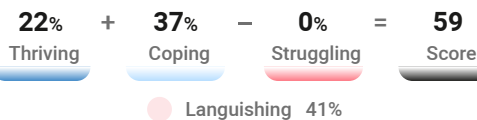
Candid Communication champions the principle of straightforward, unambiguous discourse within the organization. It's about cultivating an environment where dialogue is transparent, direct, and free from hidden agendas. This openness enriches information flow, ensuring that feedback and discussions are genuine, leading to an atmosphere where trust is both extended and received.

A moderate score of 67 for Candid Communication suggests a balanced atmosphere where communication is generally open, but there could be instances or areas where information is not as transparently shared as it could be. The organization might benefit from promoting further openness and ensuring that all members feel at ease to share insights, concerns, and feedback without hesitation.

59

Healthy Conflict And Feedback

Med

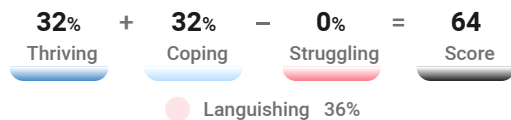


Healthy Conflict & Feedback refers to a culture of healthy conflict that also encompasses the giving and receiving of clear and constructive feedback across the organization. A moderate score of 59 for Healthy Conflict & Feedback suggests that while there are structures and moments where feedback is effectively exchanged, there might be inconsistencies in its application or reception across the organization. Employees might occasionally feel that conflicts aren't addressed as openly as they should be or that their opinions might not always be welcomed. For the organization to thrive, it is essential to foster a more consistent feedback culture, where all members feel confident in both giving and receiving insights.

64

Ideas Meritocracy

Med

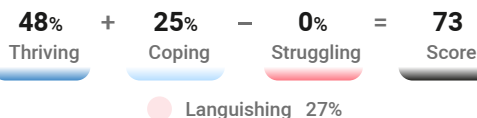


Ideas Meritocracy refers to the degree to which the organization values and rewards the best ideas, regardless of their source. A moderate score of 64 for Ideas Meritocracy suggests the organization appreciates the value of diverse contributions and strives to judge them on their merits. However, there may be instances where hierarchy or status unduly influences the consideration of ideas. While there is a foundation for a merit-based culture, there is a need for more consistent application of this principle. Developing clearer guidelines for evaluating ideas and creating more platforms for unbiased idea sharing could enhance the meritocratic nature of the organization, ensuring that all voices have equal opportunity to be heard.

73

Psychological Safety

Med

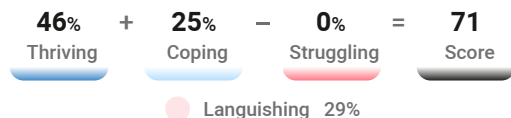


Psychological Safety refers to the degree to which employees feel safe to express concerns, vulnerabilities, and dissenting views without fear. A moderate score of 73 for Psychological Safety suggests that while there are instances where employees feel safe to voice concerns and be vulnerable, there are moments or areas where this sense of security might waver. This mixed perception can sometimes limit open communication and the free exchange of ideas. Strengthening the organizational structures and channels that promote psychological safety can further enhance the sense of trust and openness among employees.

71

Transparency

Med



Transparency within an organization relates to the openness and accessibility of information and decision-making processes to all members. A moderate score of 71 for Transparency suggests that while the organization values openness and honesty, there might be room for further consistency in its application. The principles of radical honesty and transparent communication are recognized, but there may be instances where information flow isn't as seamless as desired. Enhancing channels for open communication and reinforcing the importance of transparency can boost trust and alignment within the organization.

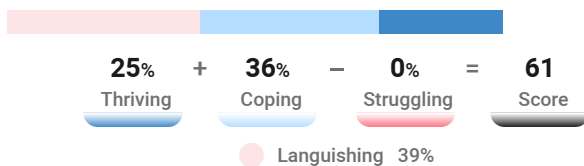
Clarity in an organization refers to the distinctness of its mission, vision, objectives, and operational processes. A high level of clarity ensures that every member has a transparent understanding of their roles, the organization's overarching goals, and the path to achieve them. This lucidity is vital for eliminating ambiguities, ensuring that each task and decision is well informed and purpose driven.

A moderate score of 65 in Clarity indicates that, while many members have a fair understanding of their roles and the organization's direction, there might be some areas of ambiguity or misalignment. It would be beneficial for the organization to refine communication channels, offer clearer guidelines, and ensure that every team member understands their individual role and how it aligns with the organization's objectives.

61

Processes

Med

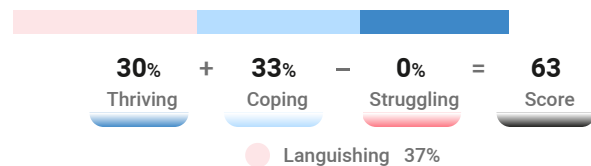


Processes refers to the clarity and documentation of operational workflows and systems used by the organization. A moderate score of 61 for Processes points to some gaps in the thoroughness or communication of operational methodologies. While some aspects of the organization's operations may be well-defined and streamlined, there might be areas where processes aren't as clear or systems aren't effectively utilized. Addressing these gaps will not only enhance operational efficiency but also provide employees with clearer direction, reducing potential friction points.

63

Roles And Responsibilities

Med

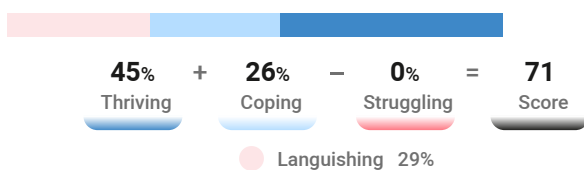


Roles & Responsibilities refers to the clarity and definition provided around individual tasks, authority, and expectations within the organization. A moderate score of 63 for Roles & Responsibilities suggests some inconsistencies in the clear definition and communication of roles within the organization. While some employees may feel confident in their tasks and authority, others might occasionally encounter ambiguity or overlaps in responsibilities. Addressing these areas of uncertainty may be needed to ensure efficiency, prevent potential misunderstandings, and allow employees to fully invest in their roles with clarity and confidence.

71

Shared Goals

Med



Shared Goals refers to the alignment and clarity of organizational priorities, goals, and the resources allocated to achieve them. A moderate score of 71 for Shared Goals suggests that while there is some alignment between organizational priorities and goals, there might be room for improvement in the communication or realization of these priorities. This might lead to occasions where employees might not be entirely clear on the top objectives or how resources are being allocated. Enhancing clarity around these aspects can support better alignment and more effective direction for the entire team.

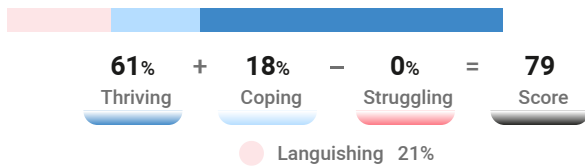
Collaboration emphasizes members working in concert to achieve common goals and foster performance excellence. It involves blending diverse skills and perspectives while maintaining individual accountability. In a collaborative environment, combined knowledge is harnessed, often leading to solutions that are both innovative and effective, transcending what individuals could achieve in isolation.

With a high score of 81 for Collaboration, the organization excels in fostering a cooperative and synergetic environment. Members work cohesively, share knowledge, and support one another in achieving shared objectives. This positive collaborative atmosphere boosts team productivity and ensures that collective efforts yield fruitful results.

79

Accountability

High

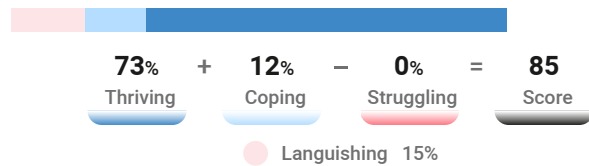


Accountability measures the commitment to holding individuals and groups within the organization responsible for their performance in a fair and consistent manner. A high score of 79 for Accountability reflects a strong emphasis on individual responsibility within the organization. This culture ensures that every team member is held accountable for the organization's overall performance. Moreover, when commitments aren't met, there's a collaborative effort to address and rectify the situation. Such consistent and rigorous accountability standards, applicable to everyone, paired with strict checks and balances for decisions, foster a transparent and responsible working environment.

85

Excellence

High

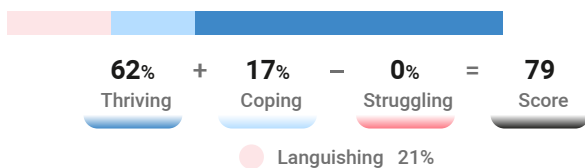


Excellence refers to the drive towards high performance, the rejection of mediocrity, and the desire to learn from mistakes. A high score of 85 for Excellence suggests that the organization places a strong emphasis on continuous improvement and achieving superior performance. In this environment, merely being average isn't considered satisfactory. There's a clear expectation that every individual should learn from their mistakes. Furthermore, the focus is squarely on actual performance rather than just commendations or verbal appreciation. Such an environment fosters growth and drives employees to consistently elevate their standards and outcomes.

79

Team Support

High



Team Support refers to the willingness and consistency of employees to go beyond their roles to aid and support their colleagues. A high score of 79 for Team Support underscores a thriving culture where employees are proactive in assisting one another. Not only do team members regularly step in to aid their colleagues, but they also provide essential support during challenging and stressful times. Such a cohesive environment indicates a profound sense of camaraderie and mutual respect, fostering a supportive workplace where individuals feel valued and cared for by their peers.

Contribution reflects how team actions align with the organization's core values and goals. Every member's role is meaningful to them and essential in driving company success and resonating with stakeholders. It emphasizes recognizing each member's efforts and their broader impact, ensuring that work benefits both the organization and its customers.

A low score of 42 in Contribution signifies that there's a perceived gap in recognizing individual efforts and their alignment with organizational and stakeholder goals. Enhancing feedback mechanisms, aligning individual roles with broader objectives, and consistently acknowledging efforts can aid in bridging this gap and ensuring everyone feels their contributions are meaningful.

58

Core Values

Med

18% + 40% - 0% = 58

Thriving Coping Struggling Score

Languishing 42%

Core Values measures the clarity and integration of organizational values into daily actions and discussions. A moderate score of 58 for Core Values suggests that while there's an understanding of the organization's values, there may be opportunities for deeper integration into daily operations. Employees recognize the presence of these values, but ensuring that they consistently drive actions can elevate organizational alignment. Strengthening this connection can lead to more meaningful discussions and decisions that truly resonate with the organization's ethos.

7

Impact

Low

0% + 21% - 14% = 7

Thriving Coping Struggling Score

Languishing 65%

Impact refers to the emphasis on generating meaningful outcomes that benefit stakeholders and the broader community. A low score of 7 for Impact indicates that there's considerable scope for the organization to amplify its focus on delivering meaningful outcomes. While there might be some appreciation for teams' efforts, there's a need to ensure that these endeavors consistently translate into tangible benefits for stakeholders. Elevating this focus can enhance the organization's influence and ensure it consistently creates value for its customers and stakeholders alike.

50

Meaning And Mattering

Low

0% + 50% - 0% = 50

Thriving Coping Struggling Score

Languishing 50%

Meaning & Mattering refers to the recognition and sense of value of each individual's contribution to the organization. A low score of 50 for Meaning & Mattering suggests that there's an opportunity for the organization to strengthen its recognition and appreciation efforts. Employees might not consistently feel that their contributions are acknowledged or that they hold value within the organizational framework. Enhancing acknowledgment mechanisms and emphasizing the importance of every individual's role can elevate employee engagement and promote a culture of inclusivity.

53

Shared Vision And Purpose

Low

8% + 45% - 0% = 53

Thriving Coping Struggling Score

Languishing 47%

Shared Vision refers to the alignment and commitment of all members to a unified organizational direction and purpose. A low score of 53 for Shared Vision suggests there's significant room for improvement in aligning individual efforts with the organization's overarching purpose. Employees may not feel consistently connected to the shared vision, leading to potential disparities in direction and objectives. Focused initiatives to communicate, reinforce, and involve employees in the visioning process can bridge this gap, fostering greater alignment and unity.