



CULTURESTRATEGYFIT®

Sample Culture Pulse Report
Organization X - Brazil
YOY Report
Nov 2017

Survey Design and Administration



Client Logo

2

weeks

June 12th – 23rd, 2017

17

scaled items

15 survey questions selected from the 2015 Culture Survey

2 new questions added to assess the perceived effectiveness of change efforts

2 open-ended questions

72%

response rate

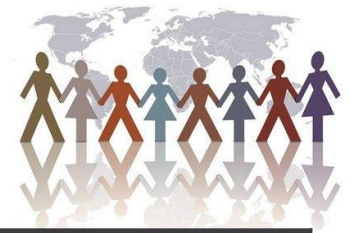
2015 survey participation was 61%

Results are accurate within +/- 5%

A difference of ≥ 0.23 scale points is significant

The observations made are based on overall results; differences by group should be considered when developing and implementing actions plans

Top Five Statements - Brazil

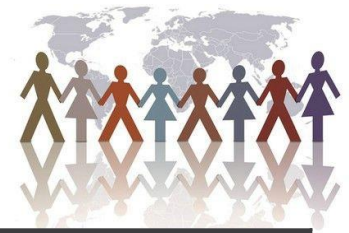


2017	2015
I would recommend the organization to family or friends as a place to work (Engagement 3.96)	I believe I can make a difference working at this organization (Engagement/Purpose 4.51)
I am motivated to go beyond my formal job responsibilities (Engagement 3.87)	The work I do is meaningful (Engagement/Purpose 4.44)
I am NOT seriously considering leaving the organization (Engagement 3.82)	I feel proud to work for XXX company (Optional Questions 4.41)
It is okay to take a risk on something new and unproven (Innovation 3.52)	We welcome and value individuals with different ethnic, religious and other backgrounds (Engagement/Connection 4.26)
Mistakes are expected and treated as good learning opportunities (Innovation 3.48)	We have a lot of policies and procedures we must comply with (Discipline/Compliance 4.24)

Survey Scale

5.00 - Strongly Agree 4.00 - Agree 3.00 - Undecided 2.00 - Disagree 1.00 - Strongly Disagree

Bottom Five Statements - Brazil



2017	2015
The reasons behind major decisions are explained clearly (Communication 2.82)	Groups across the organization work as one to efficiently and effectively address complex challenges and opportunities (Collaboration/Partnering 2.91)
Everyone is treated fairly; some people are not unduly favored over others (Fairness & Equity 2.85)	Groups across the organization effectively share relevant and important information with others (Collaboration/Information Sharing 2.95)
I can safely say what I am really thinking to anyone else regardless of their position (Candor 2.98)	Groups across the organization effectively share knowledge, ideas and best practices (Collaboration/Information Sharing 2.98)
The efforts made to improve cross-team collaboration within XXX Company have been effective (Collaboration 3.02)	Groups across the organization effectively align their goals, priorities and deliverables (Collaboration/Coordination 2.99)
We effectively manage the people side of change (Change 3.04)	The reasons behind major decisions are explained clearly (Direction/Communication 3.02)

Survey Scale

5.00 - Strongly Agree 4.00 - Agree 3.00 - Undecided 2.00 - Disagree 1.00 - Strongly Disagree

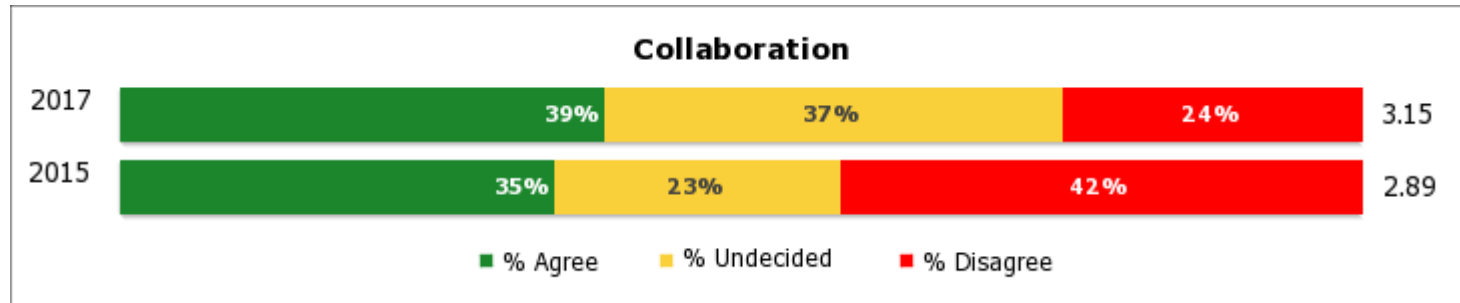


YOUR RESULTS
Abbreviated for Sample Report

Collaboration Summary



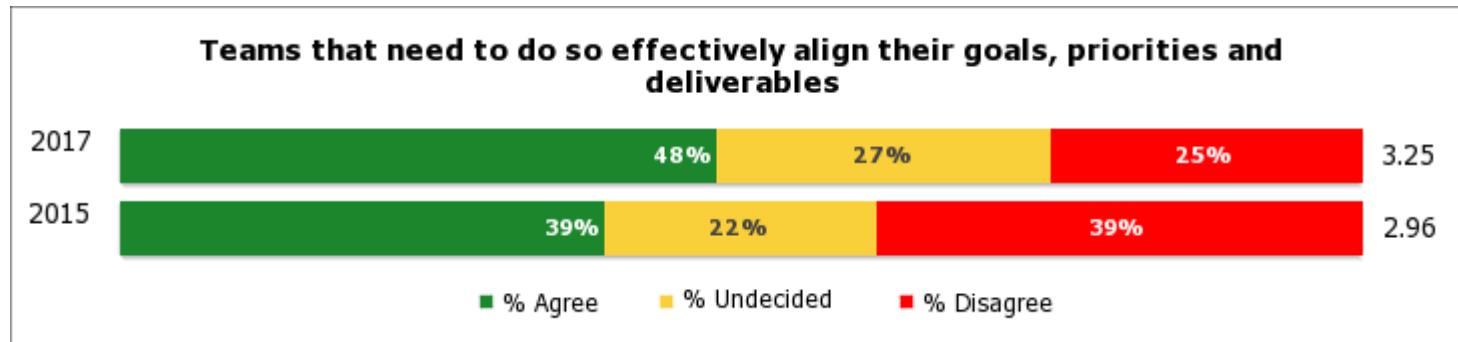
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Collaboration



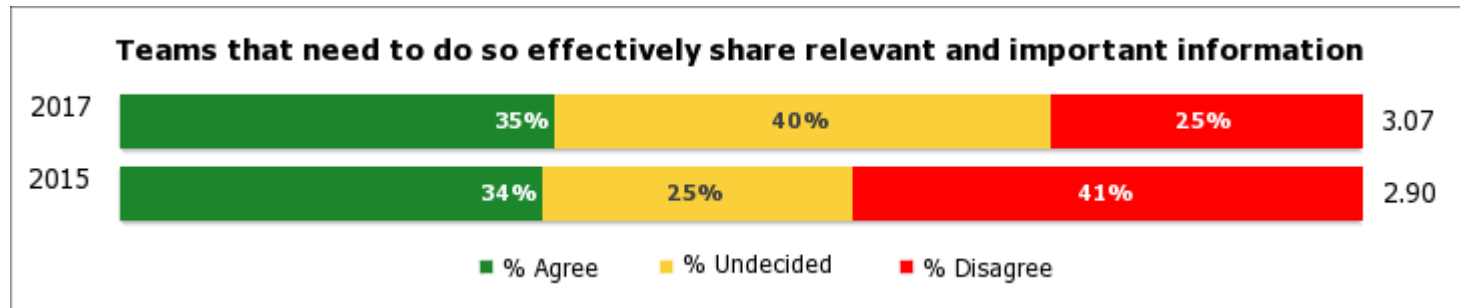
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Collaboration



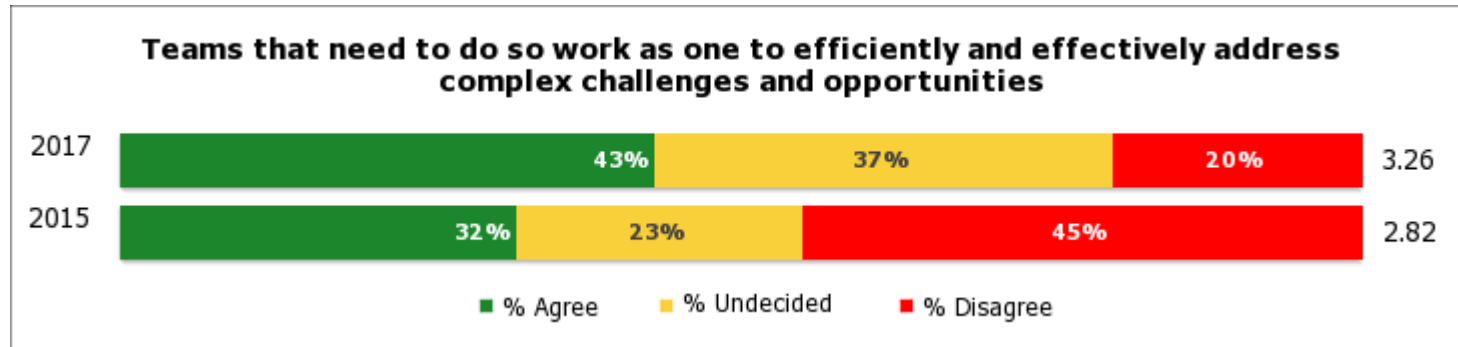
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Collaboration



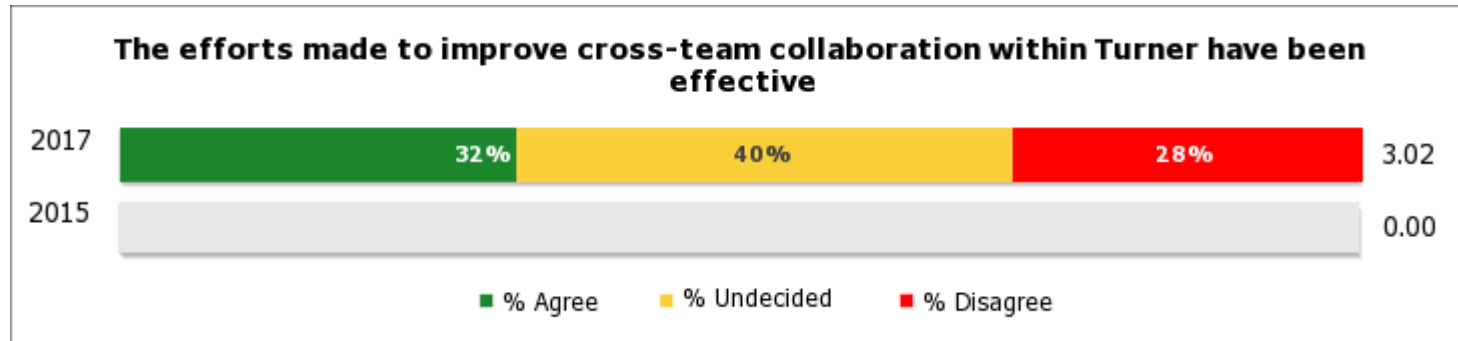
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Collaboration



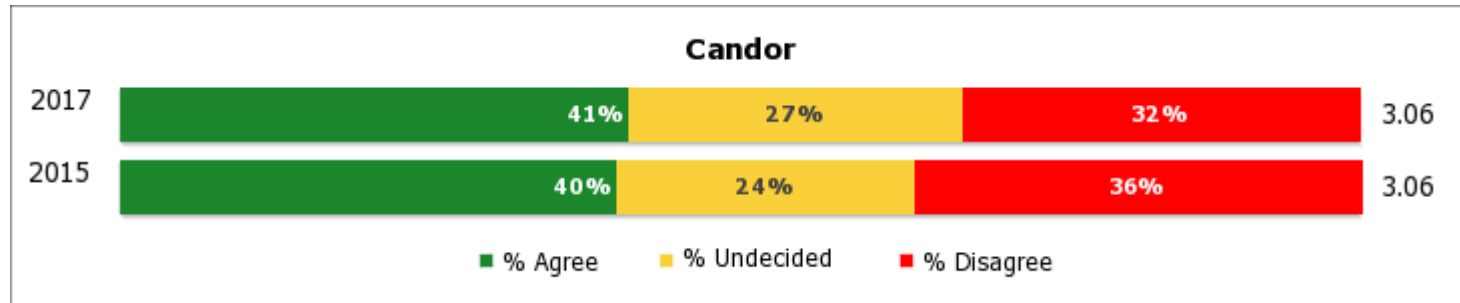
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Candor Summary



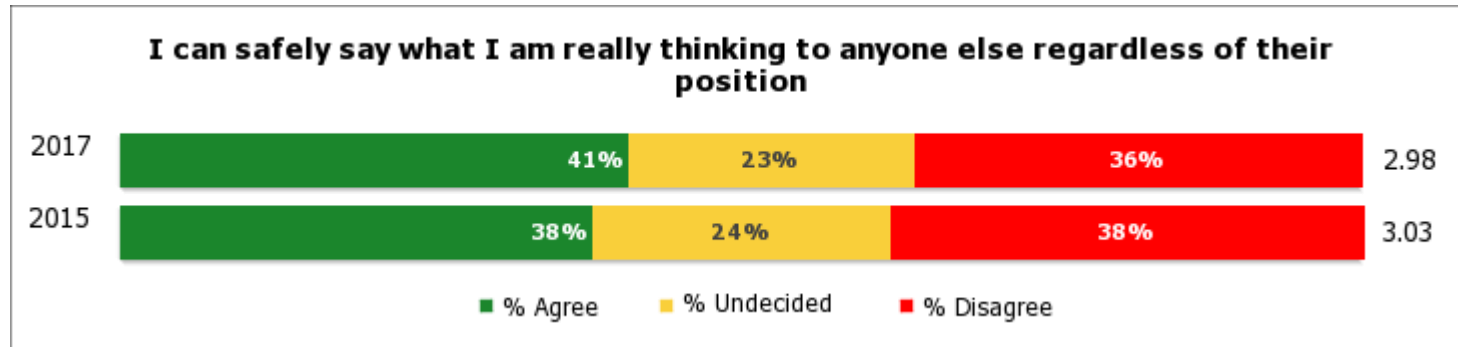
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Candor



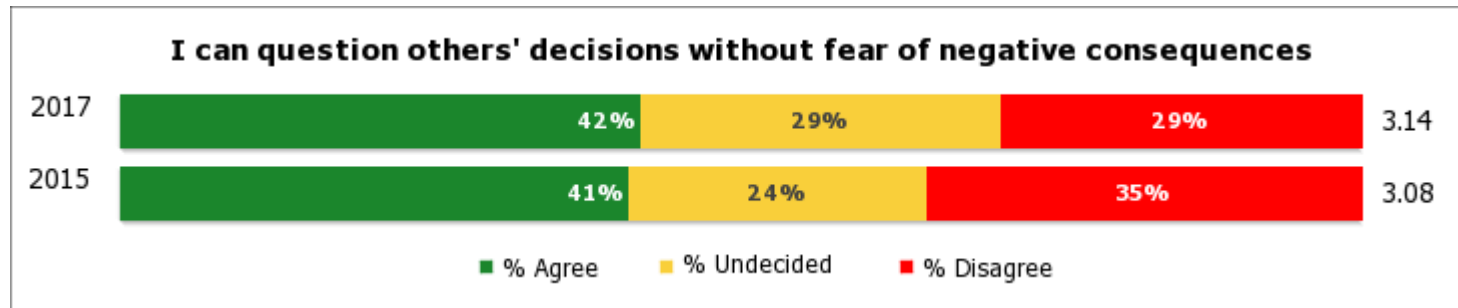
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Candor



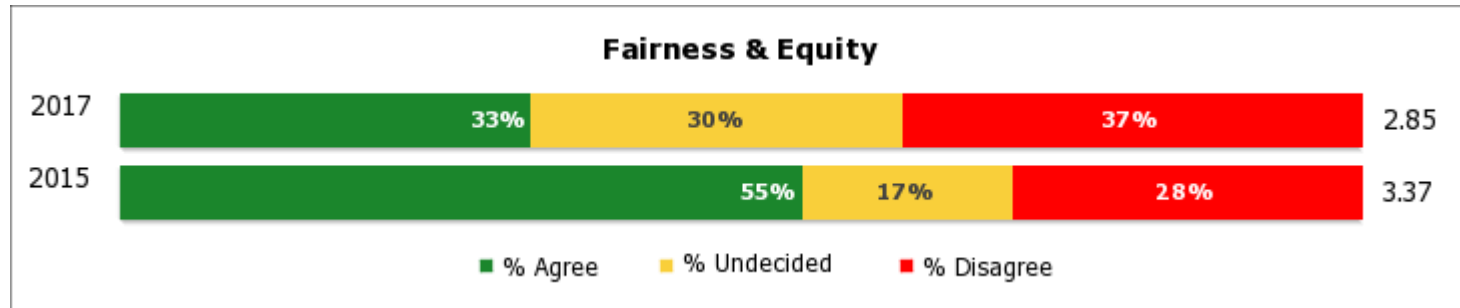
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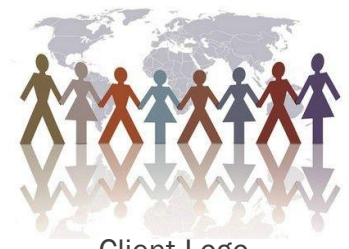
Fairness & Equity Summary



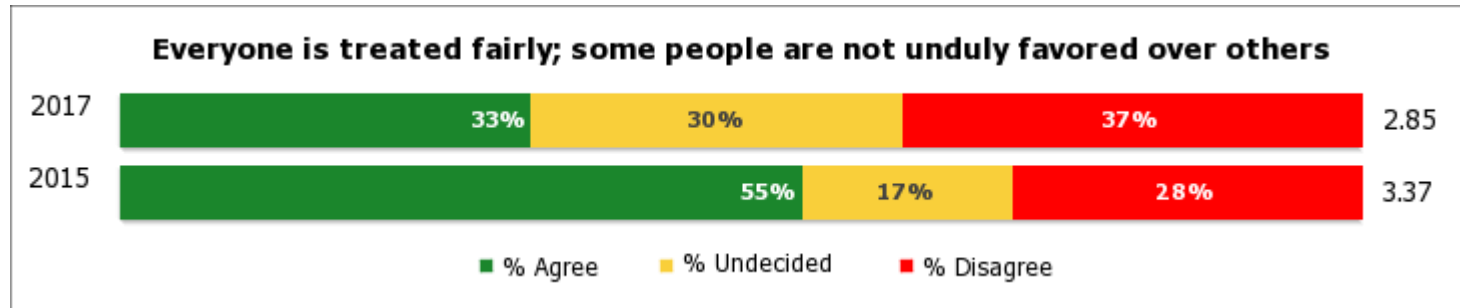
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Fairness & Equity



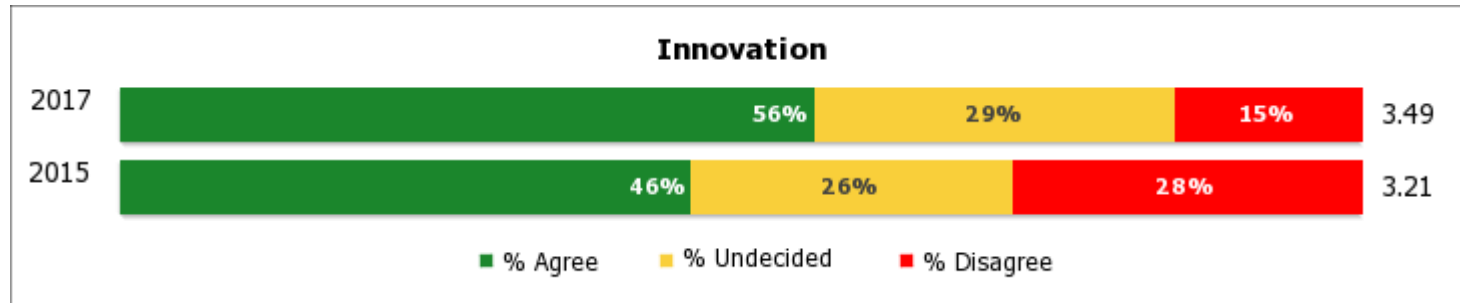
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Innovation Summary



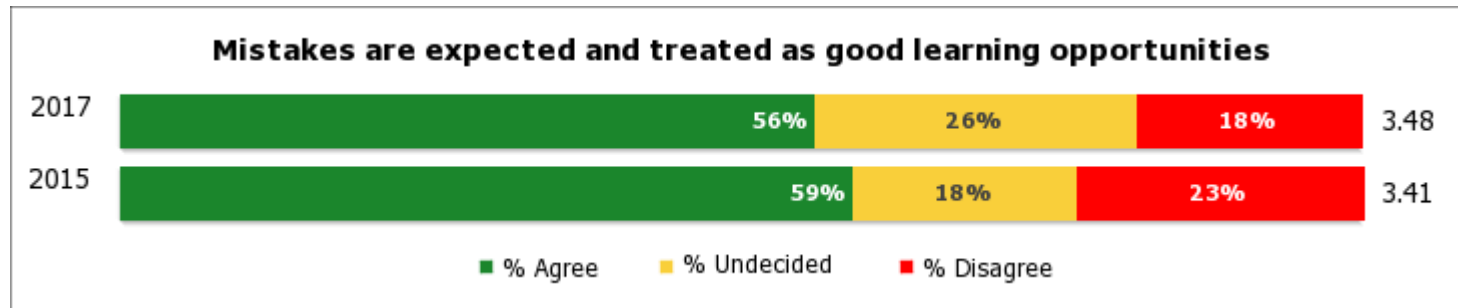
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Innovation



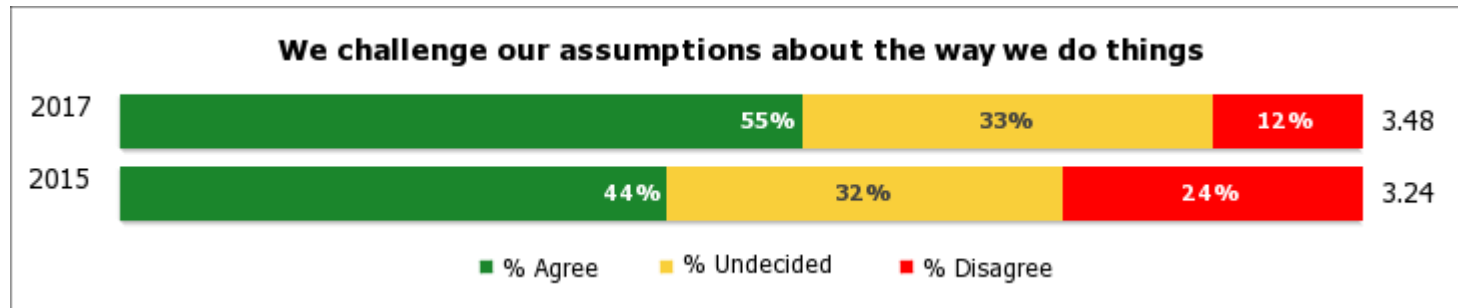
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Innovation



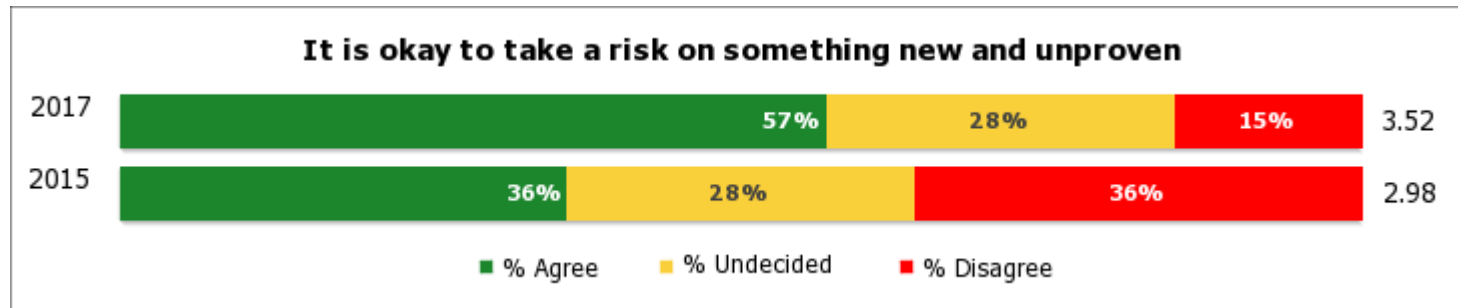
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Innovation



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CULTURESTRATEGYFIT

905.887.8783 | 1.844.CUL.WINS

WintheGame@culturestrategyfit.com

www.culturestrategyfit.com