**Cultural Assessment Report Prepared For**

**[Name]**

**Overall Scores**

[Dials]

**Executive Summary – Survey Overall Results:**

This section presents the overall scores from the Yes/No portion of the Emotional and Leadership Health assessment. Each question from that section is assigned to the appropriate category and scored.

The higher the scores the more positive the Emotional and Leadership health of the organization.

The higher the scores the greater the likelihood for trust, engagement, loyalty, resilience, capacity for change, and results generation.

**Potential Improvement Areas**

(Red, Yellow, Green or Red Only based on scoring at subcategory level)

| **Category** | **RFP** | **EPS** | **CM** | **Ldr Spvsr** | **Sr. Ldr** |
| --- | --- | --- | --- | --- | --- |
| Teamwork |  |  |  |  |  |
| Development |  |  |  |  |  |
| Purpose/Values |  |  |  |  |  |
| Compassion |  |  |  |  |  |
| Trust |  |  |  |  |  |
| Engagement |  |  |  |  |  |
| Seeks to Understand |  |  |  |  |  |
| Compassion/Benefits |  |  |  |  |  |
| Vulnerability |  |  |  |  |  |
| Communication |  |  |  |  |  |
| Courage |  |  |  |  |  |

**Executive Summary – Survey Drill Down:**

This section presents the overall scores from the Yes/No portion of the Emotional and Leadership Health assessment broken down into the various subcategories the assessment is capable of measuring.

Green blocks indicate areas of strength.

Yellow blocks indicate areas of potential opportunity.

Red blocks indicate blind spots and areas of weakness.

**Word Association Results**

[WordMatrix]

**Executive Summary-Word Association Results:**

This section captures the results from the Word Association portion of the cultural assessment. The above graphic depicts the overall percentage of negative versus positive cultural words selected. The more positive the score the positive the cultural perception of the workforce.

Like the survey portion of the assessment, the higher the score the more likely the workforce is to feel connected, be engaged, productive, loyal, trusting, and resilient. Additionally, the higher the score the less likely the risk of burnout, turnover, and the risk of unionization.

**Word Association Pattern Analysis**

| Pattern | Analysis (red,yellow,green) |
| --- | --- |
| Toxic Environment |  |
| Burnout / Engagement Potential |  |
| Respect For People Culture |  |
| Emotional/Psychological Safety Health |  |
| Leadership Health |  |
| Moral Compass |  |

**Executive Summary-Word Association Cluster Analysis:**

This section of the Word Association portion of the assessment clusters certain words that inform behavioral patterns.

Green indicates either the absence of negative cultural patterns or the presence of positive patterns.

Yellow indicates a potentially problematic attribute exists which warrants investigation.

Red indicates immediate action may be required.

To discuss this assessment summary in more detail contact Anthony Casablanca at [a.casablanca@griefleaders.com](mailto:a.casablanca@griefleaders.com) to set up a complementary session.

Or book an appointment directly through our Calendly link <https://calendly.com/a-casablanca/60min>