

Top Cultural Drivers of Engagement

Overall

We identified cultural behaviors and values that are positively related to **Engagement** that may provide unique points of leverage for improvement. These items were broken out into areas you should **sustain** positive scores (relatively high relationship strength, high percentile) and areas you have the most room to **improve** (relatively high relationship strength, low percentile).

Relationship Strength	PERCENTILE	UNIQUE CULTURAL DRIVERS TO <i>SUSTAIN</i>
1	47	Everyone believes that he or she can have a positive impact.
2	51	There is a clear and consistent set of values that governs the way we do business.
3	56	Leaders set goals that are ambitious, but realistic.
4	49	There is a clear mission that gives meaning and direction to our work.
5	58	Different parts of the organization often cooperate to create change.

Relationship Strength	PERCENTILE	UNIQUE CULTURAL DRIVERS TO <i>IMPROVE</i>
1	34	Our vision creates excitement and motivation for our employees.
2	27	The leaders and managers “practice what they preach.”
3	37	There is a clear strategy for the future.
4	29	There is continuous investment in the skills of employees.
5	22	We view failure as an opportunity for learning and improvement.

