

# ***CULTURE ASSESSMENT REPORT***

prepared for:

**ABC & ASSOCIATES, INC.**

**CULTURE FOR CHANGE**



**DATE: November 11, 2008**

**EMPLOYEES SURVEYED: 211**

# ABC & ASSOCIATES, INC.

## CULTURE ASSESSMENT REPORT

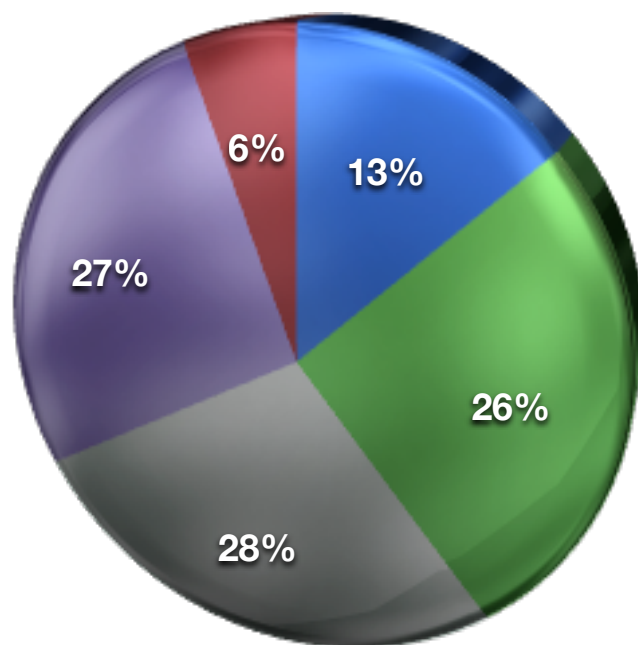
### Overall Employee Satisfaction

The following questions (two pages) were designed to inquire how satisfied employees are with the company and their jobs. We also inquired how their job has an affect on the rest of their life.

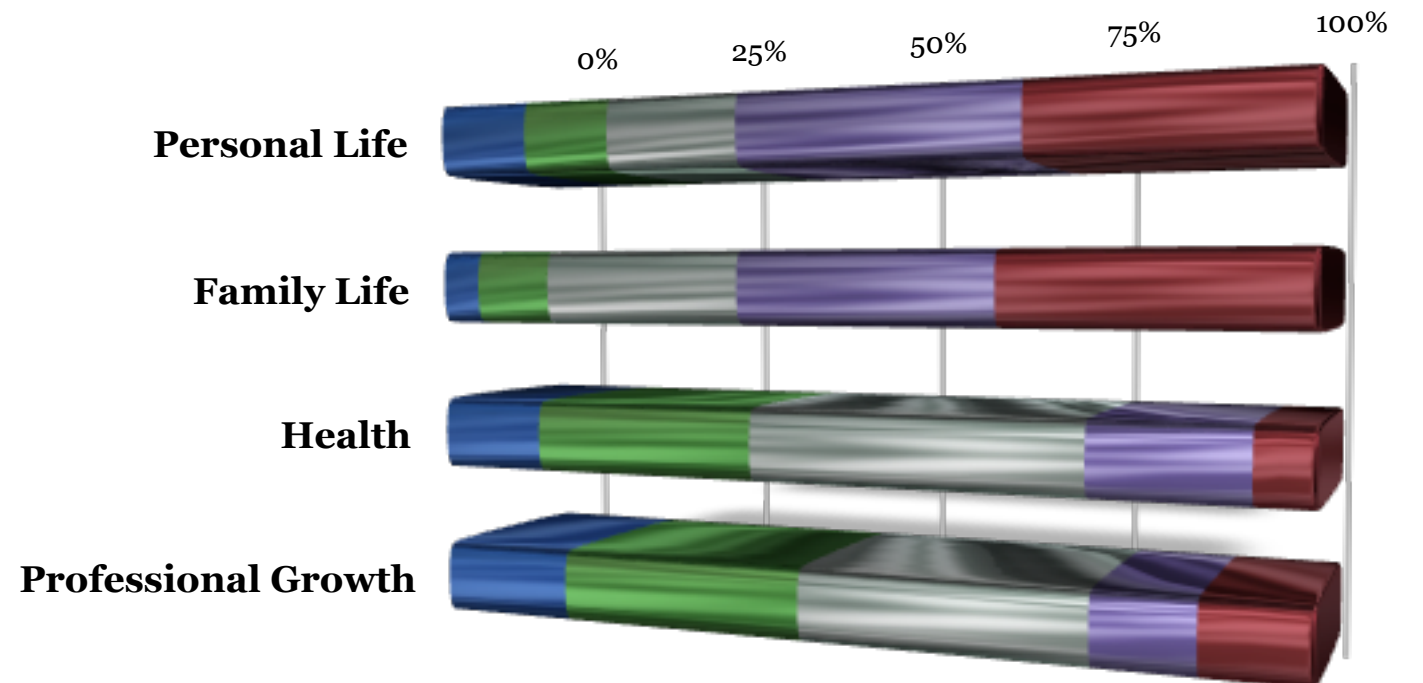
The employees were asked to answer by the following: A) Strongly Agree B) Agree C) Neutral D) Disagree E) Strongly Disagree

#### 1) You are completely satisfied with you job.

Strongly Agree	28
Agree	55
Neutral	59
Disagree	57
Strongly Disagree	12



#### 2) Your job has a positive effect on your:



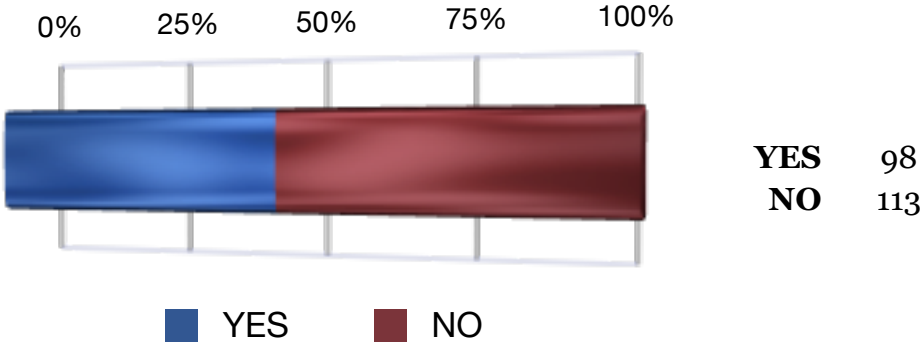
	Personal Life	Family Life	Health	Professional Growth
<b>STRONGLY AGREE</b>	24	10	27	34
<b>AGREE</b>	23	20	57	62
<b>NEUTRAL</b>	34	51	79	68
<b>DISAGREE</b>	68	62	35	23
<b>STRONGLY DISAGREE</b>	62	68	13	24



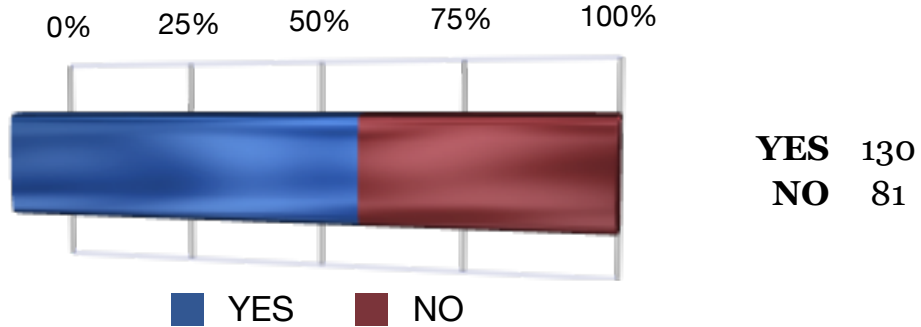
# ABC & ASSOCIATES, INC.

## CULTURE ASSESSMENT REPORT

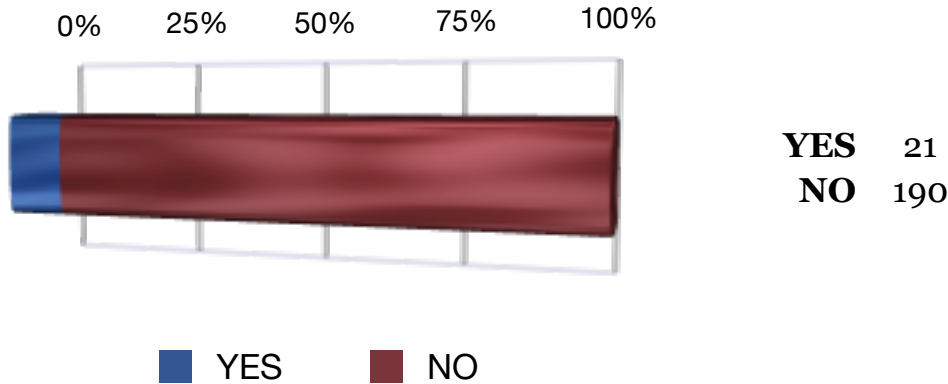
**Question 1)** Would you recommend an open position with this company to a friend or family member?



**Question 2)** If given the chance over again, would you choose to take this job?



**Question 3)** Do you feel energized by your job and NOT “burned out”?



**Would you leave your job for any of the following:**

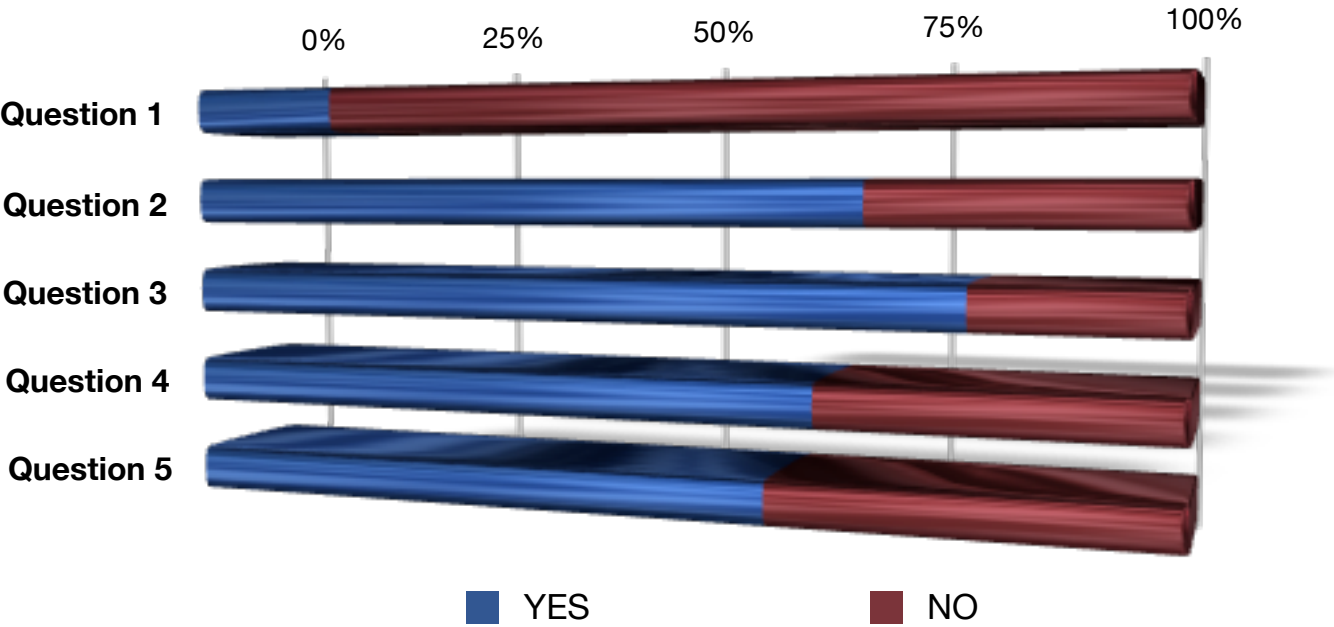
**Question 1)** Same job position, same pay, another company?

**Question 2)** A 5% increase in pay with new company?

**Question 3)** An opportunity with more personal and professional growth potential?

**Question 4)** A job with a deeper meaning and more purpose?

**Question 5)** An opportunity to make a profound difference in the world?



	Question 1	Question 2	Question 3	Question 4	Question 5
YES	33	150	170	140	130
NO	178	61	41	71	81



# ABC & ASSOCIATES, INC.

## CULTURE ASSESSMENT REPORT

### Job Purpose

The following questions were designed to see how inspired the employees are with the company's vision and purpose.

**You fully understand the company's mission and purpose.**

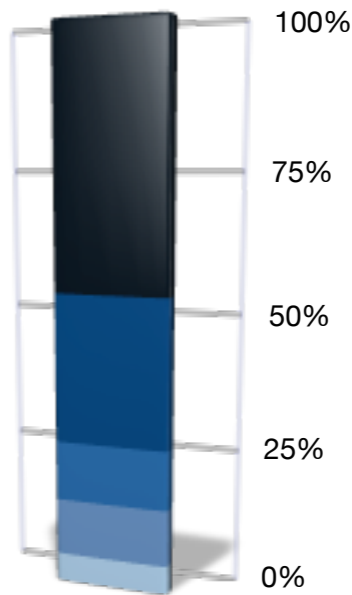
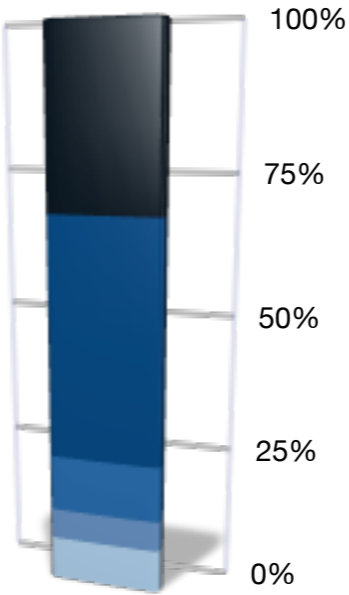
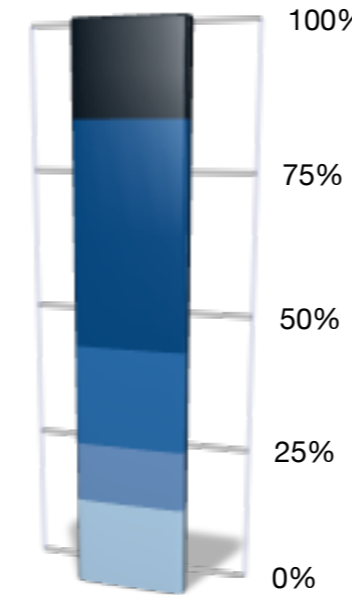
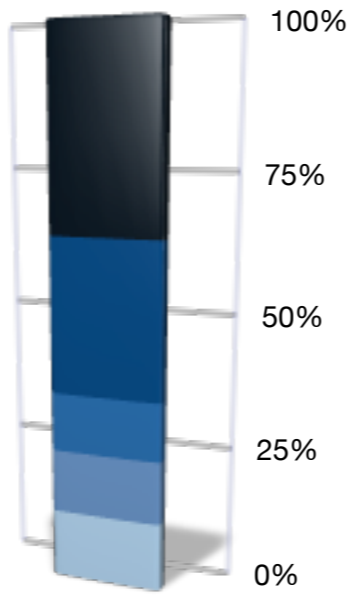
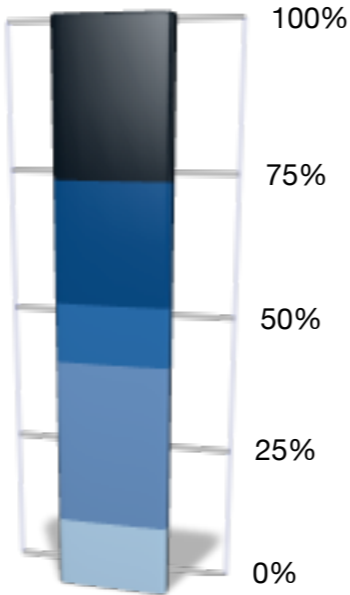
**You truly care about the direction and long-term goals of this company.**

**You feel that your job has a self-satisfying meaning and purpose.**

**You are inspired by your job.**

**You find excitement and joy in coming to work.**

- STRONGLY DISAGREE
- DISAGREE
- NEUTRAL
- AGREE
- STRONGLY AGREE



STRONGLY AGREE	27
AGREE	63
NEUTRAL	22
DISAGREE	44
STRONGLY DISAGREE	55

STRONGLY AGREE	27
AGREE	25
NEUTRAL	23
DISAGREE	60
STRONGLY DISAGREE	76

STRONGLY AGREE	34
AGREE	23
NEUTRAL	38
DISAGREE	82
STRONGLY DISAGREE	34

STRONGLY AGREE	17
AGREE	12
NEUTRAL	22
DISAGREE	93
STRONGLY DISAGREE	67

STRONGLY AGREE	11
AGREE	22
NEUTRAL	23
DISAGREE	57
STRONGLY DISAGREE	98

STRONGLY AGREE	11
AGREE	22
NEUTRAL	23
DISAGREE	57
STRONGLY DISAGREE	98



# ABC & ASSOCIATES, INC.

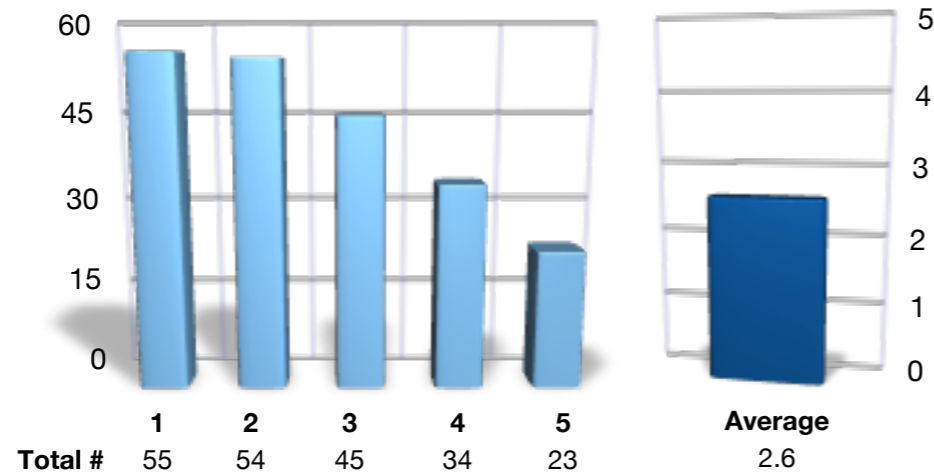
## CULTURE ASSESSMENT REPORT

### Crucial Employee Opinions of Company & Management

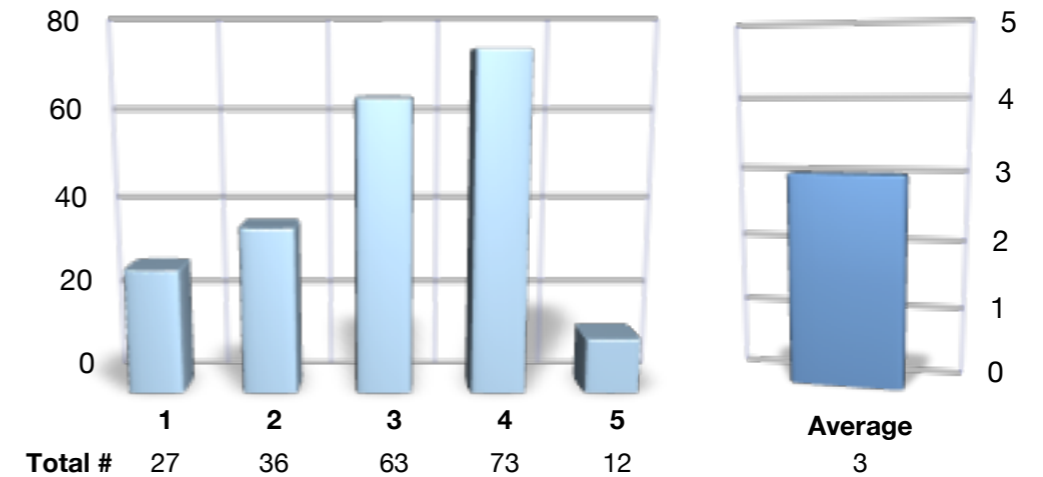
It is crucial to understand what points-of-view the employees hold with the company and upper management. On the next two pages, the employees were asked to rate their answers 1 - 5: 1) Very Dissatisfied 2) Satisfied 3) Neutral 4) Satisfied 5) Very Satisfied.

#### How satisfied are you with...

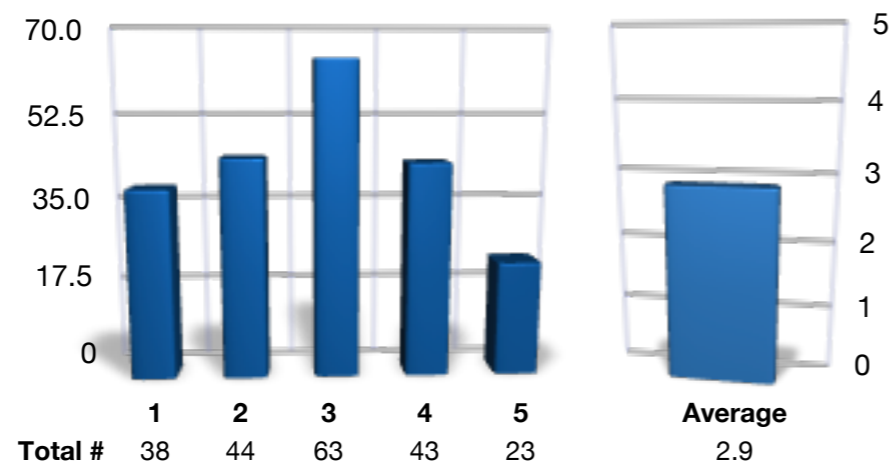
**The company's concern about you, your well-being and personal growth?**



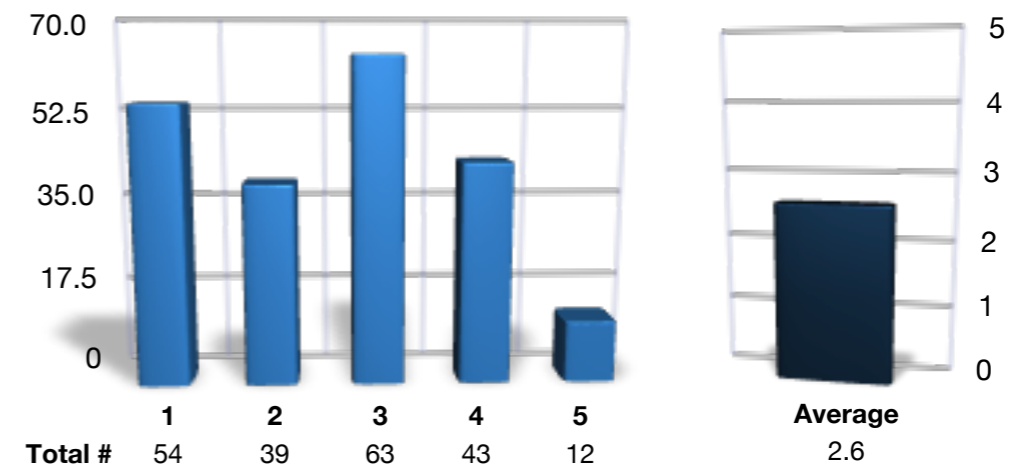
**The company's concern about the well-being of the clients?**



**The company's interest in protecting the environment, and being green?**



**The company's concern for the community and social causes around the world, such as poverty and child education?**

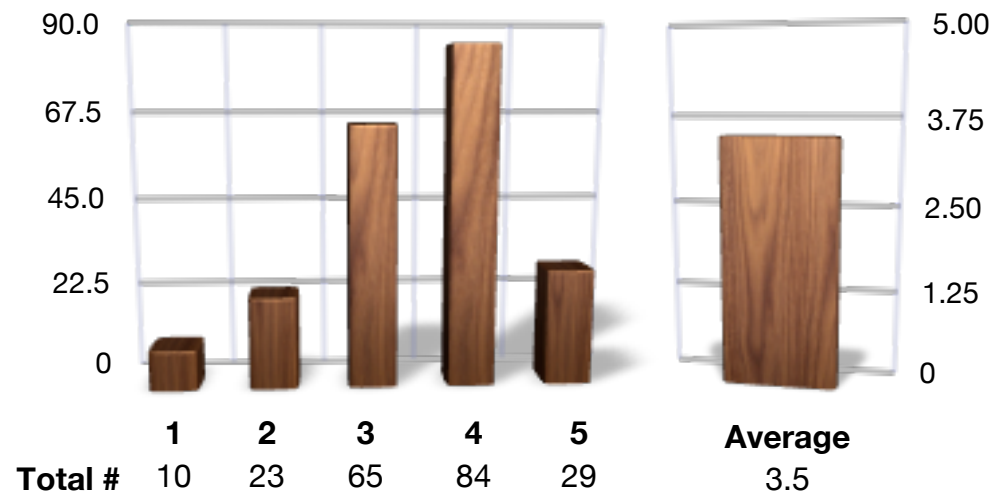


# ABC & ASSOCIATES, INC.

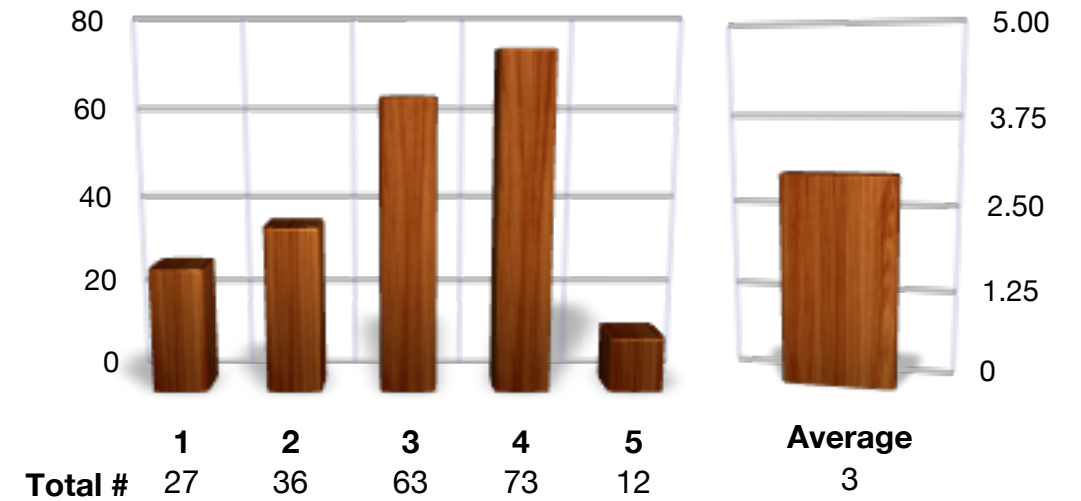
## CULTURE ASSESSMENT REPORT

### How satisfied are you with...

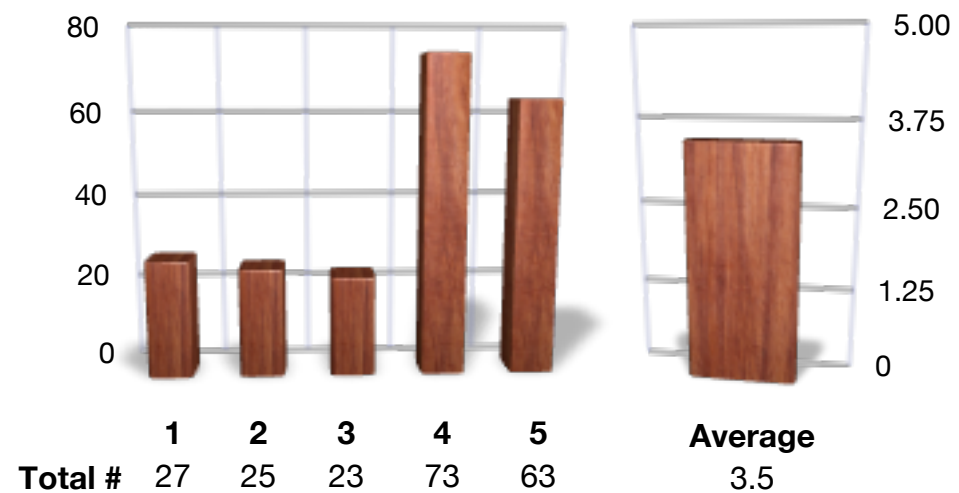
**The level of respect shown to you by management?**



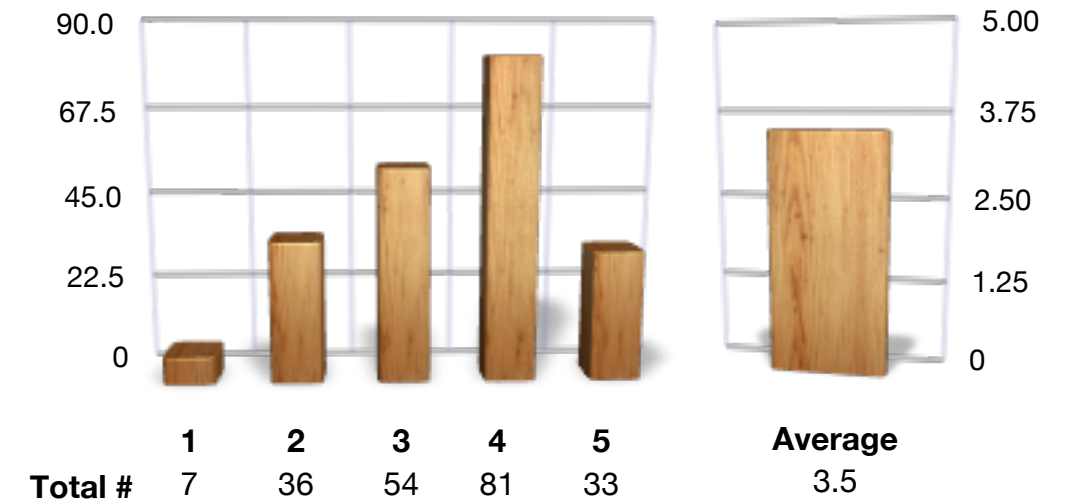
**The recognition and praise you receive when you do a good job?**



**The communication from management about important issues?**



**The feedback you receive about your job performance?**



# ABC & ASSOCIATES, INC.

## CULTURE ASSESSMENT REPORT

### Teamwork

The following questions were designed to find out if the employees feel they are part of a team and how well they work together. The employees were asked to answer by the following: A) Strongly Agree B) Agree C) Neutral D) Disagree E) Strongly Disagree

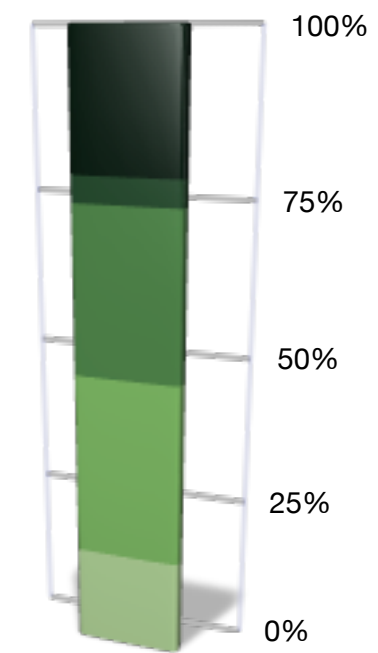
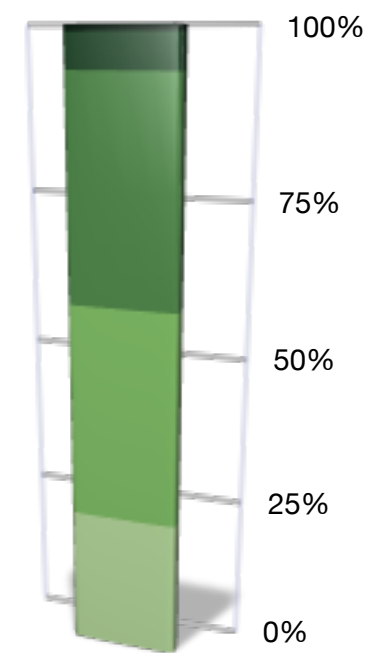
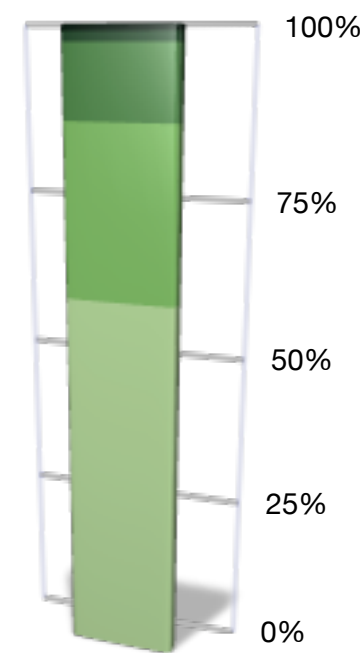
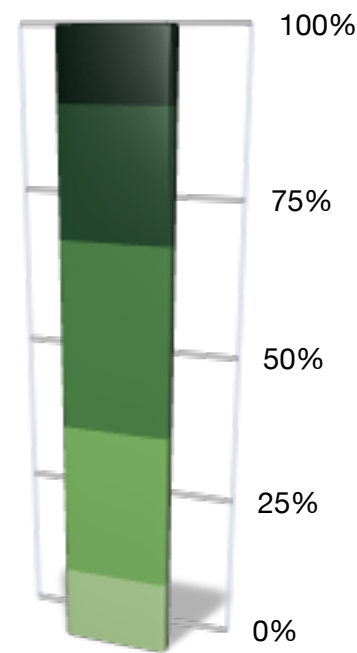
**You really feel like you are part of a connected, well-functioning team.**

**Everyone respects each other on your team/department.**

**You team/department works well with other teams/departments.**

**You would like to see a deeper level of respect and teamwork.**

■ STRONGLY DISAGREE  
 ■ DISAGREE  
 ■ NEUTRAL  
 ■ AGREE  
 ■ STRONGLY AGREE



STRONGLY AGREE	27
AGREE	55
NEUTRAL	64
DISAGREE	42
STRONGLY DISAGREE	23

STRONGLY AGREE	127
AGREE	56
NEUTRAL	23
DISAGREE	3
STRONGLY DISAGREE	2

STRONGLY AGREE	50
AGREE	75
NEUTRAL	73
DISAGREE	11
STRONGLY DISAGREE	2

STRONGLY AGREE	44
AGREE	82
NEUTRAL	72
DISAGREE	11
STRONGLY DISAGREE	56



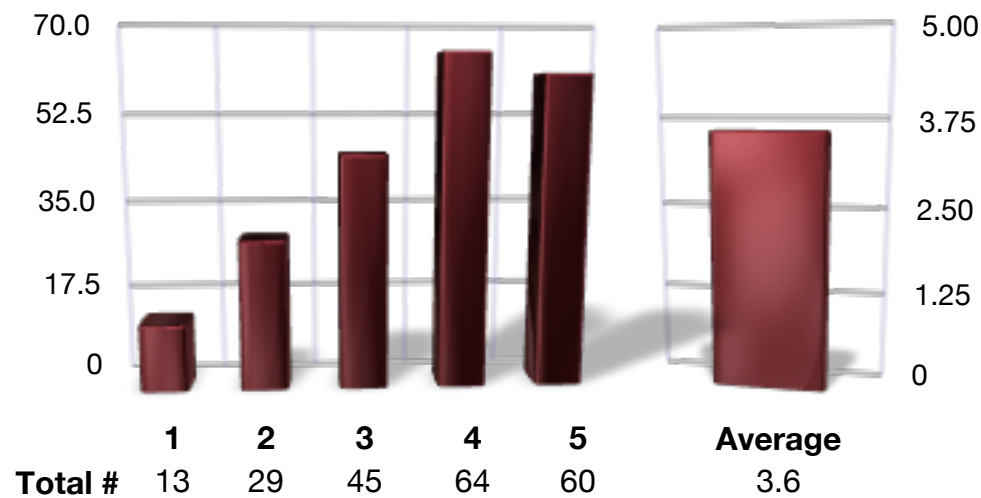
# ABC & ASSOCIATES, INC.

## CULTURE ASSESSMENT REPORT

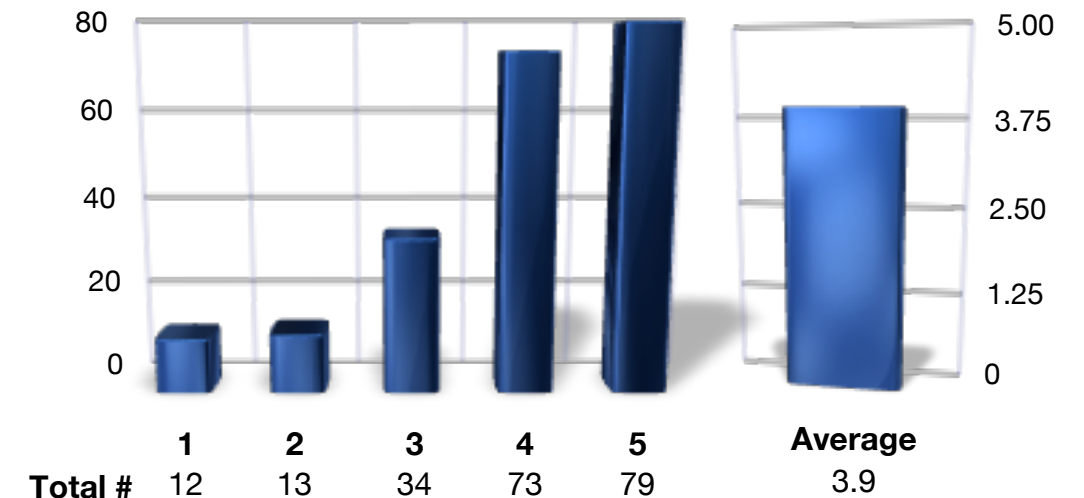
### Culture for Change

The following questions inquire the employee about their desire, or interest level, of developing a *Culture for Change* philosophy inside your work organization. They rated their interest level 1-5, 5 ranking the highest, 1 the lowest.

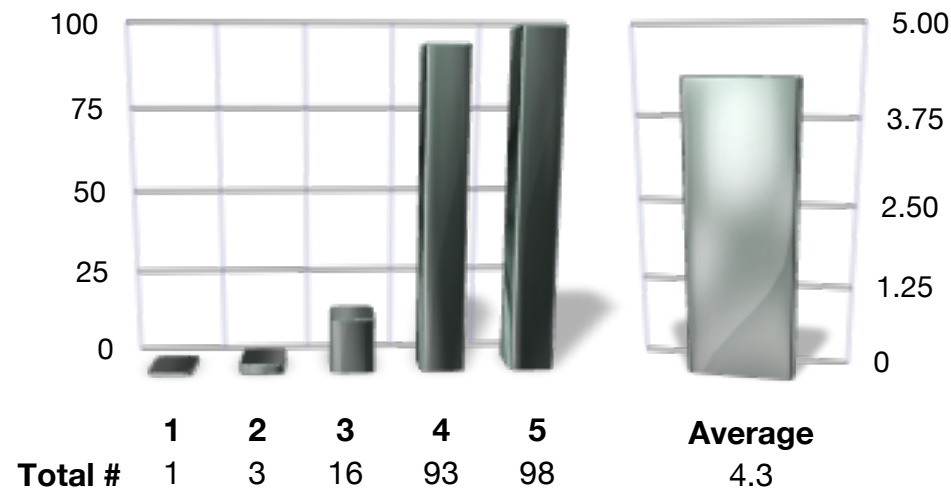
**You would like your company, and management, to have more interest in your personal/professional growth and development.**



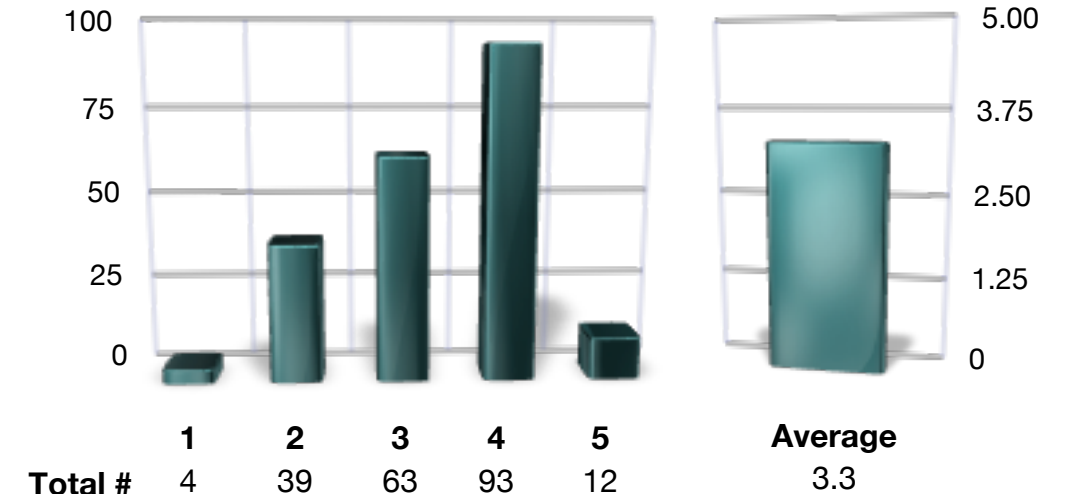
**You would like to have more purpose in your job.**



**You would like to see your company have more concern for the environment and a sustainable business (being green).**



**You would like to see your company do more in the community and with social causes, (such as global poverty and child education).**

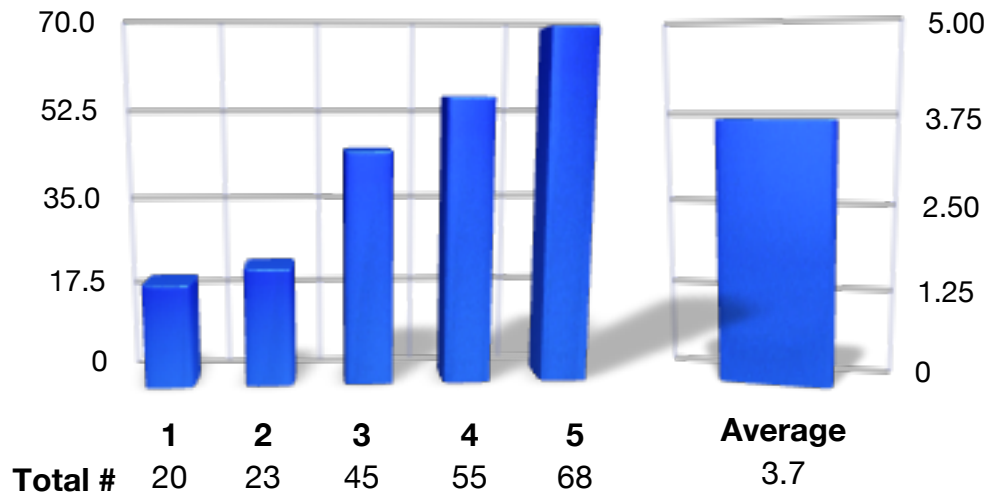


# ABC & ASSOCIATES, INC.

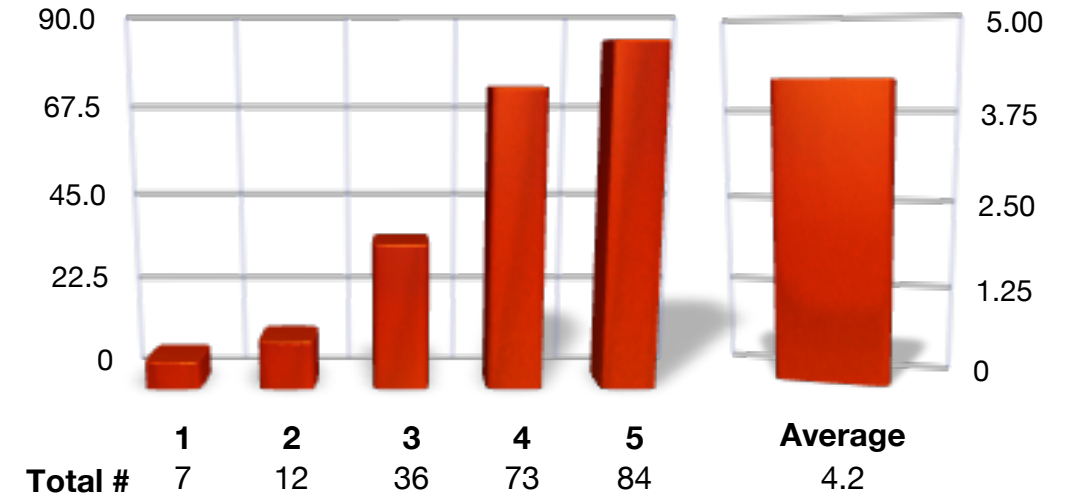
## CULTURE ASSESSMENT REPORT

How would your interest level rank on the following (1-5).....

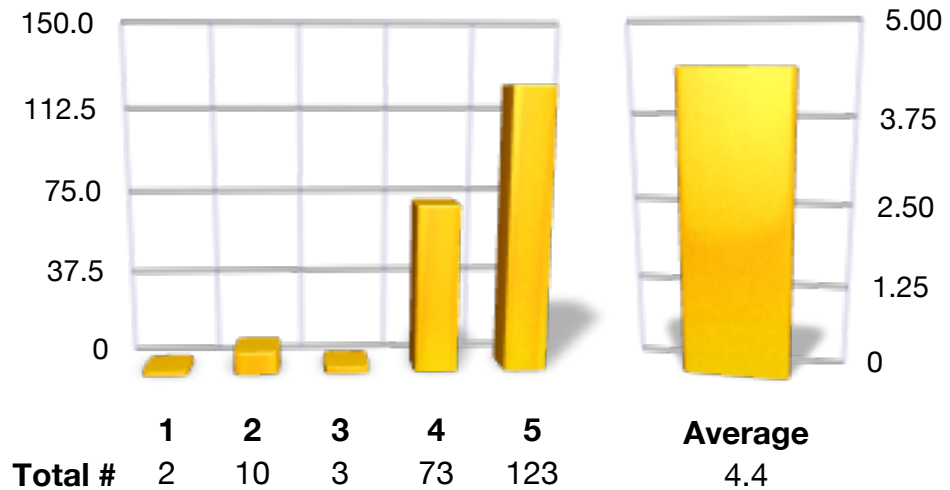
**You would like to be able to personally do more for your community through volunteer work.**



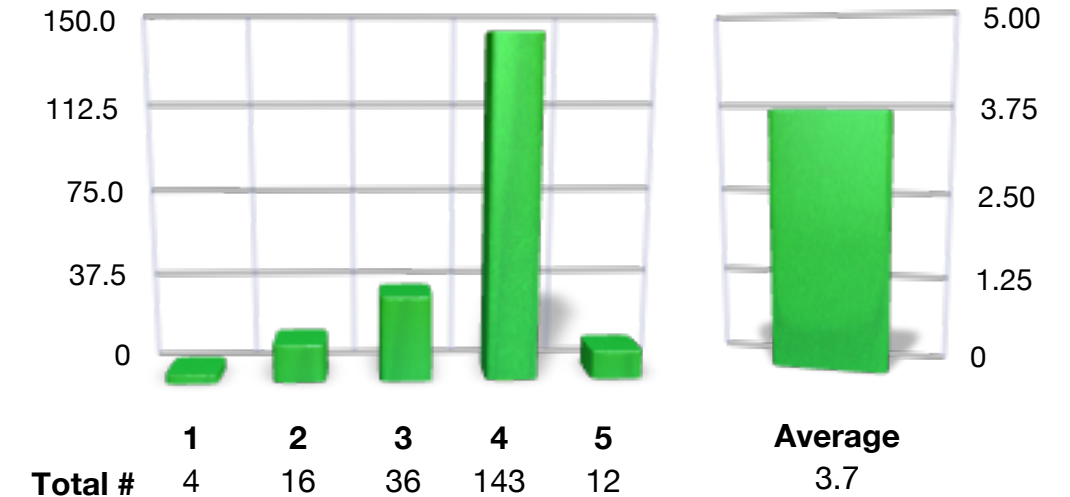
**If given the chance, you would like to learn more about global social causes and to be involved with them.**



**You would be more proud of your job, and your company, if you saw an increase dedication to helping charities.**



**If your company gave more back to the community, and charities, you think this would be positive for the employees and for your clients/customers.**

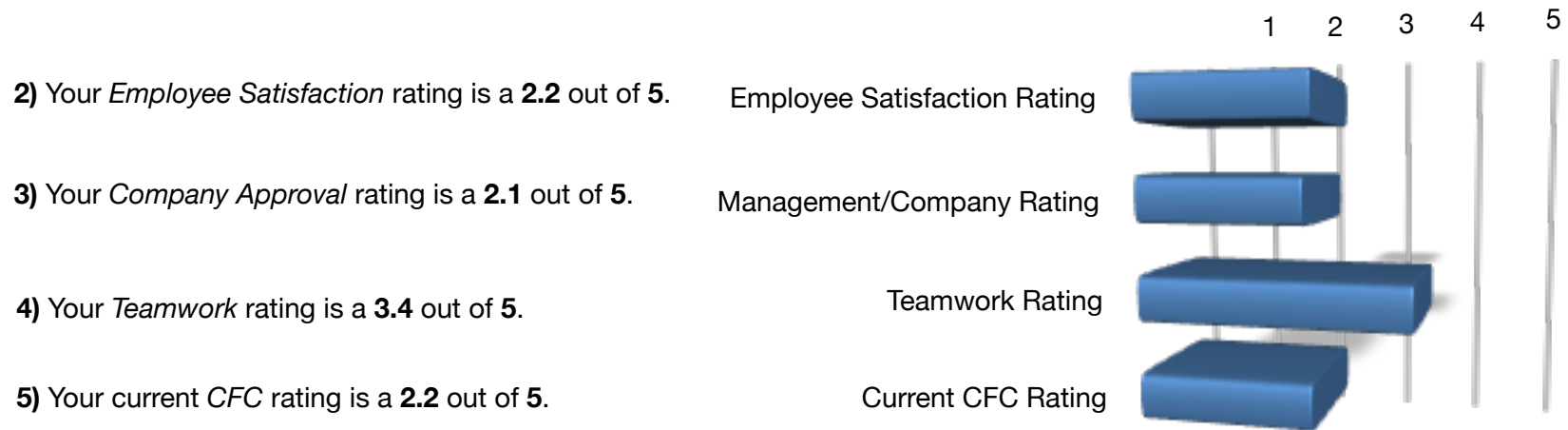


# ABC & ASSOCIATES, INC.

## CULTURE ASSESSMENT REPORT SUMMARY

1) **Employee Satisfaction:** 61% of your employees are **NOT** satisfied with their current work environment.

1 = Very Unsatisfied, 2= Unsatisfied, 3 = Neutral, 4 = Satisfied, 5 = Very Satisfied



6) **85%** of your employees would like to see an adaptation to a *Culture for Change* environment.

7) The level of interest by your employees to implement a *Culture For Change* philosophy was rated a **4.1** out of **5**.

(1 = Complete Waste of Time, 2= Not Interested, 3 = Neutral, 4 = Interested, 5 = Very Interested)

