



WorkXO Culture Assessment 2023

If you want the best talent, you need a strong culture, and you can't make it strong if you don't know what it is.

We created the WorkXO culture assessment in 2016 to help leaders see what it's truly like to work at their organizations.



Culture is easy to change, but only if you can see your hidden patterns.

Our culture assessment shows you how your existing culture patterns are messing with your success, and you can use the insights to make immediate changes that deliver measurable results



If red flags like these apply, then this culture assessment can help:

- Despite clear direction, you're often over budget or behind schedule
- Too many of your good employees have left in the last 2 years
- You've been talking about fixing the silo problem for years, but it's still there



How it works:

The assessment is low effort and immediately actionable.

1. Your whole staff completes a 15-minute survey.
2. We compile and analyze the results.
3. You receive insights and recommendations to improve your culture, within days of finishing the survey.



How you get results:

- You increase productivity by removing internal obstacles
- You retain your top talent
- You manage change better, without as much resistance



How much does it cost?

- The WorkXO Culture Assessment starts at \$6,000 (up to 100 employees), and includes our detailed culture pattern and change readiness report, as well as access to the interactive tools on the online platform for analyzing subgroups.
- There is also a PDF-only version for \$4,500

Check out the report samples on the following pages



What Makes the WorkXO Culture Assessment Different?

1. It measures traditional-to-futurist, not good or bad.

- Every organization has different success drivers, which means they may need very different cultures. But we are all figuring out what parts of traditional management need to be left behind, and where we need to embrace the new rules of leadership and management. Our assessment tells you exactly where you are on that journey.



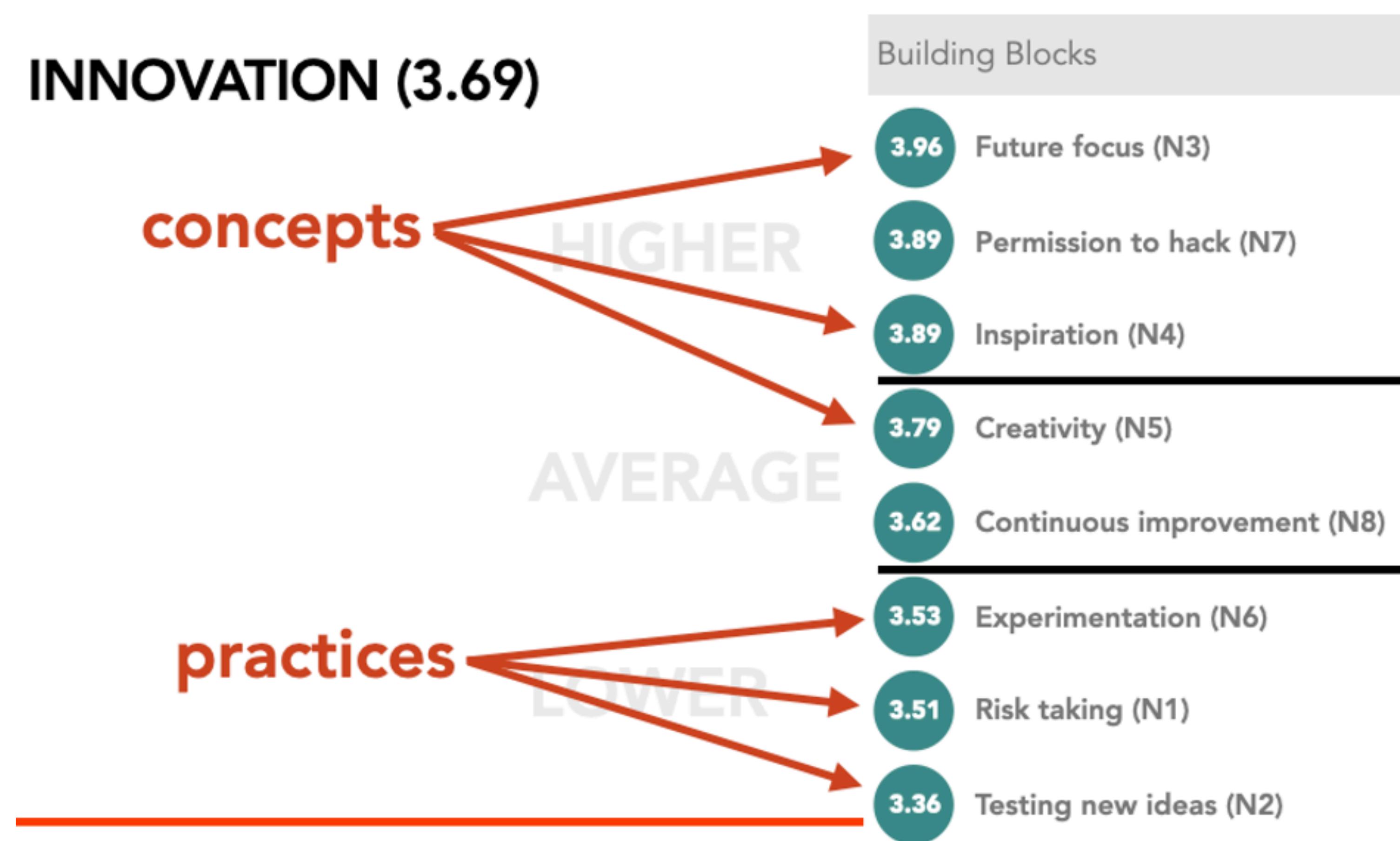
Your organization is **Contemporary**



What Makes the WorkXO Culture Assessment Different?

2. It reveals your culture patterns.

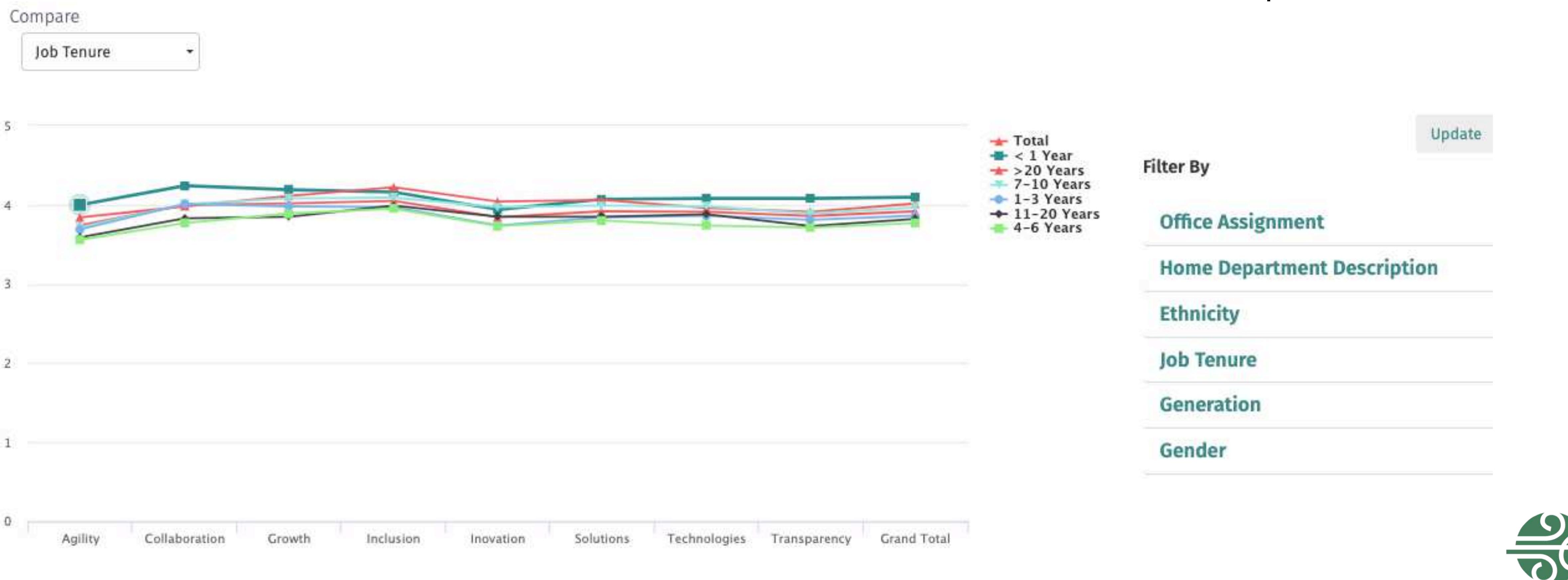
- The way the cultural building blocks interact—or even contradict—will help you identify the most important parts of your culture you need to change. For example, does your culture value the concepts of innovation more than the practices?



What Makes the WorkXO Culture Assessment Different?

3. You can reveal differences among subgroups.

- The analytical tools in the platform let you slice and dice by subgroups that you get to define. We often see differences based on Job Tenure, for example.



What Is Included in the Assessment Platform?

Data plus extensive descriptions so you can truly understand your culture. You'll get details on all 8 of the core elements of culture:



How does your culture do these things?

It's the way your culture does them that makes things either hard or easy for your employees, so you have to dig under the surface.

Agility: how the organization manages change

Collaboration: how the organization facilitates working together

Growth: how the organization develops its employees

Inclusion: how the organization manages diversity and authenticity

Innovation: how the organization is set up for the creation of new ideas and new value

Solutions: how the organization incorporates internal (staff) and external (customer) user needs

Technologies: how the organization leverages the digital age and leverages current technology

Transparency: how the organization communicates knowledge and builds trust



There are 64 individual building blocks, and you'll get scores and descriptions for all of them.

These are just 4 of the 8 building blocks that make up "Agility."

4.03

Managing Change (A1)

We are used to change as it occurs regularly in our business; we have plans and protocols in place for managing that change and generally we are skilled at getting through it.

3.91

Quality Management (A8)

We have high standards on quality, but we also work hard to avoid letting perfect be the enemy of good; we can usually find a way to maintain speed without sacrificing quality.

3.80

Distribution of power (A2)

We use roles and titles to determine which people in the organization can authorize matters of importance; we also rely heavily, however, on input and support from multiple roles and levels throughout the organization when determining the best course of action.

3.78

Decision making and Problem Solving (A4)

Those with assigned responsibility are typically recognized as those ultimately in control; however, it is also recognized that their authority is not absolute and that we can only be successful if we can also divide and conquer.



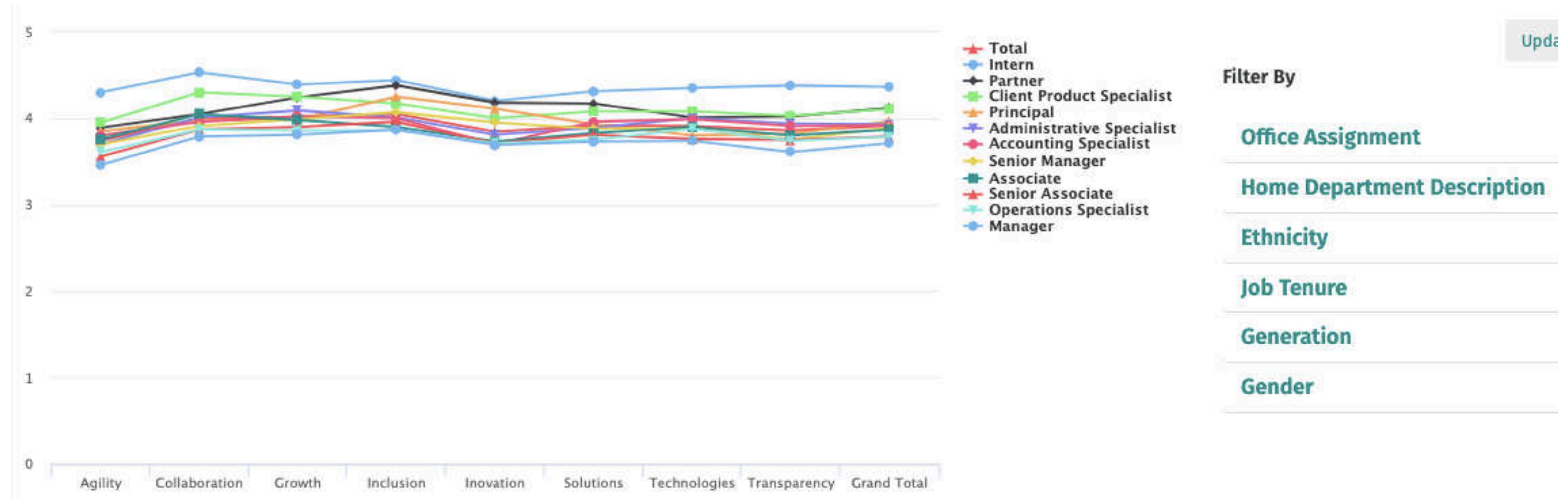
You also get an agreement index that shows which blocks had more or less variation in the responses

AGREEMENT INDEX (standard deviations)

A higher score indicates more variation in the responses.



The subgroup analysis has almost limitless options for breaking down the data.



This shows how different levels in the hierarchy experience the culture, and you can filter by the other breakdowns on the right.



You can even see differences down to the level of individual questions in the survey.

GENETIC MARKERS AND MEASURES	SEGMENT TOTAL	COMPANY TOTAL	DIFFERENCE
Agility	3.357	3.741	-10.265%
(A1) We embrace change as an organization.	3.857	4.026	-4.198%
(A2) Knowledge and expertise matter more than title or tenure around here.	3.286	3.797	-13.458%
(A3) If a process, procedure, approach is not working, we can correct it with ease.	3.000	3.503	-14.359%

In this example, one office location is experiencing agility very differently than the company as a whole.



Confidentiality is always maintained. If you segment so much that there are fewer than 5 responses, the data will not be displayed.

As there are fewer than 5 response in this category, data will not be displayed

Update

Filter By

Office Assignment

Home Department Description

Ethnicity

Job Tenure

Generation

Gender



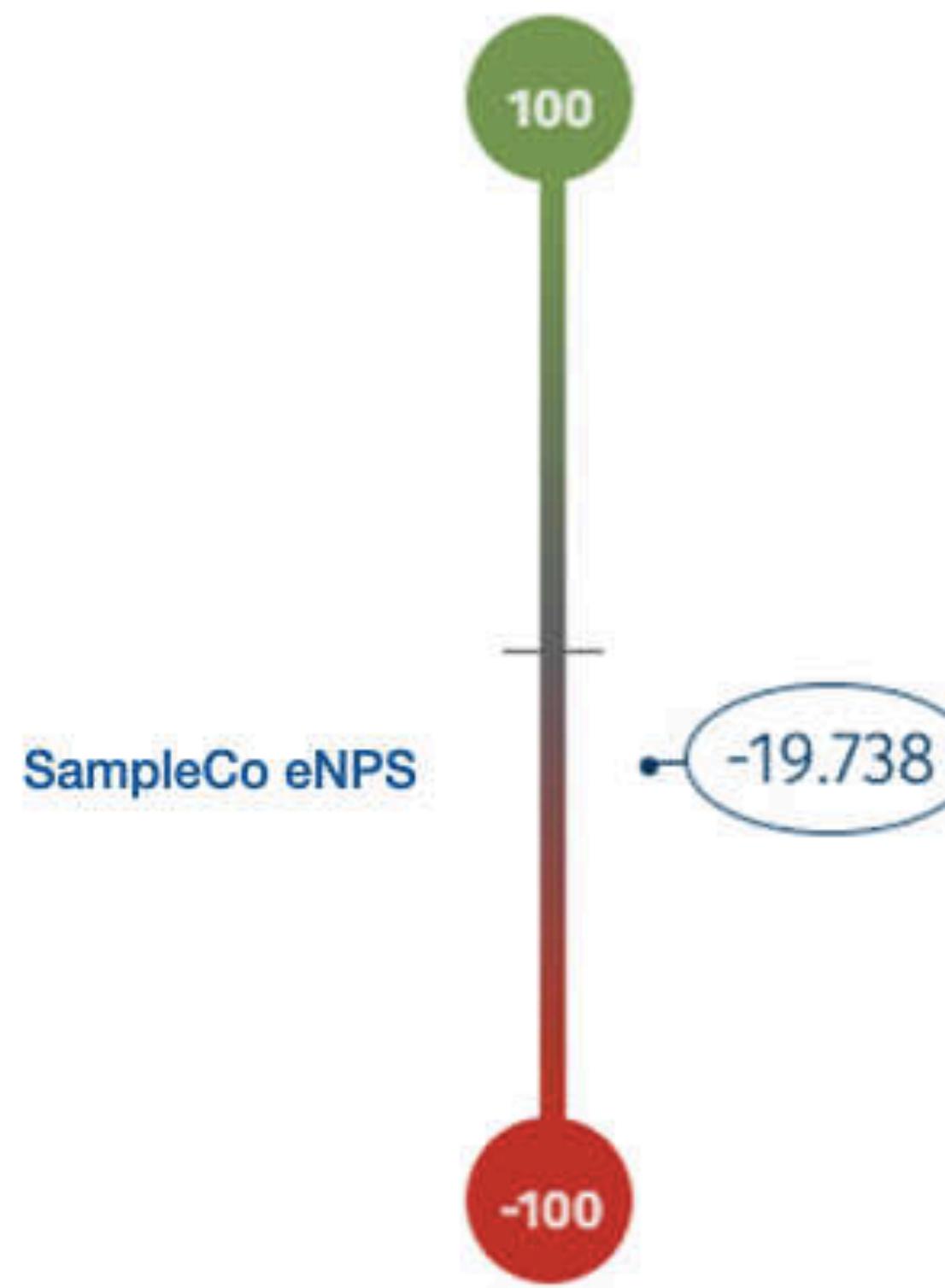
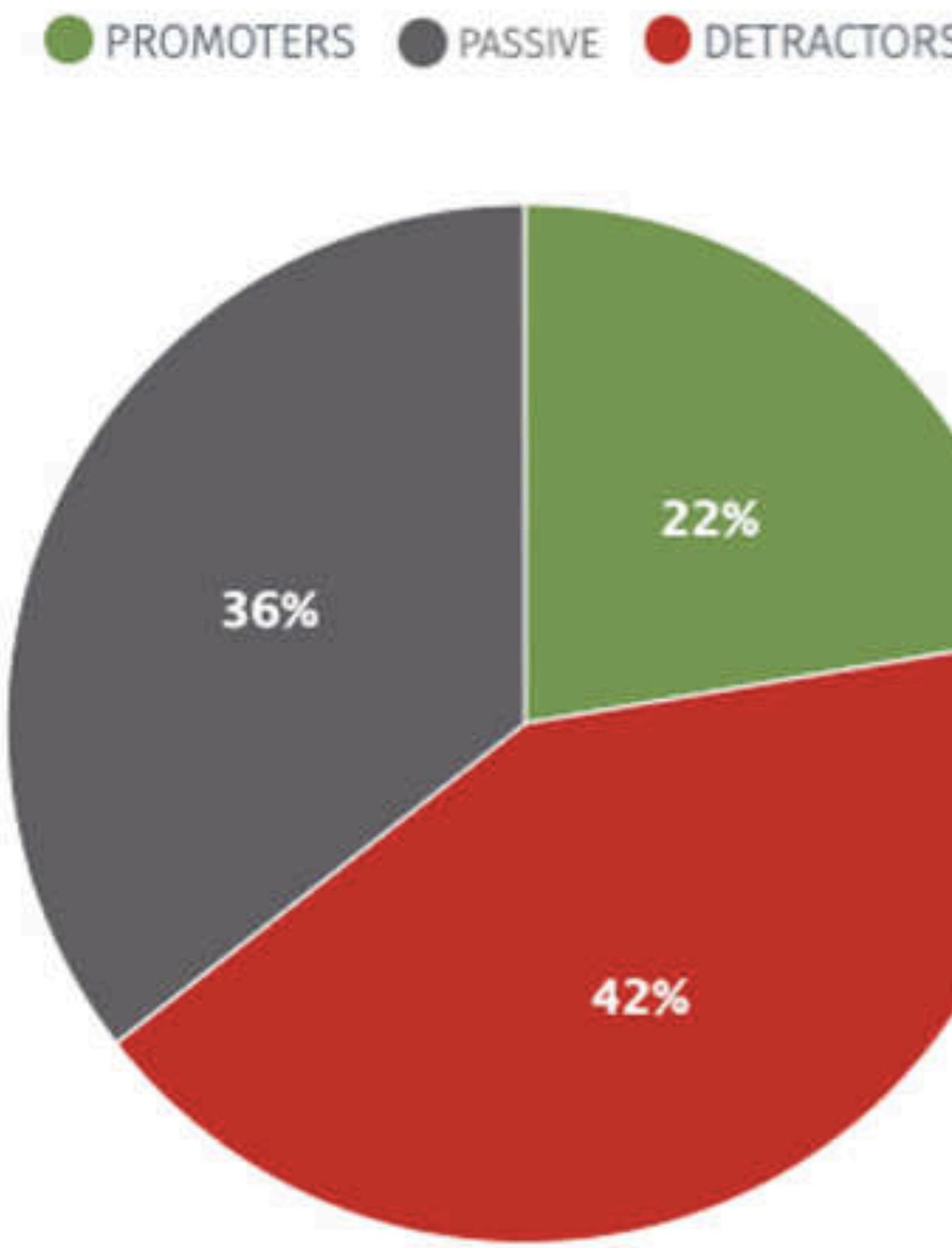
The interactive “trajectory map” shows which building blocks are moving you toward the future and which ones are holding you back.

The blocks that are lower on this chart have more variation in responses.

Higher ones have more agreement.



The final question in the survey is about engagement: would you recommend someone to work here? We then use the Net Promoter Score methodology to generate your employee Net Promoter Score as a single number



A low score suggests that there is more change needed to your current culture patterns.



And there's a lot more! The best way to see how it works is in real time. Click the youtube link below to watch a 7 minute video on how the platform works

WorkXO Culture Assessment Overview Your Company's Direction

Where your company is aiming

The Trajectory Map helps you detect movement and direction in your culture by plotting all of your culture's building blocks along two dimensions.

Watch on YouTube

See the PRO Version In Action

Watch this 6-minute video to see how the culture assessment platform works in real life.

<https://youtu.be/mtzmXTLFOM0>



In Addition, You Get Our Culture Pattern and Change Readiness Report

It includes comparisons between your data and the overall averages from our aggregate data set of more than 1.2 million data points.

CULTURE MARKER	EVOLUTION	YOUR AVG	AGGREGATE	DIFFERENCE
Agility	Traditional	2.85	3.52	-.67
Collaboration	Contemporary	3.38	3.80	-.42
Growth	Contemporary	3.48	3.78	-.30
Inclusion	Contemporary	3.60	3.92	-.32
Innovation	Contemporary	3.25	3.69	-.44
Solutions	Contemporary	3.49	3.60	-.11
Technologies	Contemporary	3.18	3.59	-.52
Transparency	Contemporary	3.20	3.62	-.42



And detailed analyses of each of the 8 culture markers.

AGILITY

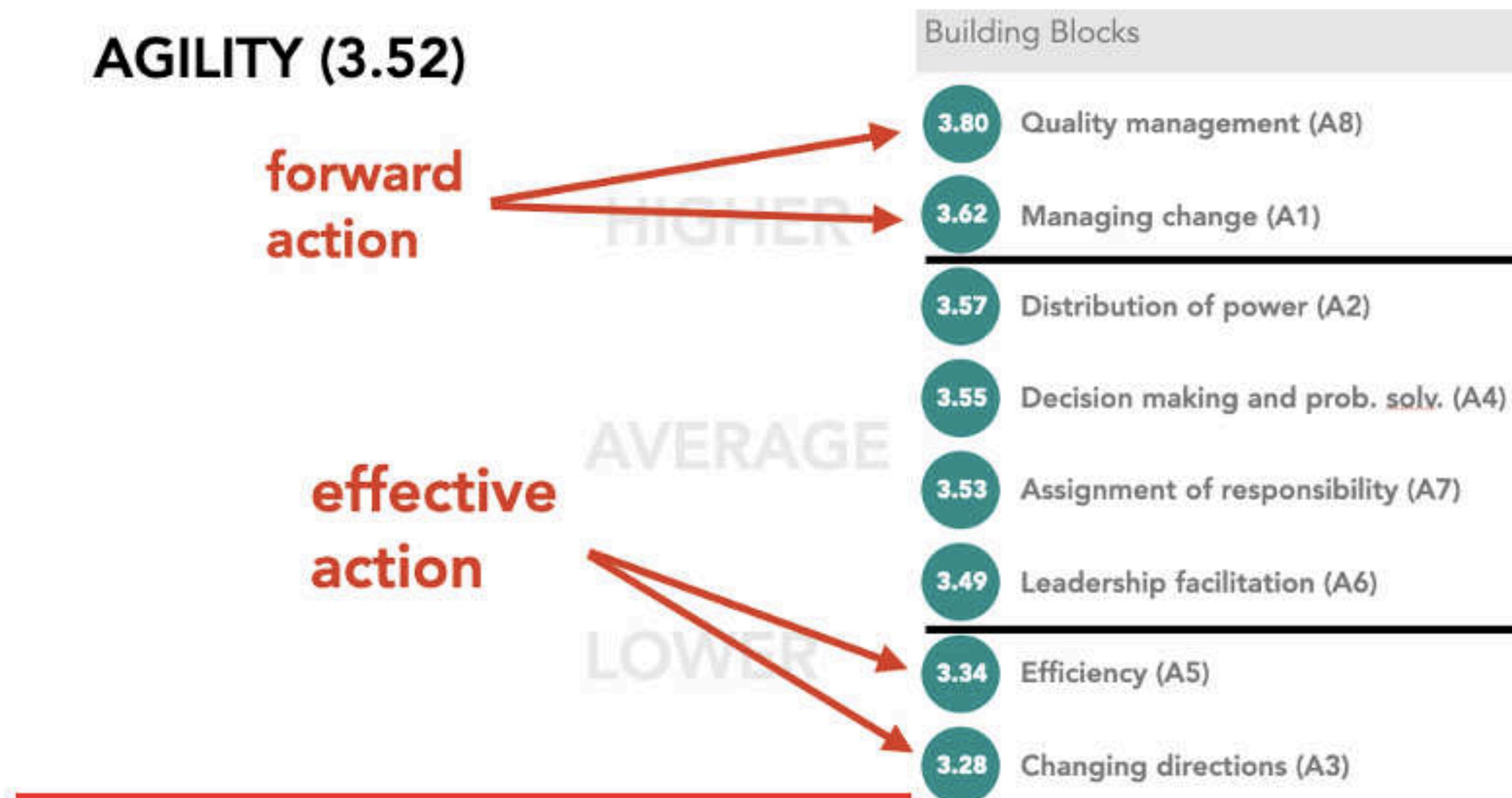
Marker Average:	2.85	TRADITIONAL
Building Block range (3.24 to 2.58):	.66	
Compared to Aggregate (3.52):	-.67	

THIS IS YOUR MOST TRADITIONAL MARKER

This is your most traditional marker (and the only one to officially fall in the “traditionalist” category), with six of the eight blocks traditionalist. Your two most futurists blocks are about change (broadly) and moving fast, but two of the bottom three are what we call the “getting out of your own way” blocks—fixing things and stopping things. We usually see the “senior level getting out of the way” block here too, but for you it was the “title and tenure matter more” issue that scored more traditional.



It shows you exactly how similar or different your patterns are from the patterns we have identified in our research.



Your data followed a similar pattern, with A1 and A8 on top, and A3 and A5 among the bottom three. One difference was A2, Distribution of Power, which was more traditional for you.



Knowing your culture patterns is critical for deciding what parts of your culture need to change.

Heavy Agility

Agility measures how the organization manages change and efficiency. Organizations with the Heavy Agility pattern value forward action more than they value effective action. In other words, they are making great efforts to maintain speed without losing quality and they embrace change, yet there is not enough attention put toward fixing things that are broken or stopping activities that no longer add value.

- Your pattern was **SIMILAR** to the primary pattern.

Awkward Collaboration

Collaboration measures how the organization facilitates working together without slowing down. Organizations with the Awkward Collaboration pattern value collaborative individuals more than they value collaborative groups. In other words, we're creating cultures where people are very willing to help each other out, but it's mostly person-to-person, and we are not emphasizing how whole departments or different levels of the hierarchy should be collaborating more effectively.

- Your pattern was **SIMILAR** to the primary pattern.



We also analyze your culture data is it relates to Change Readiness which means digging into “agency” and “control.”

CHANGE—AGENCY AND CONTROL:

You are more traditional than average on these change measures

- Your Agency scores were slightly more futurist than your Control score, but both were noticeably below the aggregate averages.

THE DETAILS: Like most organizations, you are slightly more futurist on agency (taking action) than you are on control (managing things), but you are more traditional on both compared to the overall average. Your control score is close to being traditional, which means you’re still holding on to control, rather than taking a facilitative approach, and that can slow down change.

CHANGE ASPECT	EVOLUTION	YOUR AVG	AGGREGATE	DIFFERENCE
Agency	Contemporary	3.31	3.71	-.40
Control	Contemporary	3.17	3.61	-.44



Knowing your change readiness scores can also help you prioritize your culture change.

CHANGE READINESS: **Change Might Be Difficult for You**

- In 7 of the 8 culture markers your scores related to agency and control were traditional enough to generate concern about your ability to manage and implement change quickly.
 - **Agility: Bias Toward the Status Quo**
 - **Collaboration: Leadership Focused on their Own Areas**
 - **Growth: Employees are Supported to Implement Change**
 - **Inclusion: Exclusion Generating Resistance to Change**
 - **Innovation: Cautious Approach to Change and Innovation**



As with the culture patterns, the Change Readiness analysis digs into each Culture Marker in detail.

AGILITY

Marker Average: **2.85**

Compared to Aggregate (3.52): **-.67**

TRADITIONAL

Change Analysis: Bias Toward the Status Quo

- Your scores indicate a bias toward the status quo and a resistance against letting people run with things, and that could slow down your change efforts.



The two Blocks focused on agency of individuals are Decision Making / Problem Solving and Distribution of Power, and they were in the more traditional half of your Marker. Distribution of Power was the most traditional and was .91 below the aggregate average for that Block. The 2 Blocks about ensuring appropriate control were slightly more futurist, but were still in the Traditional category.



We close the report with high-level recommendations for where you should place your attention when it comes to culture change.

CULTURE RECOMMENDATIONS: **Prioritize and Plan**

- If you are going to change your culture, our data analysis suggests you might want to start in the areas of transparency and agility.

Possible drivers of engagement that you might want to focus on:

- Trust in each other
- Tailored responses
- Operating flow
- Health and welfare
- Authenticity
- Creativity



We stay high-level on purpose—it's up to you to figure out where to take your culture—but this will get you started

Possible priorities for your culture change work:

- You may want a priority that is related to information sharing, particularly involving processes and systems that enable more proactive information sharing.
- You may want a priority that focuses on the speed of change and your ability to fix things and stop things that aren't working.
- You may want a priority that focuses on employee needs and professional development.

Possible action items to improve your culture:

- Conflict resolution training.
- Project management systems.
- Recognition programs.



We also give you some ideas on what to do regarding your change readiness

Focus on Agility and Control

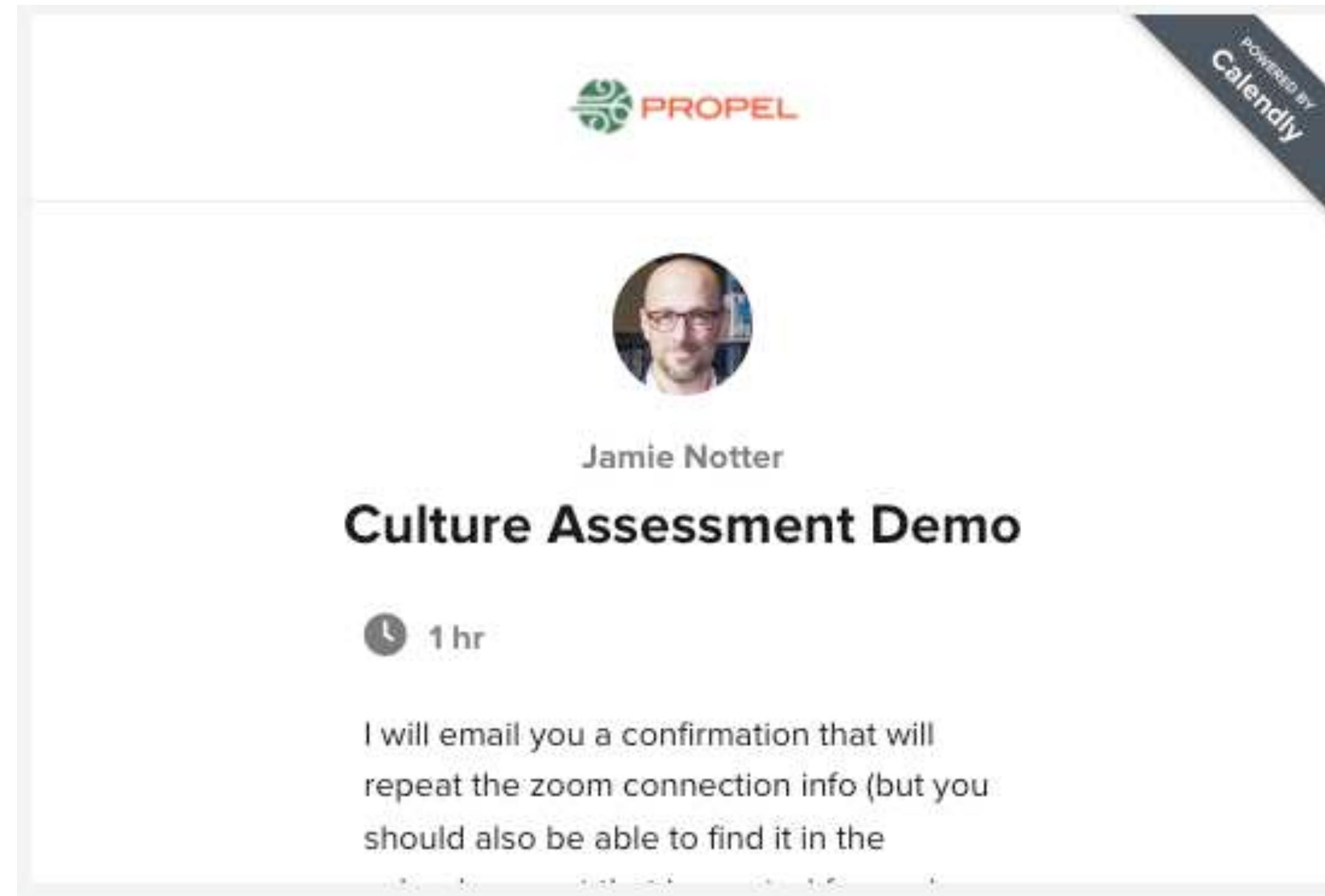
- Start by addressing the foundation of change readiness—Agility—and then look for ways the top can let go of control.

Within Agility:

- Decision making and problem solving (A4).
- Distribution of power (A2).
- Assignment of responsibility (A7).
- Leadership facilitation (A6).



If you'd like a full demo of both the platform and the report we provide, use the link below to schedule one.



<https://calendly.com/jamienotter/culture-assessment-demo>

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QuestionPro

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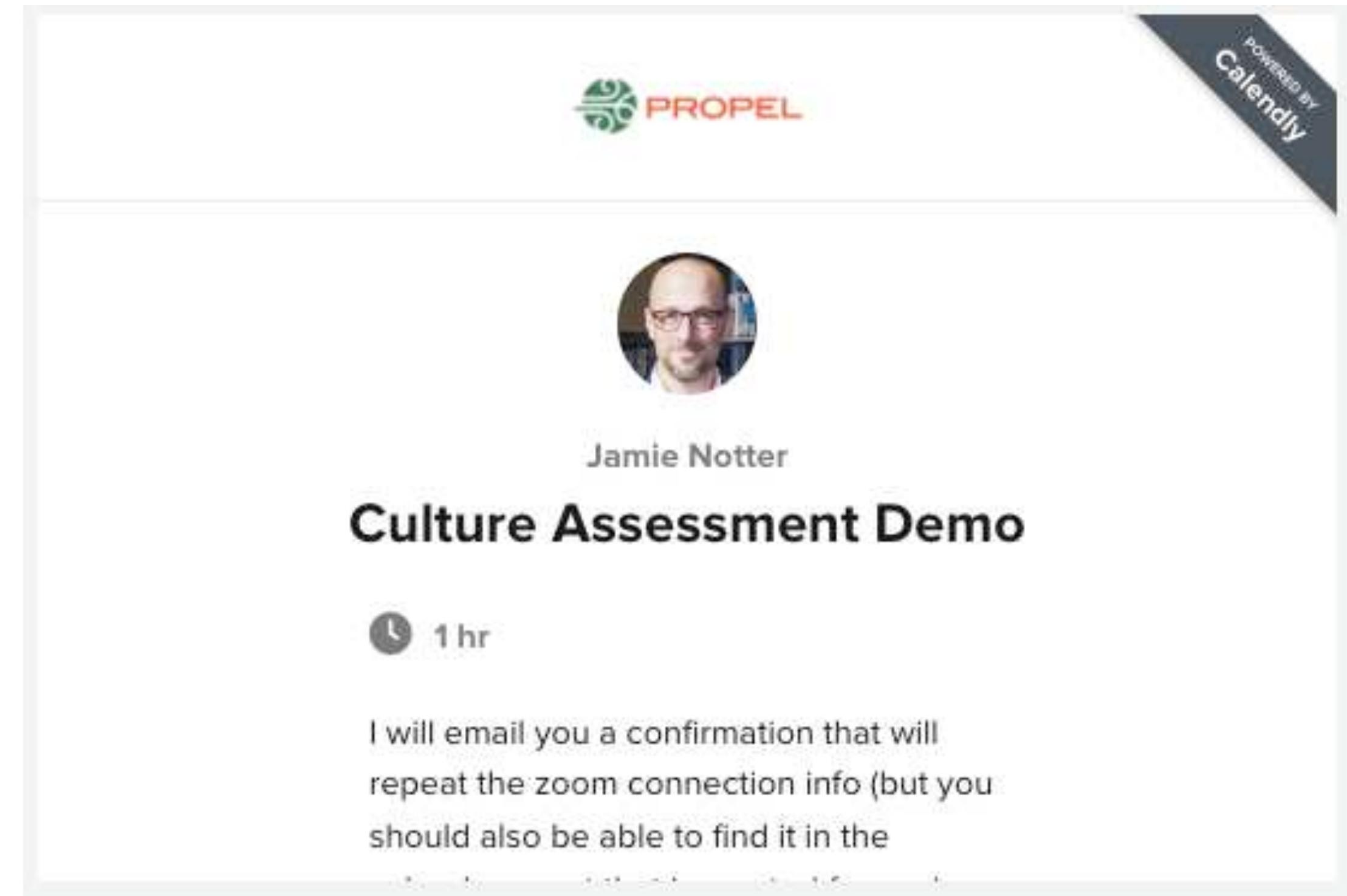
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Or we're happy to do a live demo for you (and we'll even give you one of our online courses for free!). Use the calendly link below to schedule your free demo.



<https://calendly.com/jamienotter/culture-assessment-demo>



let's talk

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