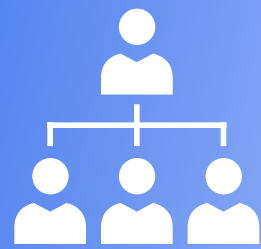


# Workplace Culture Diagnostic<sup>™</sup>

## 6 Indicators Impacting Workplace Culture



### ORGANIZATIONAL

Employees who feel they belong, experience more empathy and respect from their co-workers.

**26%** of employees experience being a part of a marginalized “out-group” that has less trust in management.

### IN/OUT-GROUP DYNAMICS

Managers understanding their power.

**20%** of employees indicate that in their organization, people in authority often get away with bad behavior.

### POWER DYNAMICS

Well-understood norms of behavior are more likely to support a “respectful, civil and inclusive” culture.

Only **53%** of employees strongly agree there are well-understood norms of behavior where they work.

### NORMS & PRACTICES



### PEOPLE

Learned stereotypes influence our judgments about others.

Only **32%** of employees strongly agree that they can be their authentic selves at work.

### UNCONSCIOUS BIAS

The ability to recognize and negotiate the social dynamics of the workplace.

Only **42%** of employees strongly agree that they see the skill of empathy from their colleagues.

### SOCIAL INTELLIGENCE

Diverse viewpoints of acceptable behavior.

**29%** of employees have left a job because of workplace conflict.

### PRE-EXISTING MINDSETS