

Results prepared for:

# Sample Prosecution Office

November 2022

## Your BetterCulture Survey Results

Thank you for selecting BetterCulture for your employee engagement survey needs. We hope this report provides useful information to help you assess and advance your organization's cultural health.

Please contact us at [info@BetterCulture.com](mailto:info@BetterCulture.com) if you have questions.

Thanks again,  
The BetterCulture Team

Number of Survey Responses: 89



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## Listing of Survey Questions by Factor

The BetterCulture Survey is comprised of 49 questions that are organized under 14 unique cultural factors. The next two pages provide a listing of the survey questions, organized by factor.

As you review the subsequent pages of this report, this listing of survey questions will be essential to interpreting the data. Without it, you will not be able to match survey scores to their respective questions.

Please note that the numbers listed alongside the questions do not represent the order in which questions were asked on the actual surveys , e.g., questions in the "Retention Risk" factor were not asked consecutively. Our report lists the questions in each factor consecutively so as to allow for easier analysis.

Finally, here is an explanation of the asterisk that follows 3 of the 49 questions (numbers 9, 38, and 42).

These questions are different because they are posed in a negative fashion, making a response of "strongly disagree" the most favorable and a response of "strongly agree" the least favorable. To help you more easily interpret the data in this report, we have inverted the scores of these 3 questions to match the scoring scale of the other 46 questions. With this adjustment, it is desirable to have the highest score possible on every question.



### **Retention Risk**

- 1 It would take a lot to entice me to leave my organization.
- 2 I plan to still be working at this organization one year from today.
- 3 I would recommend my organization as a good place to work.
- 4 My organization has earned my loyalty over time.

### **Pride**

- 5 My coworkers consistently strive for excellence.
- 6 I am proud to be an employee of this organization.
- 7 I believe my organization has a bright future.
- 8 My organization delivers outstanding products or services.

### **Conflict**

- 9 There is too much conflict in my workplace.\*
- 10 My immediate supervisor deals effectively with conflict.

### **Innovation**

- 11 My organization is highly innovative.
- 12 My organization is responsive to new ideas.

### **Employee Input**

- 13 Differences of opinion are welcomed in my workplace.
- 14 In my organization, appropriate input is sought before important decisions are made.
- 15 Leaders in my organization make an effort to ensure employees understand why important decisions were reached.
- 16 I feel safe voicing my thoughts and opinions at work.

### **Team Chemistry**

- 17 I trust the members of my immediate workgroup.
- 18 Members of my immediate workgroup are genuinely committed to one another's success.
- 19 When a member of my immediate workgroup needs help, we can depend on one another to pitch in.
- 20 The members of my immediate work group enjoy working together.

### **C-Suite**

- 21 Our organization's top executives provide outstanding leadership.
- 22 I trust my organization to operate at a high ethical standard.
- 23 The top executives of my organization care about my well-being.

### **Performance Standards**

- 24 My organization holds employees to high standards.
- 25 Supervisors in my organization effectively address poor staff performance.

\* A reverse scored question.



### **Direct Supervision**

- 26 I feel fortunate to have the immediate supervisor that I do.
- 27 When difficult work situations arise, I can count on my immediate supervisor for support.
- 28 My immediate supervisor is committed to my personal success.
- 29 My immediate supervisor challenges me to grow.
- 30 My immediate supervisor appreciates the work that I do.

### **Compensation**

- 31 I believe my current compensation is fair.
- 32 Compared to other organizations in our industry, my organization pays competitive wages.
- 33 I am satisfied with the benefits provided by my employer.
- 34 My organization provides benefits that are seldom offered by other employers.

### **Feeling Appreciated**

- 35 I feel my organization appreciates my work.
- 36 My organization does a good job of recognizing employees who contribute to its success.
- 37 I am often thanked for my work.

### **Work Environment**

- 38 My workload is often excessive.\*
- 39 I enjoy my work environment.
- 40 Compared to other organizations in our industry, my organization has a positive work environment.
- 41 My organization appropriately accommodates the work-life balance of employees.
- 42 There is a lot of negativity in my workplace.\*
- 43 My organization treats employees with respect.

### **Talent Management**

- 44 My organization puts the right people in supervisory roles.
- 45 When my organization has job openings, current employees are given appropriate consideration.
- 46 My organization does a good job hiring high quality employees.

### **Growth & Advancement**

- 47 My organization genuinely cares about my personal success and happiness.
- 48 My organization offers good professional growth and training opportunities.
- 49 I have ample opportunity for career advancement at my organization.

\* A reverse scored question.



## Individual Question Scores

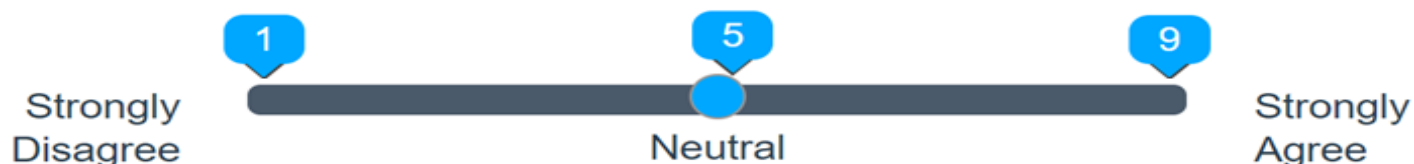
The next page offers a visual comparison of how your company's individual survey question scores compare against other companies. The three graph lines represent:

A) Scores for Your Office

B) Scores for the Average Prosecution Office \*

C) Scores for the Average Organization \*\*

The horizontal axis displays the 49 questions that were asked in the survey, and the vertical axis displays the score range (1-9) that individuals could select for each question. Respondents used this slider bar to answer each question:



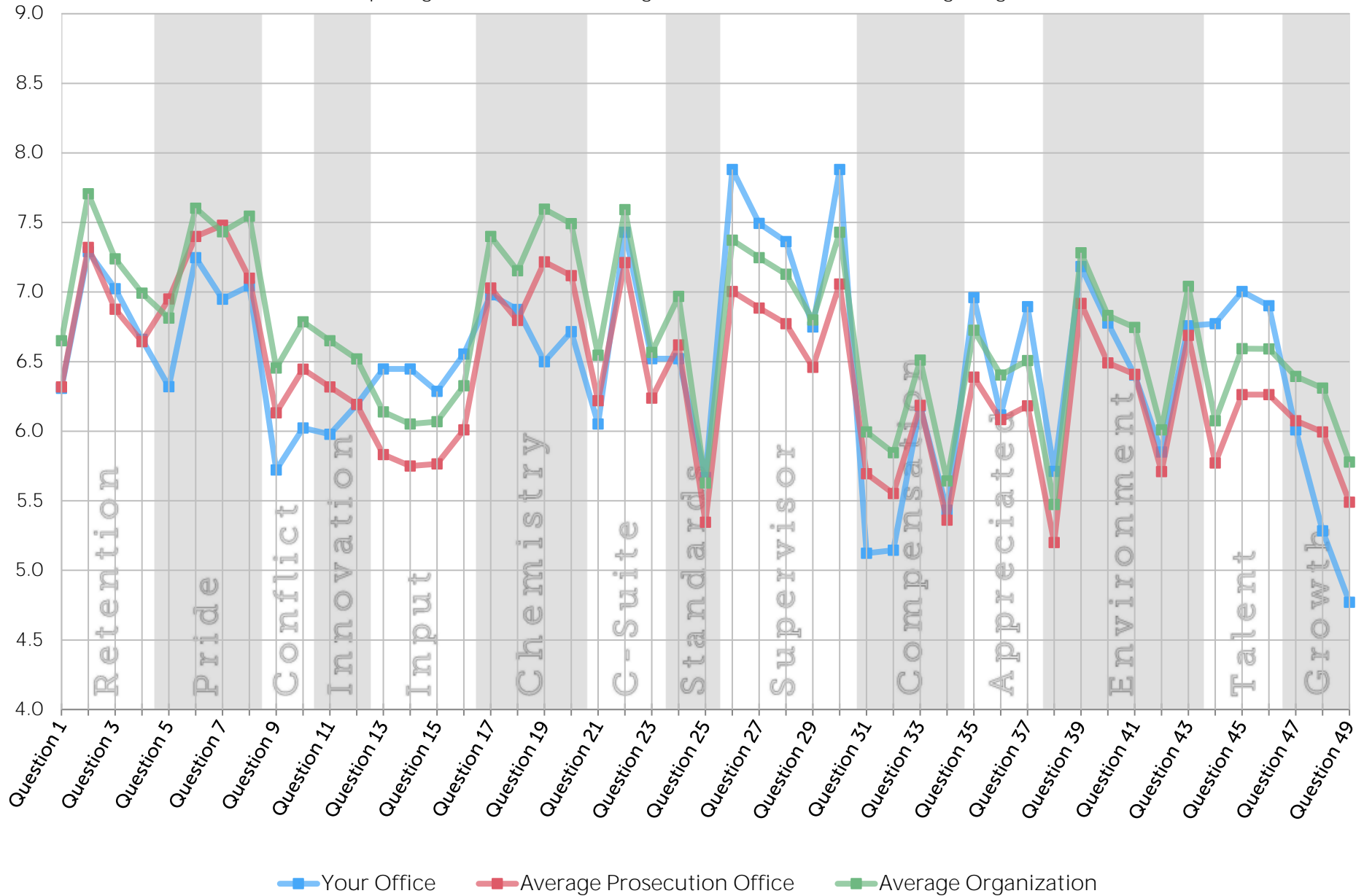
\* **Average Prosecution Office:** The simple average of individual survey question scores for every Prosecution Office that is participating in this BetterCulture Survey<sup>®</sup> opportunity. An office that has 30 employees is weighted the same as an office with 50 or 2,000 employees.

\*\* **Average Organization:** Represents the average of the individual survey question scores for every company that has completed the BetterCulture Survey<sup>®</sup>, i.e., a company comprised of 200 employees has as much weight in the average as a company with 50 or 1,000 employees.



# Individual Question Scores

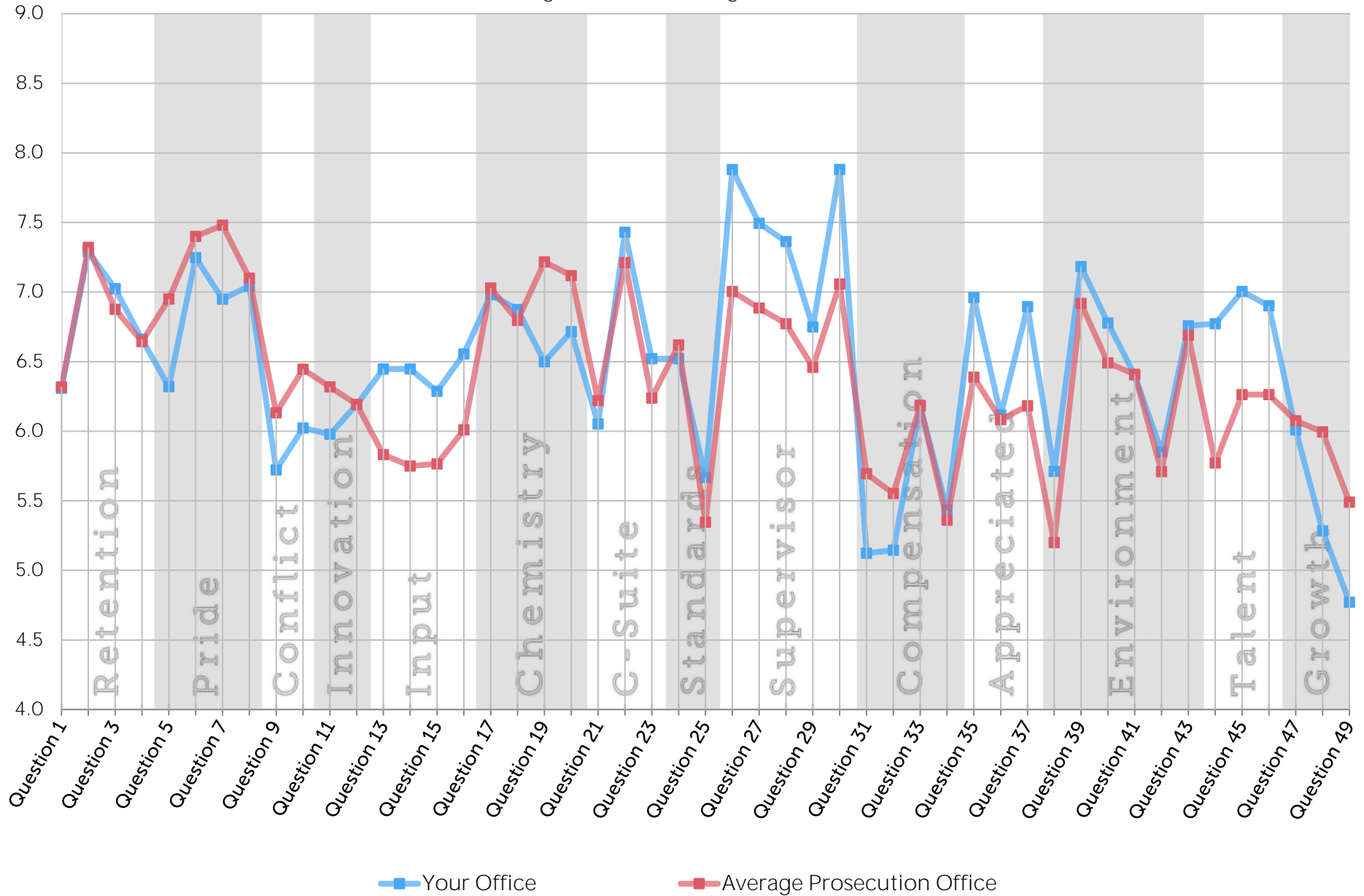
Comparing Your Office vs. Average Prosecution Office vs. Average Organization





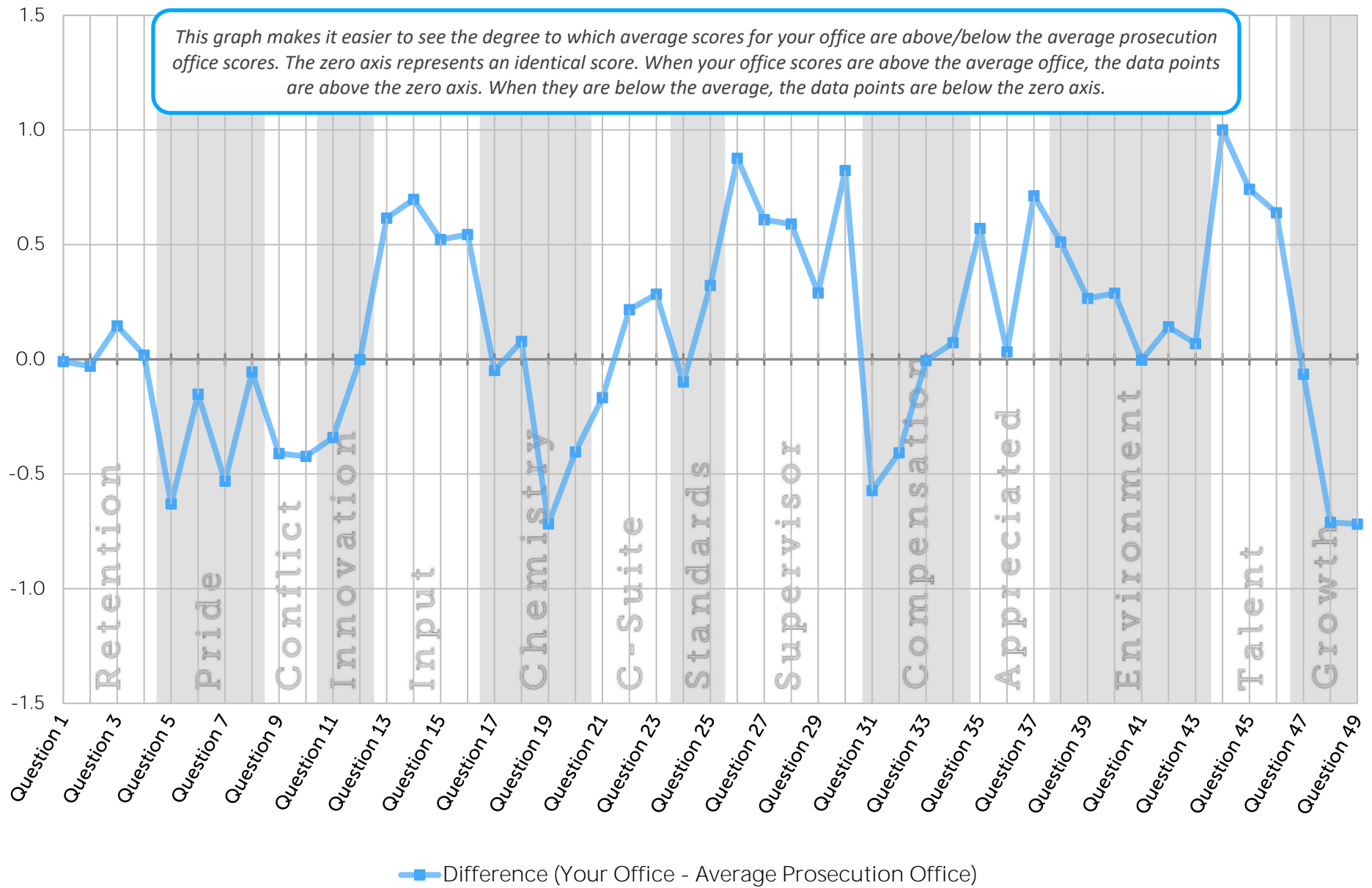
# Individual Question Scores

Your Office Average Scores vs. Average Prosecution Office Scores



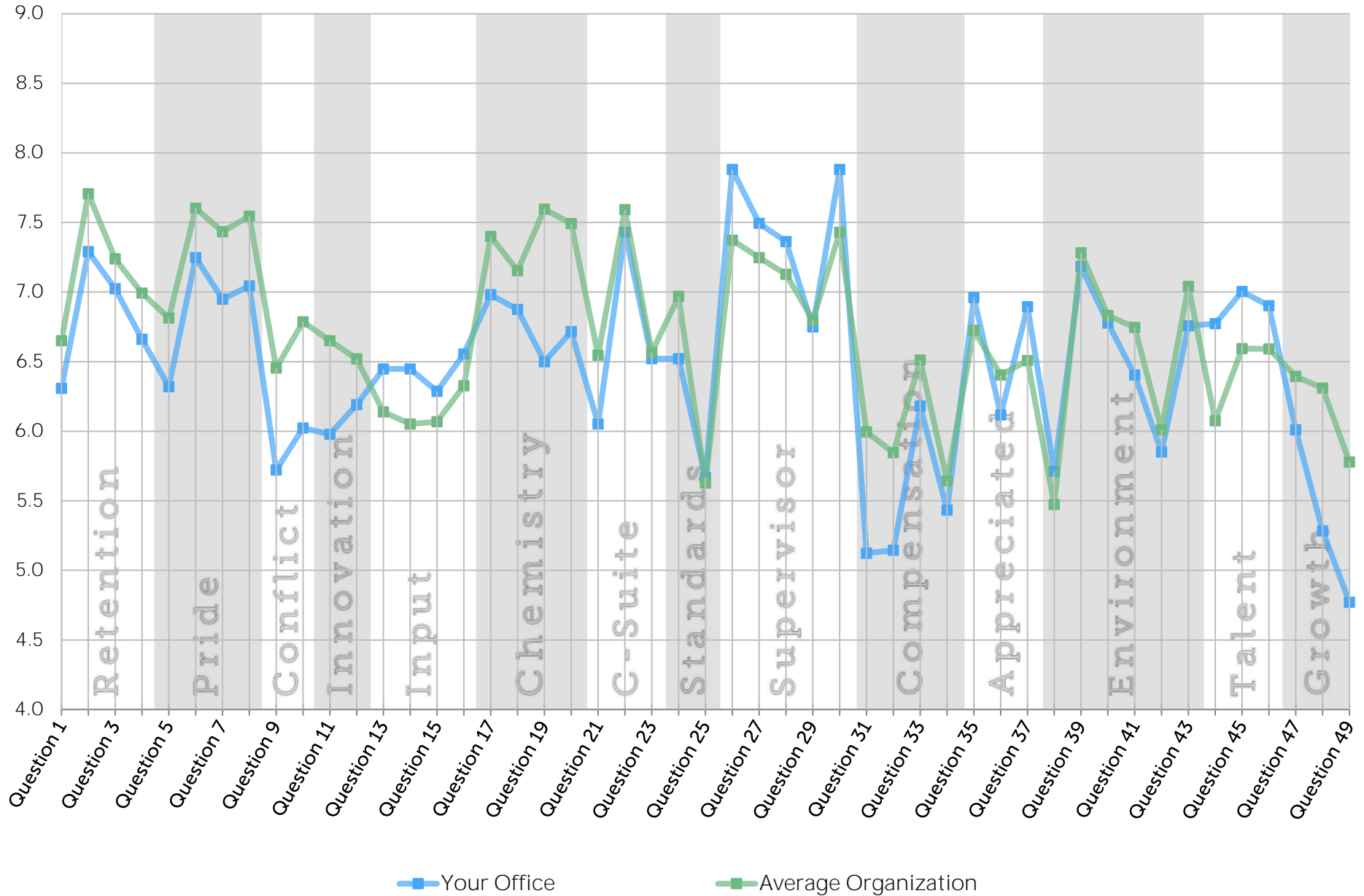
# Individual Question Scores

Your Office - Average Prosecution Office



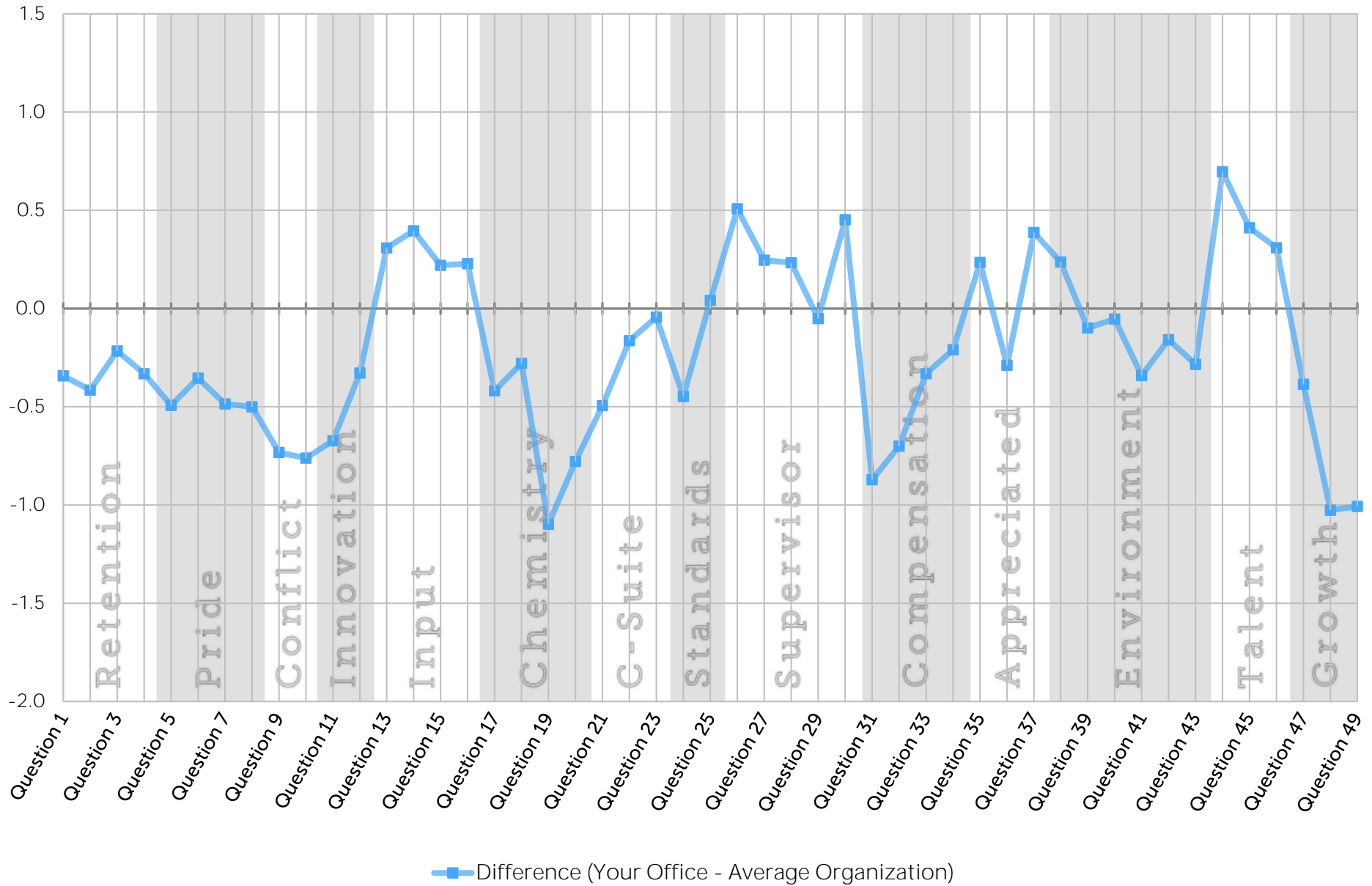
# Individual Question Scores

Your Office Average Scores vs. Average Organization Scores



# Individual Question Scores

Your Office - Average Organization



## Factor Scores

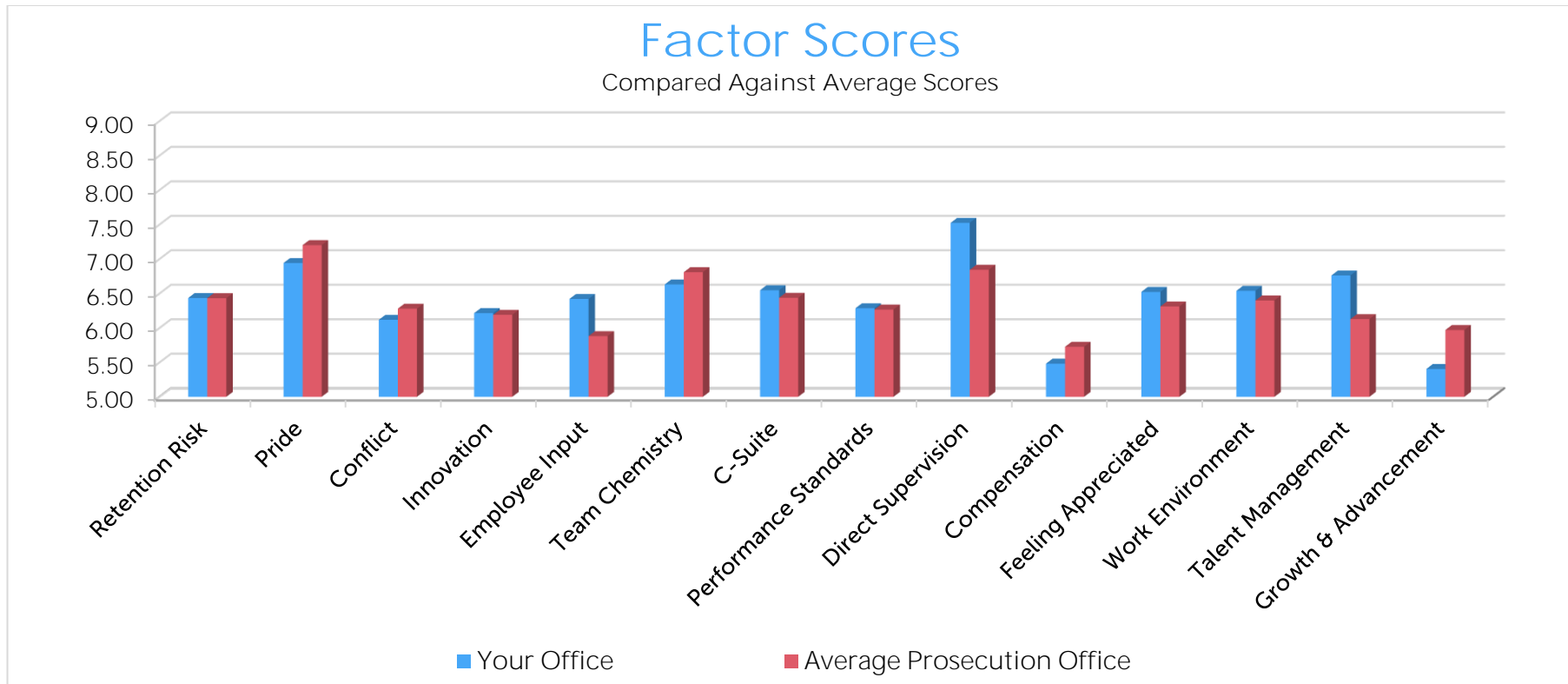
The next page offers a visual comparison of how your company's cultural factor scores compare against other companies' factor scores. The 14 unique factors are defined on the next page.

Please note that the formulas used to calculate individual factor scores are proprietary to MindSet, and are more involved than simple averages of the core questions in each factor. Specific factor scores are calculated using a combination of:

- 1) A weighted average of the core questions in that specific factor, and
- 2) A weighted inclusion of additional questions that are not core to that specific factor, but still deserve limited weighting beyond their core factor.

Core questions always account for the majority of the factor score, i.e., questions that have a lesser weighting and are core to another factor will account for less than 50% of the total factor score.





**Retention Risk** - A reflection of the company's ability to retain employees.

**Pride** - The degree to which employees indicate they are proud to work for the company.

**Conflict** - A measurement of the amount of harmful conflict within the company.

**Innovation** - A reflection of the extent to which the company fosters and embraces innovation.

**Employee Input** - The degree to which the employees feel their opinions are sought and valued by the company.

**Team Chemistry** - A measurement of the quality and effectiveness of the relationships within a company's teams and immediate work groups.

**C-Suite** - A reflection of how the company's employees view the performance of top executives.

**Performance Standards** - The degree to which employees feel the company holds employees to high standards.

**Direct Supervision** - A reflection of employee satisfaction and confidence in their supervisor.

**Compensation** - The degree to which employees feel their compensation is equitable.

**Feeling Appreciated** - A reflection of whether employees feel their contributions and efforts are valued and appreciated.

**Work Environment** - The degree to which employees enjoy their work environment.

**Talent Management** - The degree to which the employees believe the company hires and promotes wisely.

**Growth & Advancement** - A reflection of whether employees believe they have growth opportunities within the company.



## BetterCulture's Seven Principles of Leadership<sup>©</sup> Scores

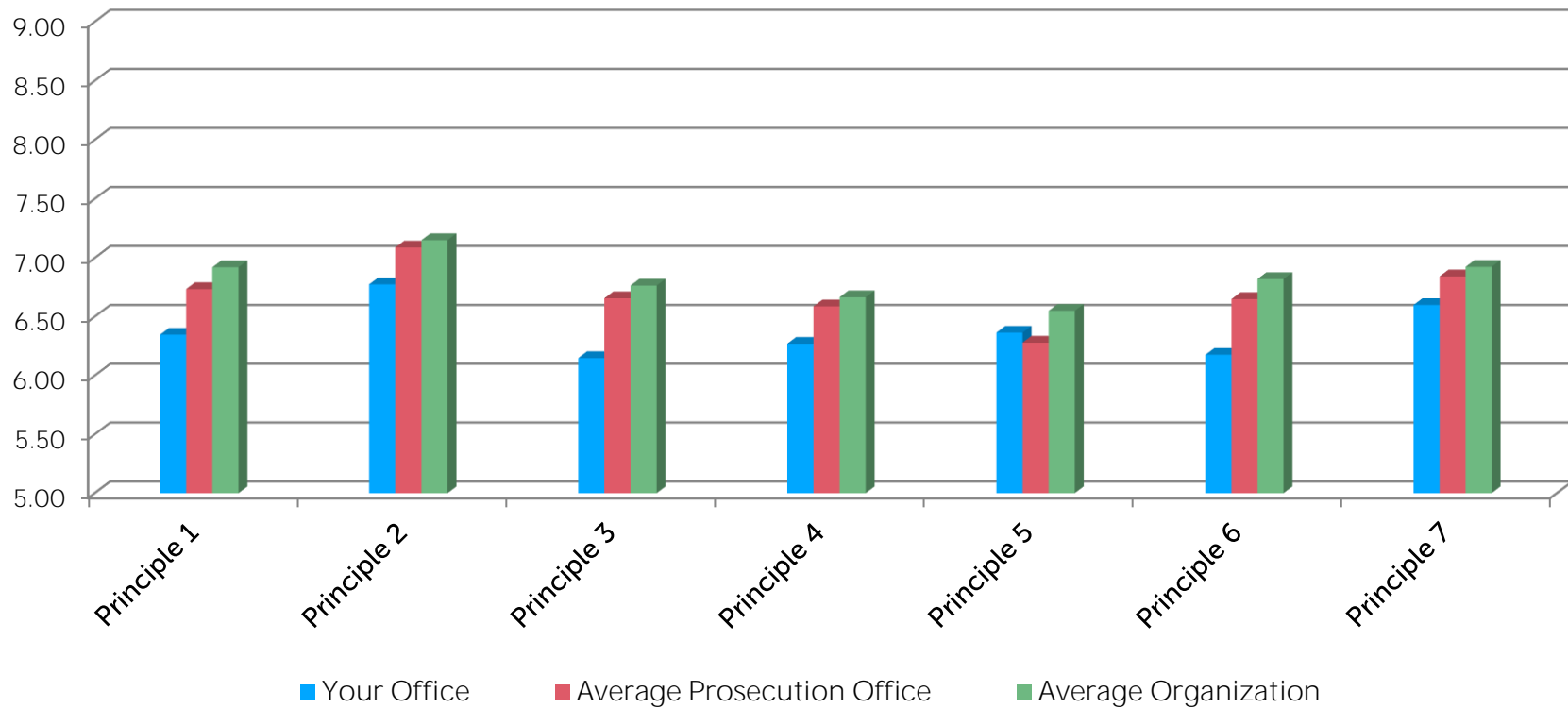
Over 25 years ago, Dr. Kim Hoogeveen (a Co-Founder of BetterCulture) had an unusual opportunity to interview a series of phenomenally successful business leaders. Combining their interview responses with his own insights as a start-up CEO and organizational psychologist, Dr. Hoogeveen created a concentrated list of seven straightforward, powerful principles which serve as the basis for all MindSet philosophy. These principles have come to be known as **BetterCulture's** Seven Principles of Leadership .

These principles represent the seven essential pillars of exceptional cultural health. Using proprietary formulas involving select survey question scores, we have generated Seven Principles of Leadership scores for your company. The next page offers a visual comparison of how your company's Seven Principles of Leadership scores compare to those of other companies.



## BetterCulture's Seven Principles of Leadership® Scores

Comparing Your Office vs. Average Prosecution Office vs. Average Organization



**Principle 1:** Leaders maintain a never-ending focus on mission, culture, and the pursuit of excellence.

**Principle 2:** Leaders create an environment where staff feel proud of their company – and know that their company is proud of them.

**Principle 3:** Leaders work hard to help staff be successful at work and in life.

**Principle 4:** Leaders protect the right of good staff to work with good staff.

**Principle 5:** Leaders encourage and promote open discussion and analysis as a predicate to decision making.

**Principle 6:** Leaders deal effectively with conflict.

**Principle 7:** Leaders encourage others to enjoy their work.





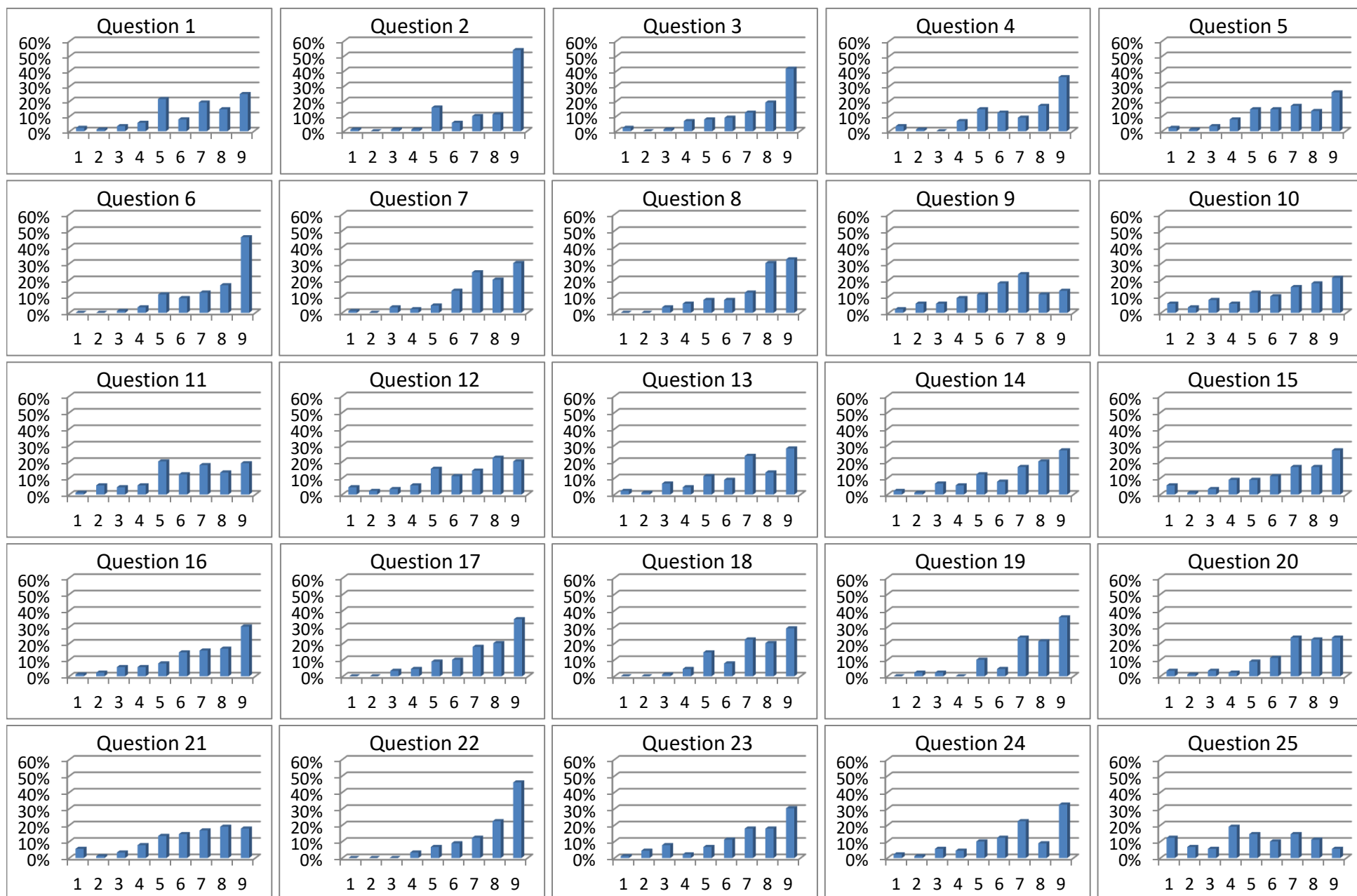
## Distribution of Responses

The final section of this report depicts the percentage of respondents who scored each question at a particular value. The next two pages show distributions for your office, i.e., every individual who completed the survey for your organization.

These distribution pages are designed to allow you to analyze the variance in the responses that were received for each question. For example, an average question score of "5" that largely results from responses of "4, 5, 6" may be interpreted quite differently than an average score of "5" that was generated largely by responses of "1, 2, 8, 9".



## Distribution of Responses for Your Office



## Distribution of Responses for Your Office

