

Oxford Brookes University Culture Assessment Topline Report for Talent Magnets n=1,161 Employees October 4, 2021 - October 29, 2021

Prepared on 11/03/2021

PURPOSE

Connecting employees to an organizations reason for being or the difference they make in the world

My organization positively affects the lives of others.

Category	Percent 0	100
Strongly agree	20 20	
Agree	56 56	
Neither agree nor disagree	19 19	
Disagree	3 🛮 3	
Strongly disagree	1 1	
Missing Data	1 1	

My organization has a clear purpose.

Category	Percent 0	100
Strongly agree	15 15	
Agree	46 46	
Neither agree nor disagree	23 23	
Disagree	11 🔲 11	
Strongly disagree	4 🛮 4	
Missing Data	1 1	

If my organization did not exist, our customers would miss something that they couldnt get anywhere else.

Category	Percent 0	100
Strongly agree	11 🔲 11	
Agree	28 28	
Neither agree nor disagree	28 28	
Disagree	24 24	
Strongly disagree	9 🔲 9	
Missing Data	1 1	

My organization inspires employees to work toward a collective goal.

Category	Percent 0	100
Strongly agree	7 🔲 7	
Agree	34 34	
Neither agree nor disagree	31 31	
Disagree	19 🔲 19	
Strongly disagree	8 🛮 8	
Missing Data	1 1	

My organizations purpose motivates me to do my best work.

Category	Percent 0	100
Strongly agree	13 13	
Agree	43 43	
Neither agree nor disagree	26 26	
Disagree	13 🔲 13	
Strongly disagree	4 🛮 4	
Missing Data	1 1	

OPPORTUNITY

Providing employees the ability to learn new skills, develop, and contribute.

My organization provides adequate opportunities for career advancement.

Category	Percent 0	100
Strongly agree	5 🛮 5	
Agree	28 28	
Neither agree nor disagree	28 28	
Disagree	24 24	
Strongly disagree	14 14	
Missing Data	1 1	

I regularly learn new, valuable things in my current role.

Category	Percent 0	100
Strongly agree	14 14	
Agree	45 45	
Neither agree nor disagree	21 21	
Disagree	13 🔲 13	
Strongly disagree	6 🛮 6	
Missing Data	1 1	

I have the option outside of my day-to-day responsibilities to work on special projects.

Category	Percent 0	100
Strongly agree	9 🔲 9	
Agree	34 34	
Neither agree nor disagree	23 23	
Disagree	22 22	
Strongly disagree	10 🔲 10	
Missing Data	1 1	

I help influence important decisions at work.

Category	Percent 0	100
Strongly agree	8 🛮 8	
Agree	35 35	
Neither agree nor disagree	26 26	
Disagree	20 20	
Strongly disagree	10 🔲 10	
Missing Data	1 1	

In my organization, all employees have the opportunity to grow, not just the favorites.

Category	Percent 0	100
Strongly agree	6 🛮 6	
Agree	29 29	
Neither agree nor disagree	27 27	
Disagree	23 23	
Strongly disagree	14 🔲 14	
Missing Data	1 1	

SUCCESS

Employees are innovating, doing meaningful work, and feel like part of a winning team.

Working with my organization is like playing for a winning team.

Category	Percent o	100
Strongly agree	4 🛮 4	
Agree	17 🔲 17	
Neither agree nor disagree	39 39	
Disagree	28 28	
Strongly disagree	12 🔲 12	
Missing Data	1 1	

My organization has a reputation for being a good employer whose people do great work.

Category	Percent o_	100
Strongly agree	7 7	
Agree	43 43	
Neither agree nor disagree	35 35	
Disagree	10 🔲 10	
Strongly disagree	3 3	
Missing Data	1 1	

I regularly hear about the accomplishments of people within my organization.

Category	Percent 0	100
Strongly agree	10 🔲 10	
Agree	56 56	
Neither agree nor disagree	22 22	
Disagree	8 🛮 8	
Strongly disagree	3 🛮 3	
Missing Data	1 1	

When there is an obstacle between us and our goals, my organization innovates.

Category	Percent 0	100
Strongly agree	3 🛮 3	
Agree	21 21	
Neither agree nor disagree	41 41	
Disagree	23 23	
Strongly disagree	12 🔲 12	
Missing Data	1 1	

Other teams within my organization look at my team as an example of success.

Category	Percent 0_	100
Strongly agree	5 🛮 5	
Agree	25 25	
Neither agree nor disagree	47 47	
Disagree	16 🔲 16	
Strongly disagree	6 6	
Missing Data	1 1	

APPRECIATION

People feel valued and appreciated for their unique contributions.

My leaders acknowledge the great work I do.

Category	Percent 0	100
Strongly agree	10 🔲 10	
Agree	40 40	
Neither agree nor disagree	27 27	
Disagree	14 🔲 14	
Strongly disagree	8 🛮 8	
Missing Data	1 1	

My organization consistently rewards high performing employees.

Category	Percent 0	100
Strongly agree	2	
Agree	12	
Neither agree nor disagree	43	
Disagree	31	
Strongly disagree	12	
Missing Data	1	

I often give recognition to other employees when they do great work.

Category	Percent 0	100
Strongly agree	18 18	
Agree	626	2
Neither agree nor disagree	16 🔲 16	
Disagree	2 2	
Strongly disagree	1 1	
Missing Data	1 1	

The recognition I receive at work feels like an empty gesture-its not meaningful to me.

Category	Percent 0	100
Strongly agree	9 🔲 9	
Agree	21 21	
Neither agree nor disagree	31 31	
Disagree	29 29	
Strongly disagree	10 🔲 10	
Missing Data	1 1	

I rarely receive recognition from other employees when I do great work.

Category	Percent 0	100
Strongly agree	6 6	
Agree	22 22	
Neither agree nor disagree	27 27	
Disagree	37 37	
Strongly disagree	8 🛮 8	
Missing Data	1 1	

WELLBEING

The organization is focused on the whole person. Employees feel like they belong.

Productivity and bottom lines are much more important to my organization than people.

Category	Percent 0	100
Strongly agree	12 🔲 12	
Agree	21 21	
Neither agree nor disagree	29 29	
Disagree	31 31	
Strongly disagree	6 🛮 6	
Missing Data	1 1	

My job allows me to balance my work and my personal life.

Category	Percent 0	100
Strongly agree	14 14	
Agree	44 44	
Neither agree nor disagree	17 🔲 17	
Disagree	15 15	
Strongly disagree	10 🔲 10	
Missing Data	1 1	

My job has a negative effect on my physical health.

Category	Percent o_	100
Strongly agree	8 🛮 8	
Agree	21 21	
Neither agree nor disagree	20 20	
Disagree	34 34	
Strongly disagree	16 16	
Missing Data	1 1	

I feel a sense of belonging at the organization where I currently work.

Category	Percent 0	100
Strongly agree	11 🔲 11	
Agree	44 44	
Neither agree nor disagree	24 24	
Disagree	15 🔲 15	
Strongly disagree	5 🛮 5	
Missing Data	2 2	

My situation at work is hurting my ability to be happy in other aspects of my life.

Category	Percent o_	100
Strongly agree	8 🛮 8	
Agree	20 20	
Neither agree nor disagree	20 20	
Disagree	35 35	
Strongly disagree	16 🔲 16	
Missing Data	1 1	

LEADERSHIP

High-trust, supportive, shared leadership.

I have the support I need from my direct manager to do my job.

Category	Percent 0	100
Strongly agree	24 24	
Agree	44 44	
Neither agree nor disagree	17 🔲 17	
Disagree	9 🔲 9	
Strongly disagree	5 🛮 5	
Missing Data	1 1	

I do not trust my direct manager

Category	Percent 0	100
Strongly agree	4 🛮 4	
Agree	8 🔲 8	
Neither agree nor disagree	15 🔲 15	
Disagree	27 27	
Strongly disagree	45 45	
Missing Data	1 1	

My direct manager causes me to focus outside of myself to make me part of something bigger.

Category	Percent o_	100
Strongly agree	9 🔲 9	
Agree	28 28	
Neither agree nor disagree	36 36	
Disagree	18 18	
Strongly disagree	8 🛮 8	
Missing Data	1 1	

If my direct manager were to leave my organization, I would follow him/her to a new job.

Category	Percent 0	100
Strongly agree	4 4	
Agree	8 🛮 8	
Neither agree nor disagree	25 25	
Disagree	35 35	
Strongly disagree	27 27	
Missing Data	1 1	

My direct manager motivates me to do my best work.

Category	Percent 0	100
Strongly agree	17 🔲 17	
Agree	37 37	
Neither agree nor disagree	25 25	
Disagree	13 🔲 13	
Strongly disagree	7 🔲 7	
Missing Data	1 1	

SENIOR LEADERSHIP

High-trust, supportive, shared leadership.

My team gets the support it needs from senior leaders to do our jobs effectively.

Category	Percent 0	100
Strongly agree	з 🛮 з_	
Agree	24 24	
Neither agree nor disagree	30 30	
Disagree	26 26	
Strongly disagree	16 🔲 16	
Missing Data	1 1	

I do not trust senior leaders.

Category	Percent 0	100
Strongly agree	9 🔲 9	
Agree	17 🔲 17	
Neither agree nor disagree	33 33	
Disagree	29 29	
Strongly disagree	11 🔲 11	
Missing Data	1 1	

The main reason I took this job was because I wanted to work for the leaders of this organization.

Category	Percent o	100
Strongly agree	2 2	
Agree	4 🛮 4	
Neither agree nor disagree	21 20	
Disagree	40 40	
Strongly disagree	32 32	
Missing Data	1 1	

ENGAGEMENT

An outcome of Great Culture

I am highly motivated to contribute to the success of the organization.

Category	Percent 0	100
Strongly agree	22 22	
Agree	46 46	
Neither agree nor disagree	22 22	
Disagree	7 🛮 7	
Strongly disagree	2 2	
Missing Data	1 1	

I fully support the values for which my organization stands.

Category	Percent 0	100
Strongly agree	18 18	
Agree	49 49	
Neither agree nor disagree	27 27	
Disagree	3 🛮 3	
Strongly disagree	2 2	
Missing Data	1 1	

I understand how my unit/department contributes to the success of my organization.

Category	Percent 0	100
Strongly agree	20 20	
Agree	53 53	
Neither agree nor disagree	17 🔲 17	
Disagree	7 🛮 7	
Strongly disagree	3 2	
Missing Data	1 1	

I would recommend my organization to a friend as a good place to work.

Category	Percent 0	100
Strongly agree	13 13	
Agree	43 43	
Neither agree nor disagree	27 27	
Disagree	12 🔲 12	
Strongly disagree	4 🛮 4	
Missing Data	1 1	

I am proud to tell others I work for my organization.

Category	Percent 0	100
Strongly agree	17 🔲 17	
Agree	43 43	
Neither agree nor disagree	29 29	
Disagree	7 🔲 7	
Strongly disagree	3 3	
Missing Data	1 1	

I am willing to put in a great deal of effort beyond what is normally expected to help my organization succeed.

Category	Percent 0	100
Strongly agree	23 23	
Agree	45 45	
Neither agree nor disagree	21 21	
Disagree	8 🛮 8	
Strongly disagree	2 🛮 2	
Missing Data	1 1	

I have a strong desire to be working for my current employer one year from now.

Category	Percent 0	100
Strongly agree	16 🔲 16	
Agree	36 36	
Neither agree nor disagree	27 27	
Disagree	13 🔲 13	
Strongly disagree	7 🛮 7	
Missing Data	1 1	