



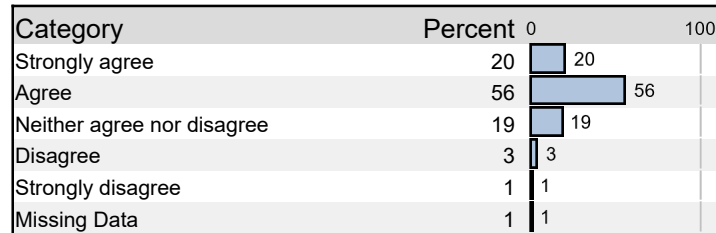
**Oxford Brookes University Culture Assessment
Topline Report for Talent Magnets
n=1,161 Employees
October 4, 2021 - October 29, 2021**

Prepared on 11/03/2021

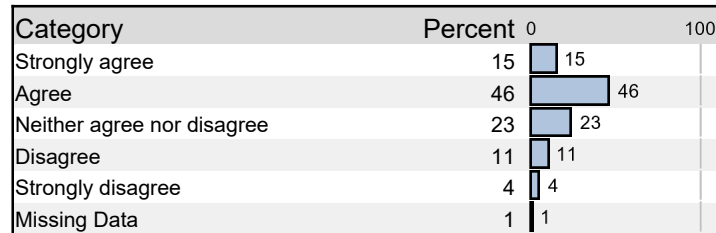
PURPOSE

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

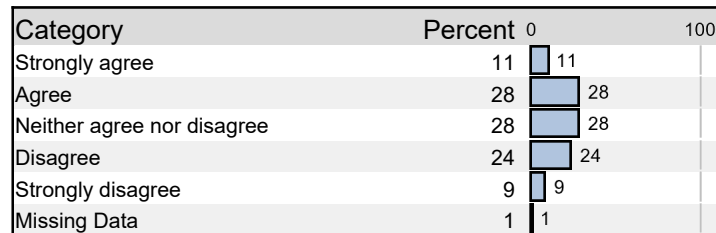
My organization positively affects the lives of others.



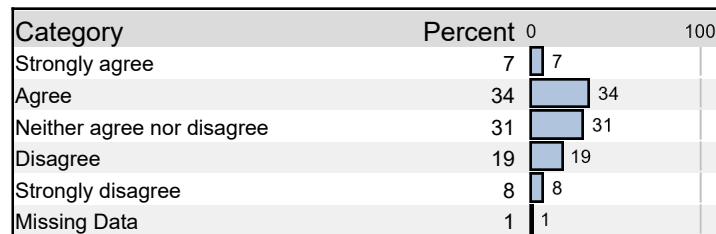
My organization has a clear purpose.



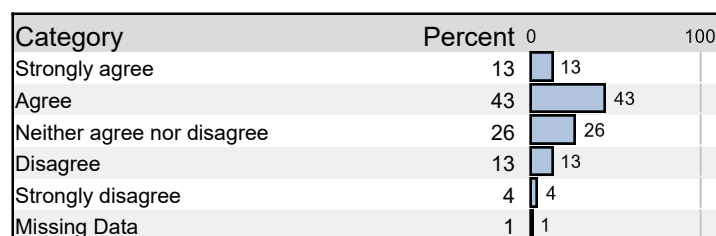
If my organization did not exist, our customers would miss something that they couldnt get anywhere else.



My organization inspires employees to work toward a collective goal.



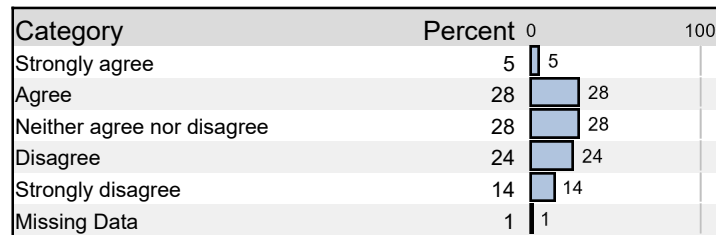
My organizations purpose motivates me to do my best work.



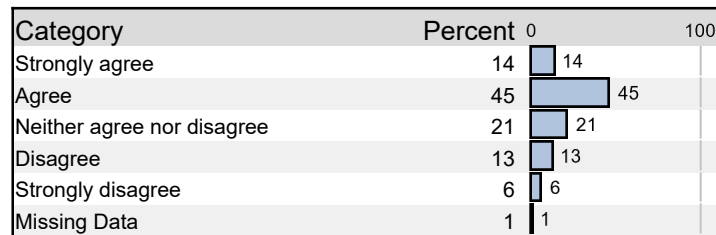
OPPORTUNITY

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

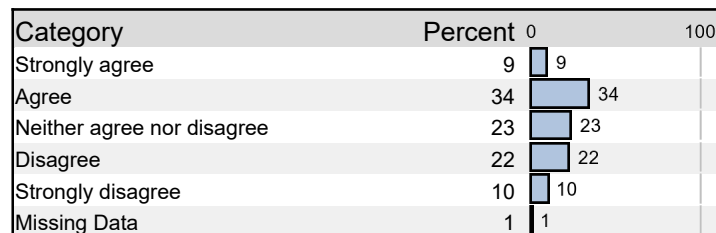
My organization provides adequate opportunities for career advancement.



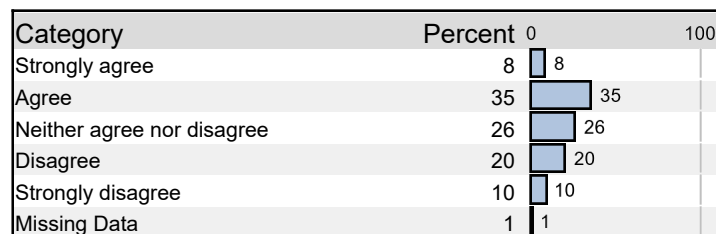
I regularly learn new, valuable things in my current role.



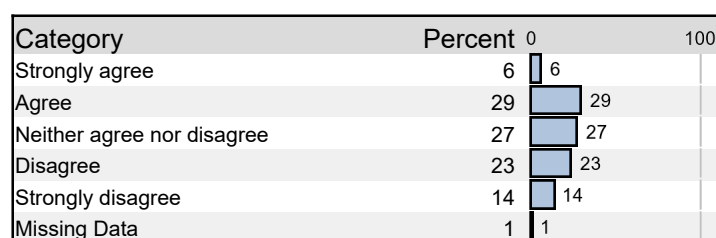
I have the option outside of my day-to-day responsibilities to work on special projects.



I help influence important decisions at work.



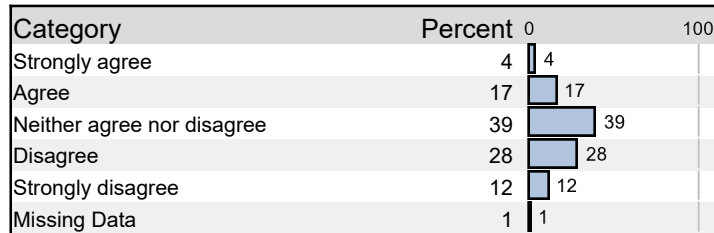
In my organization, all employees have the opportunity to grow, not just the favorites.



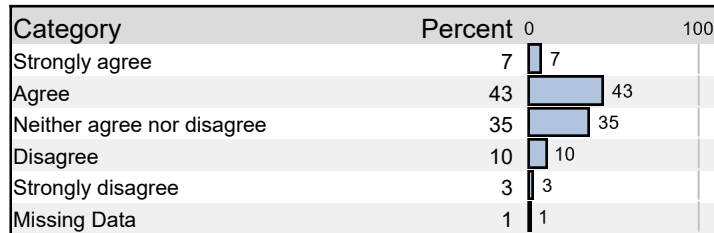
SUCCESS

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

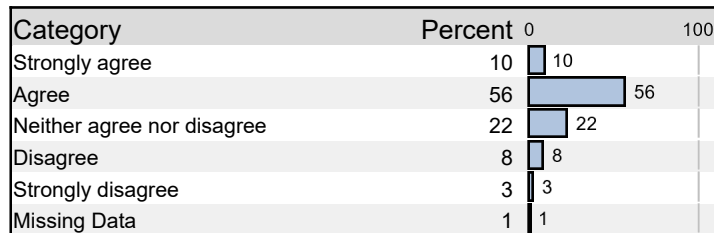
Working with my organization is like playing for a winning team.



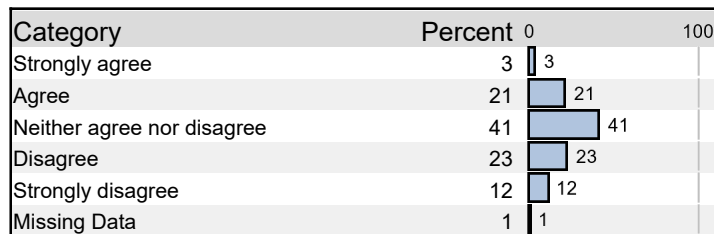
My organization has a reputation for being a good employer whose people do great work.



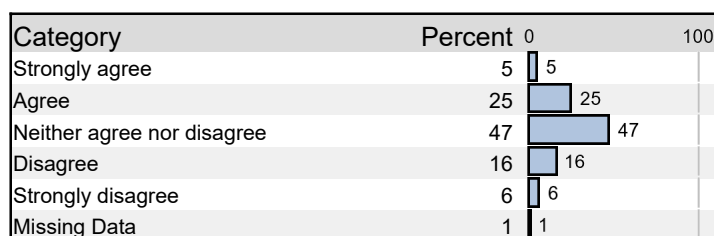
I regularly hear about the accomplishments of people within my organization.



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



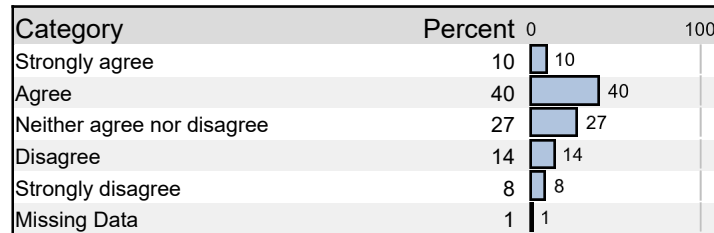
Other teams within my organization look at my team as an example of success.



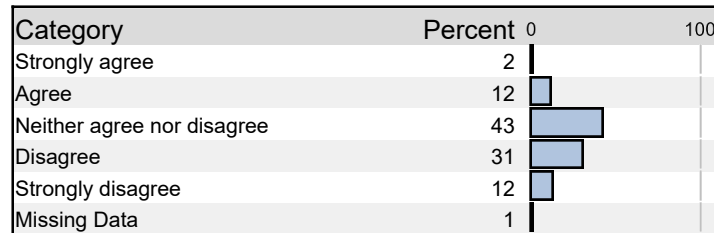
APPRECIATION

People feel valued and appreciated for their unique contributions.

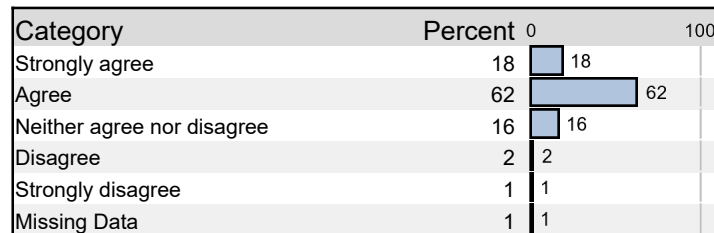
My leaders acknowledge the great work I do.



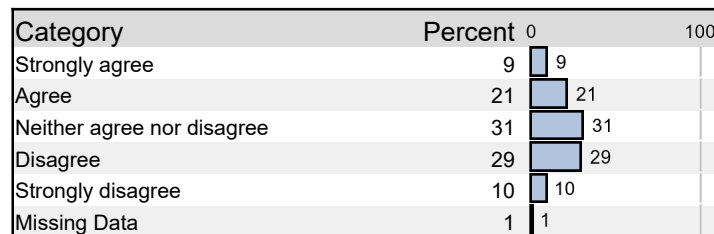
My organization consistently rewards high performing employees.



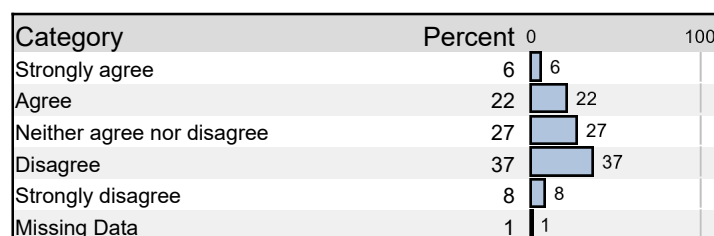
I often give recognition to other employees when they do great work.



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



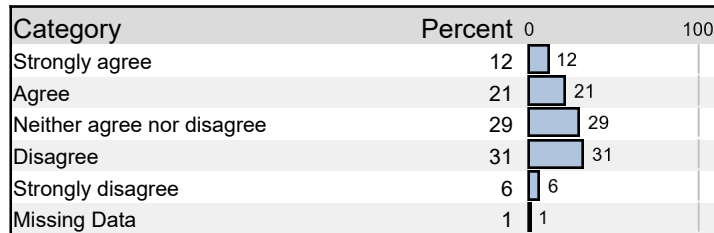
I rarely receive recognition from other employees when I do great work.



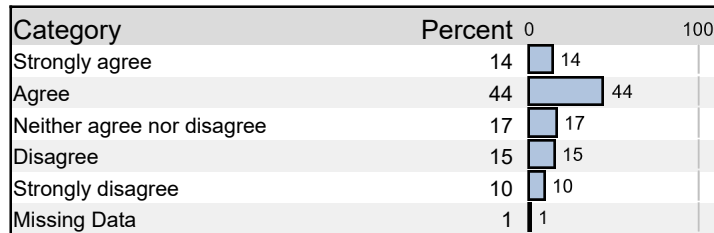
WELLBEING

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

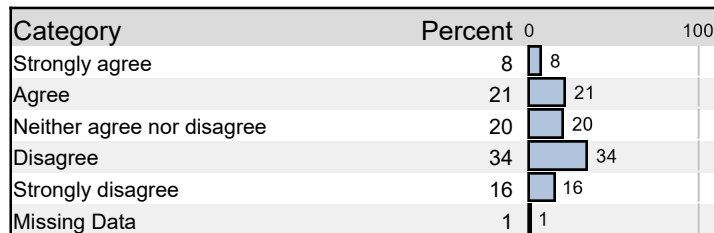
Productivity and bottom lines are much more important to my organization than people.



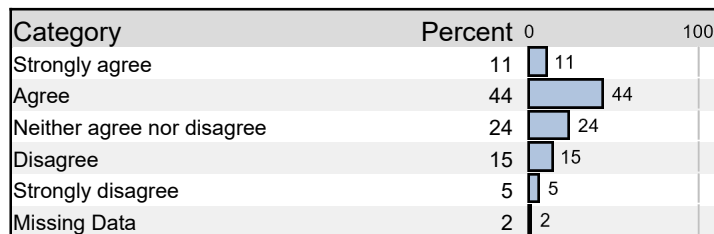
My job allows me to balance my work and my personal life.



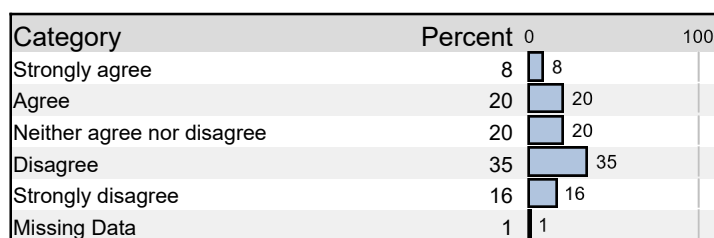
My job has a negative effect on my physical health.



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



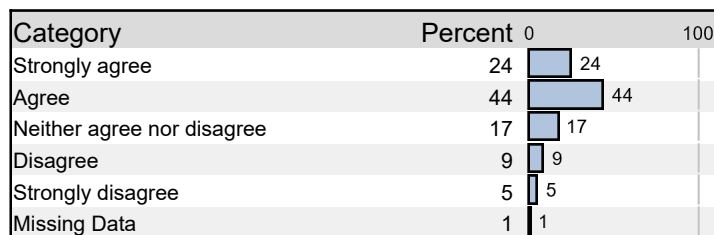
My situation at work is hurting my ability to be happy in other aspects of my life.



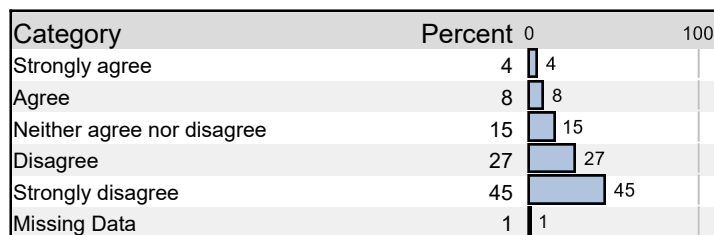
LEADERSHIP

High-trust, supportive, shared leadership.

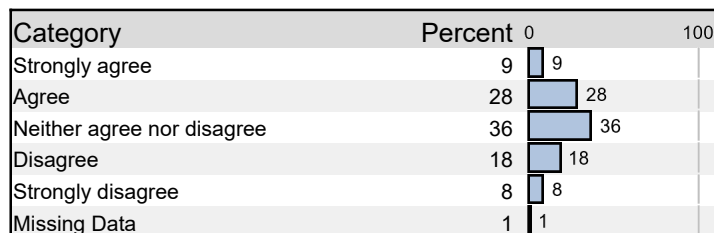
I have the support I need from my direct manager to do my job.



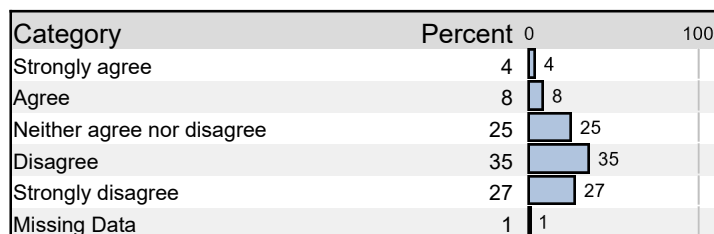
I do not trust my direct manager



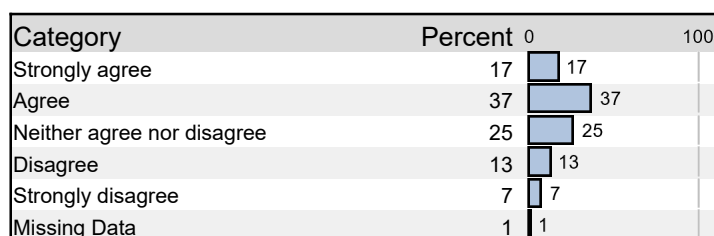
My direct manager causes me to focus outside of myself to make me part of something bigger.



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



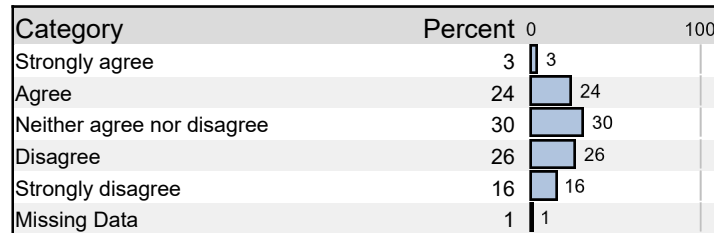
My direct manager motivates me to do my best work.



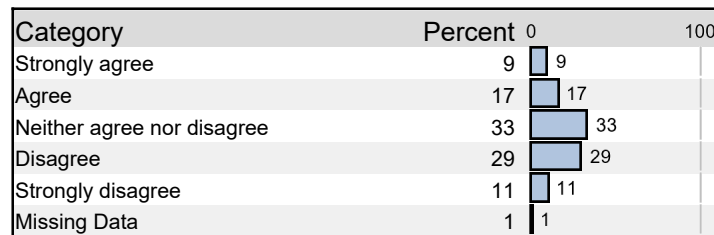
SENIOR LEADERSHIP

High-trust, supportive, shared leadership.

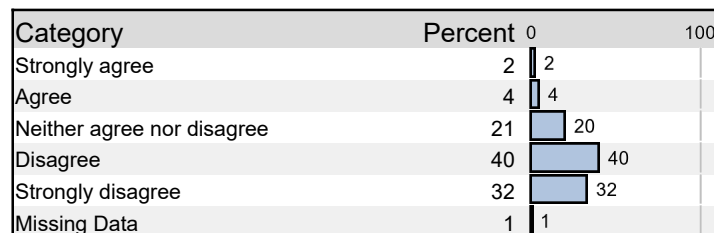
My team gets the support it needs from senior leaders to do our jobs effectively.



I do not trust senior leaders.



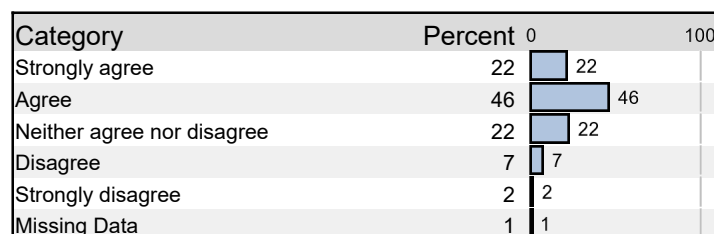
The main reason I took this job was because I wanted to work for the leaders of this organization.



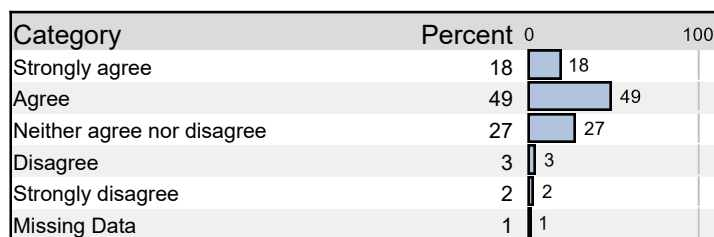
ENGAGEMENT

An outcome of Great Culture

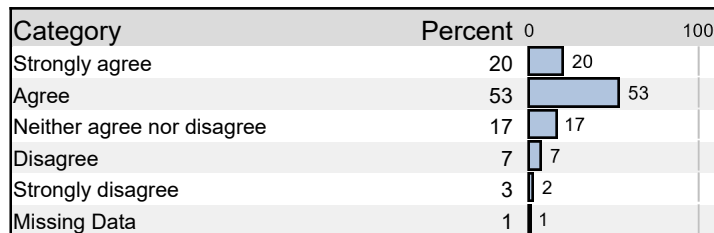
I am highly motivated to contribute to the success of the organization.



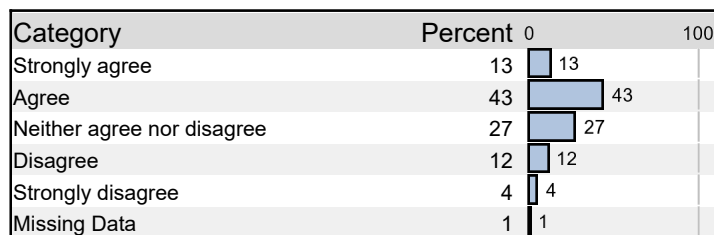
I fully support the values for which my organization stands.



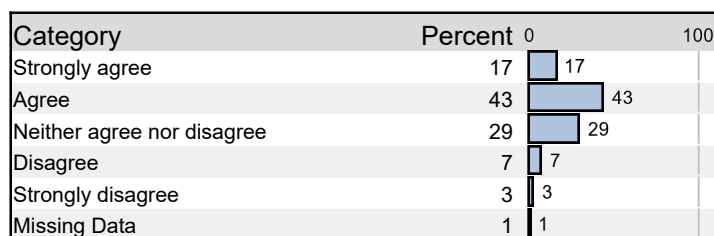
I understand how my unit/department contributes to the success of my organization.



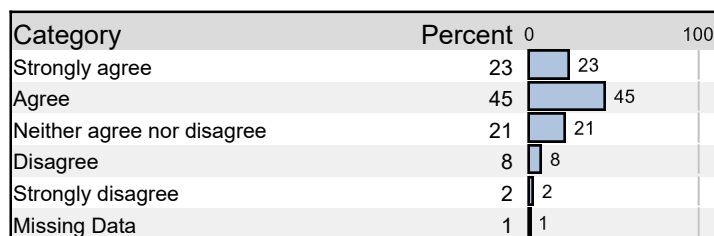
I would recommend my organization to a friend as a good place to work.



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



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



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

