



LAST
EIGHT
PERCENT

Last 8% Culture Assessment

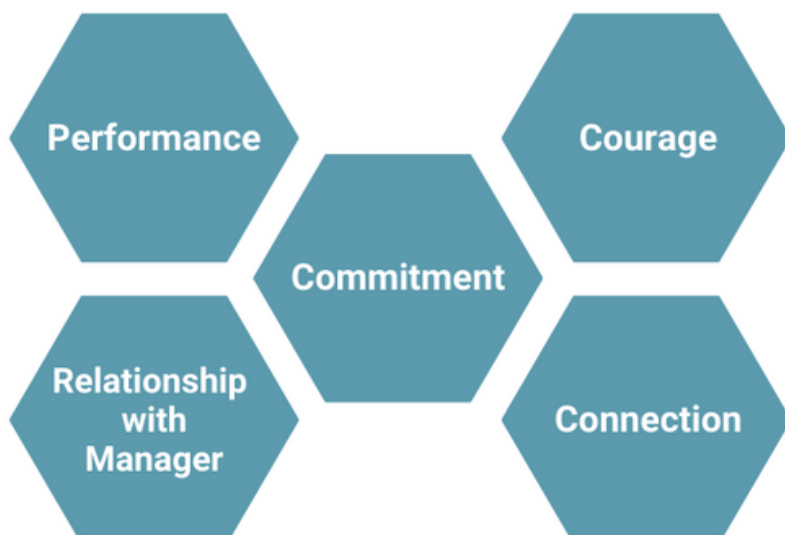
Build a culture of high
Connection and high Courage



A Last 8% Culture is defined as a culture that demonstrates high courage and connection. It is a culture that has the skills required to innovate, make tough decisions with confidence, and ultimately meet business goals with more agility and greater effectiveness. Our proprietary culture assessment allows you to see where exactly your culture is currently and what concrete tools and strategies are needed to help you develop a Last 8% Culture.

Built on Data & Science

Our Last 8% Culture Assessment has been developed over our last 20 years of working with organizations and through our own research. The assessment is completed anonymously and measures culture across five key dimensions.



This assessment is the bedrock of our Culture system and helps us craft a solution that meets the specific needs of your organization. We begin our engagements with the Culture Assessment and continue to use it as a powerful tool to measure progression and success.

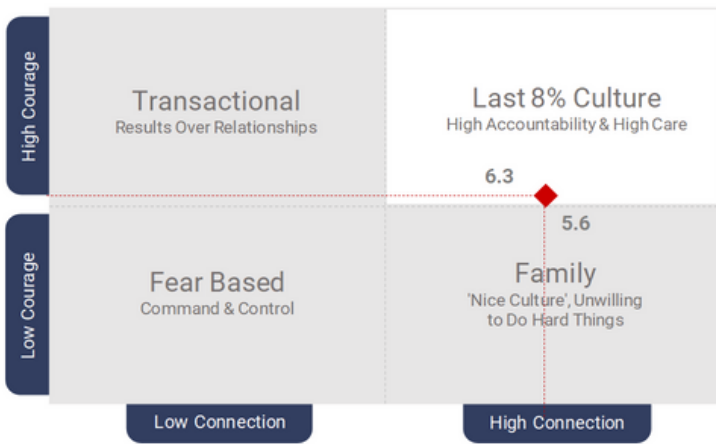
After the assessment is completed, the data is analyzed by our research team. Results and analysis outline where your culture currently sits on the Culture Map.

Your Culture Assessment Report

The analysis is compiled into a 50+ page report providing a comprehensive overview of your culture's strengths and opportunities for development. This assessment will be used by our consultants to properly align our Last 8% Culture System with your organization's unique needs.

Your report will be broken down into five chapters:

Culture Map Position



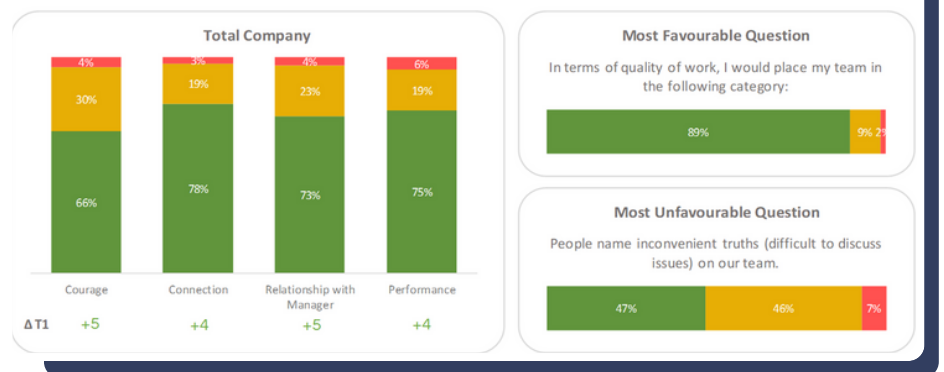
Culture Survey Overview

The Culture Map overview provides a visual representation of where your company's culture lands based on their responses to each of the different dimensions

Dimensions Dashboard

The dashboard presents the scores for each dimension at company level. It highlights the most favorable and unfavorable questions and a breakdown of responses by question.

Dimensions Dashboard





Heat Map

	Resp.	Connection	Courage	Relationship with Manager	Performance
HR	18	79% +11	66% +12	78% +13	63% +3
Healthcare Operations	222	79% +5	65% +1	76% +5	81% +7
Member Services	76	71% =	59% +4	67% +3	67% =
Sales	50	72% +2	63% +5	64% +4	68% +7
IT	78	74% +3	66% +5	67% +7	68% +3
Finance	49	83% +1	66% -1	73% -2	77% -1
Legal	22	77% -1	63% -1	64% -2	78% +1
Marketing	22	77% +2	54% +3	63% +5	70% -3
Other	206	83% +8	71% +10	77% +8	78% +6

75% or more favourable
50% - 75% favourable
50% or less

Heat Map

The map compares the results of all dimensions by function and highlights highest and lowest results.

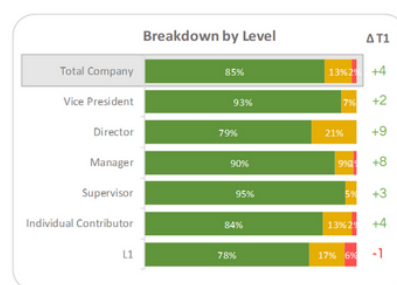
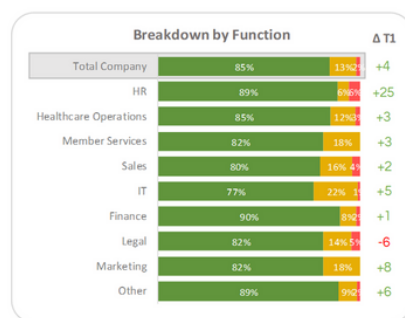
Results Break Down

This breakdown provides scores for each question by dimension. Total company level results compared by demographics (Function and Level).

Results break down by Demographics

Connection

My manager cares about me as a person.



Ranking of Questions

The questions are ranked the report highlights the Top 5 and Bottom 5 questions at total company level.

Ranking of Questions

