



Your Culture & Team Dynamics Report

Confidential

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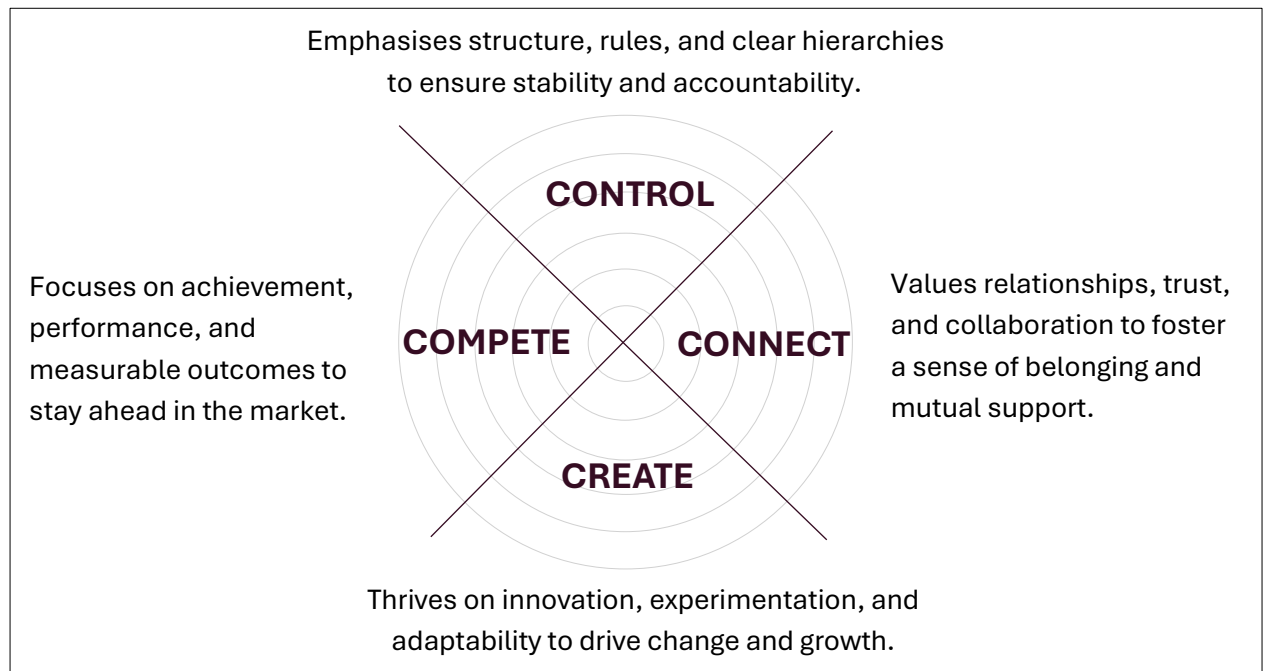
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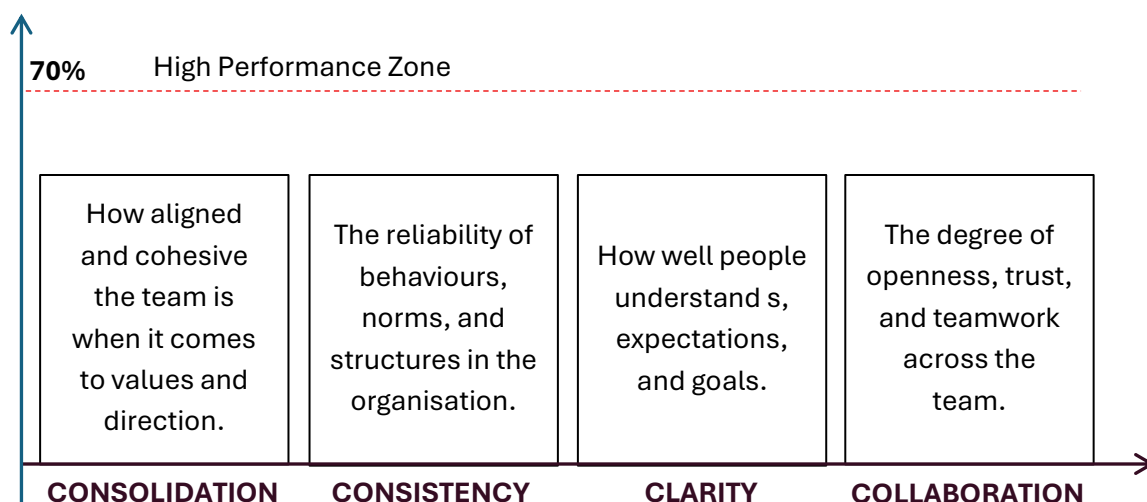
Introduction

This comprehensive report provides insights into your team's Culture and Dynamics based on Synthosys' 4C Model.

- **Culture** assesses your team's core values across four dimensions (Control, Connect, Create, Compete). These dimensions always add up to 100%, showing how strongly your team emphasises each value relative to the others.



- **Dynamics** examines day-to-day team interactions across four dimensions (Collaboration, Clarity, Consolidation, Consistency). Each dimension is independently scored on a 0–100% scale. Typically, scores of 70% or above indicate strong performance. Lower scores suggest areas that might benefit from additional attention.



- **Traits** are the core pillars of a healthy, high-performing organisational culture and effective team dynamics. Both the Culture and Dynamics assessments reveal how your team members perceive your current organisational culture and daily team interactions across each of these essential traits.

Trait	Definition
Decision-Making	How decisions are made and who participates
Information Sharing	How openly information moves across your teams
Conflict Resolution	How disagreements and tensions are managed
Communication	Clarity and effectiveness of interactions
Goal Setting	How clearly objectives are defined and communicated
Feedback	Openness to giving and receiving constructive input
Adaptability	Ability to effectively respond and adapt to change
Accountability	Clarity around ownership and responsibilities
Trust	Psychological safety, reliability, and mutual confidence
Innovation	Encouragement of creativity and openness to new ideas

Throughout this report, you'll find clear visual summaries (radar charts, bar charts, heatmaps) and demographic breakdowns (by , gender, age, tenure, and). These help you pinpoint strengths, identify alignment or misalignment, and recognise opportunities for improvement clearly and easily.

Pay special attention to traits with high variability (standard deviations above 15%) as these indicate key areas where team perceptions differ significantly.

Understanding Your Culture: The 4C Quadrants

Culture Dimension	What It Means	Strengths	Possible Risks
Control	Valuing structure, clear processes, and stability.	Reliability, clarity, predictability.	Rigid, resistant to change.
Connect	Emphasising relationships, collaboration, and trust.	Team cohesion, morale, unity.	Reduced accountability, less measurable outcomes.
Create	Encouraging innovation, adaptability, and creativity.	Agility, openness to new ideas.	Potential instability, unclear s.
Compete	Focusing on achievement, ambition, and performance.	High motivation, clear objectives.	Burnout, internal competition.

Each culture type contributes uniquely to organisational effectiveness. The ideal scenario is balancing the four dimensions effectively, leveraging their strengths, and being mindful of the associated risks.

Team Dynamics: How Your Team Works Together

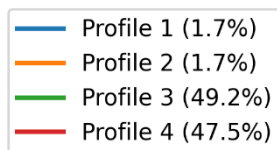
Dynamics Dimension	What It Means	When Strong	When Weak
Collaboration	Effectiveness of teamwork and cooperation.	High trust, openness, productivity.	Silos, mistrust, lack of communication.
Clarity	Clear understanding of s, goals, and expectations.	Aligned goals, clear s, efficiency.	Ambiguity, frustration, wasted effort.
Consolidation	Sense of unity, shared purpose, and collective identity.	Cohesion, resilience, strong identity.	Resistance to change, fragmentation.
Consistency	Predictability and alignment of practices and behaviours.	Reliability, smooth operations, trust.	Confusion, inconsistent performance, doubt.

Scores of **70% or higher typically indicate strong performance** within each dimension. Scores lower than this benchmark indicate potential areas where the team might benefit from additional support or alignment efforts.

How to Read Your Culture & Dynamics Report

To analyse your data, we use three important metrics:

- **Averages (AV):** Show your team's overall cultural or dynamic perception of each trait.
- **Standard Deviation (STD):** Measures the degree of alignment.
 - Lower STD = greater alignment
 - Higher STD = more diverse views
- **Representative Profiles:** Clusters of team members who share similar perceptions of a specific trait. Each trait may have different clusters, clearly highlighting the main patterns of perceptions across your organisation.



Example:

Profile 1 (1.7%) – Represents 1.7% of your organisation

Profile 3 (49.2%) – Represents 49.2% of your organisation

Radar Plots (Culture)

The radar plot quickly shows how each profile perceives the four culture dimensions (Control, Connect, Create, Compete).

- You can easily identify each profile's strongest and weakest dimensions.
- Comparing these profiles helps you clearly spot differences and similarities, highlighting where any misalignment is occurring.

The plot title clearly specifies whether it's showing a single trait (e.g., Decision-Making) or the average across all traits ("All Traits"). It will also indicate if it's segmented by demographic (e.g., Age,).

Radar Plots (Dynamics)

These plots are identical in format to the Culture radar plots but represent the four dynamics dimensions: Collaboration, Clarity, Consolidation, and Consistency. Unlike Culture, each dimension here is scored independently, and can reach up to 100%, reflecting perceived strength in that area.

This allows you to:

- See the overall **envelope of performance** for each profile, helping you understand whether a profile scores consistently high, low, or varies across dimensions.
- Use the plot as a **quick visual comparison** between profiles to spot clear differences or similarities in perception across the team.

Plot title details follow the same logic as described in the **Radar Plot (Culture)** section.

Bar Charts (Dynamics)

This chart complements the Dynamics radar plot by offering a different lens.

While the Radar Plot shows the overall performance pattern of each profile across all four dimensions, the Bar Chart focuses on each dimension individually, helping you see how aligned or dispersed team perceptions are.

- The bar shows the team's average score for that dimension.
- The dots on the bar represent groups of people who gave similar scores—the bigger the dot, the bigger the group.
- The spread of these dots shows how aligned the team is on that specific dimension.

This view helps you quickly spot which dynamics are experienced more consistently across the team, and which ones show varied perceptions therefore revealing where consensus is strong and where it's fragmented.

Heatmaps

Heatmaps provide a clear visual overview of where your team is most aligned—and where perceptions vary.

You'll find three types:

1. Culture Heatmap

Each cell shows the average score (AV%) and standard deviation (STD%) for each trait.

- Darker colours = higher variability (more disagreement)
- Lighter colours = stronger alignment

As a guide:

- STD above 15% suggests notable misalignment
- STD below 15% indicates strong agreement

2. Dynamics Heatmap

Same format as the culture heatmap, helping you spot variability in how team members experience daily interactions.

3. Diversity Heatmap

Shows differences across demographic groups.

Each cell displays the most misaligned dimension and its STD%, helping you see which areas are most affected within each group.

Together, these visuals help you quickly identify hidden patterns and focus your efforts where they'll have the greatest impact.

Why This Matters

By showing both levels of agreement and areas of divergence, heatmaps allow your team to move beyond surface-level conversations. They help you focus on what matters most, uncover root causes of friction, and guide practical steps toward building a stronger, more aligned team.

Use them to connect the dots between perception and performance, and to start meaningful conversations that lead to action.

Your Culture HEATMAP Results

CULTURE HEATMAP

Overall, the traits with the most pronounced misalignment are Information Sharing, Goal Setting, Innovation, while Adaptability demonstrates the strongest consensus.

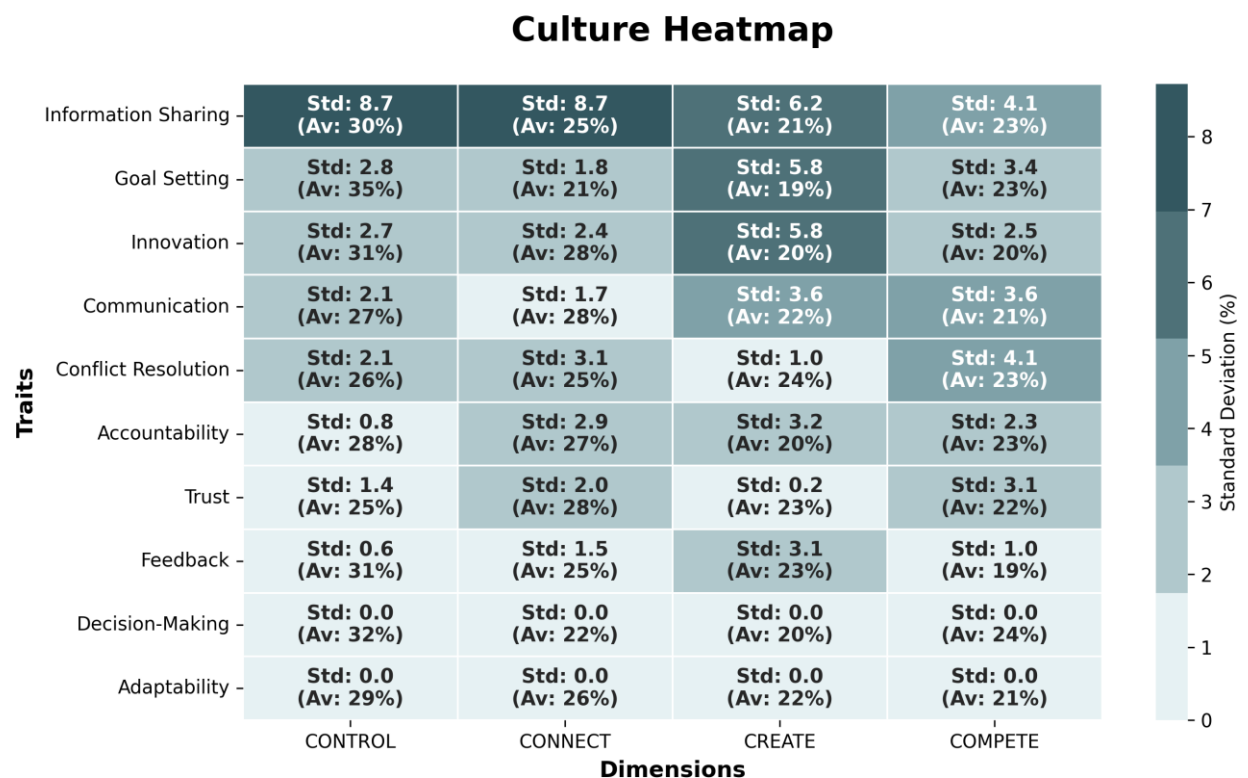
Across all traits, the CREATE dimension is the most dispersed, whereas the CONTROL dimension exhibits strong consensus.

Where to start

- Information Sharing shows only moderate variability across dimensions.
- Goal Setting shows only moderate variability across dimensions.
- Innovation shows only moderate variability across dimensions.

The highest misalignment is observed in Information Sharing's CONNECT dimension, with a standard deviation of 8.7% and an average score of 25.5%.

The strongest consensus is evident in Decision-Making's CONTROL dimension, where variability is only 0.0% with an average score of 32.5%.



Where to Focus Within the Culture Heatmap

When reviewing the culture heatmap, don't rely on averages alone. A dimension might appear strong, but if the standard deviation is high, it means perceptions vary, indicating hidden misalignment that can create tension or confusion.

To interpret the heatmap effectively:

- Start by looking at the cultural dimension with the most variability across all traits, as it may signal a lack of shared understanding.
- Look for the dimension with similar STD values across most traits—whether high or low, this shows a consistent pattern in how the team experiences that area.
- Pay attention to traits with both low averages and low variability—these suggest clear agreement on what’s currently lacking.

These patterns help you understand not just what your culture looks like, but where your team may need more clarity, connection, or cultural alignment.

Your Dynamics HEATMAP Results

DYNAMICS HEATMAP

Overall, the traits with the most pronounced misalignment are Innovation, Communication, Adaptability, while Accountability demonstrates the strongest consensus.

Across all traits, the COLLABORATION dimension is the most dispersed, whereas the CONSOLIDATION dimension exhibits strong consensus.

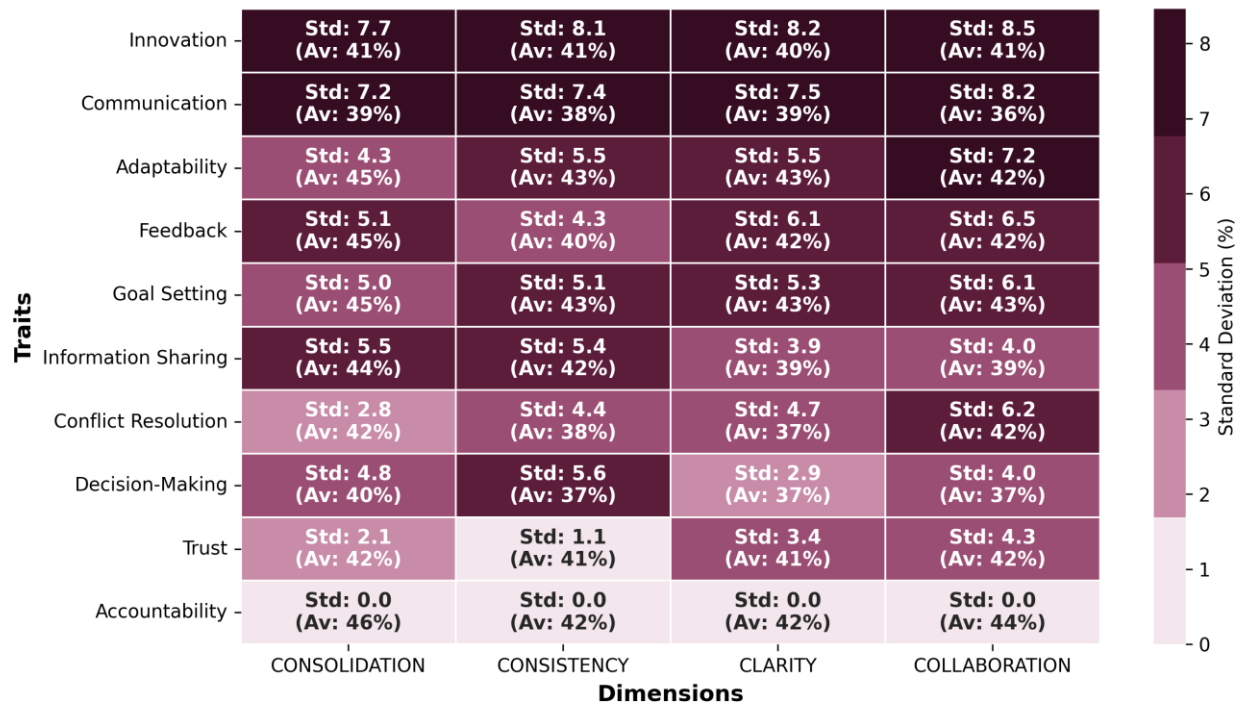
Where to start

- Innovation shows only moderate variability across dimensions.
- Communication shows only moderate variability across dimensions.
- Adaptability shows only moderate variability across dimensions.

The highest misalignment is observed in Innovation's COLLABORATION dimension, with a standard deviation of 8.5% and an average score of 41.1%.

The strongest consensus is evident in Accountability's CONSOLIDATION dimension, where variability is only 0.0% with an average score of 46.2%.

Team Dynamics Heatmap



Where to Focus Within the Dynamics Heatmap

Unlike culture, each dynamics dimension (eg. Collaboration) can reach up to 100% independently. This means a high average doesn't always tell the full story! How aligned your team is also matters.

To interpret the heatmap effectively:

- Watch for high standard deviation—this means the team experiences that dynamic differently, which may lead to inconsistent behaviours or confusion.
- Look for low average with low variability—this suggests clear agreement that the dynamic is weak, pointing to an area the team consistently feels is missing.
- Notice dimensions with similar STD levels across most traits—whether high or low, this reveals consistent patterns in team experience.
- Compare which dimension shows the most variability and which shows the strongest alignment—this helps prioritise where to focus first.

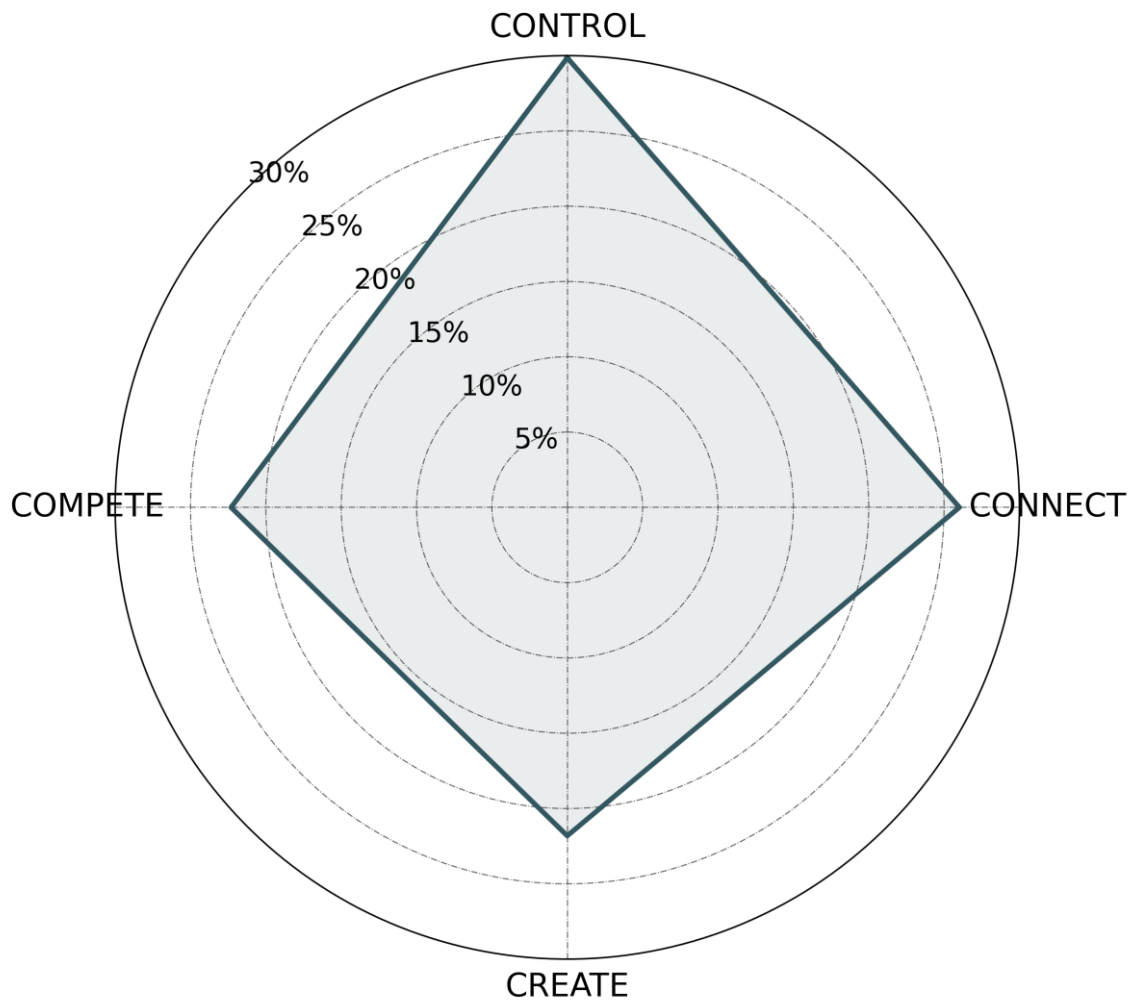
These patterns make it easier to see where to start and how to guide improvement in the team's daily working experience.

Your Culture Overview

Your team's overall cultural orientation leans most towards CONTROL (average score: 29.9%), which suggests that they experience a structured environment with clear processes and top-down decision-making.

The second most dominant culture is CONNECT with an average score of 26.0%. This indicates that they perceive a culture of collaboration and a like-family atmosphere that puts people first.

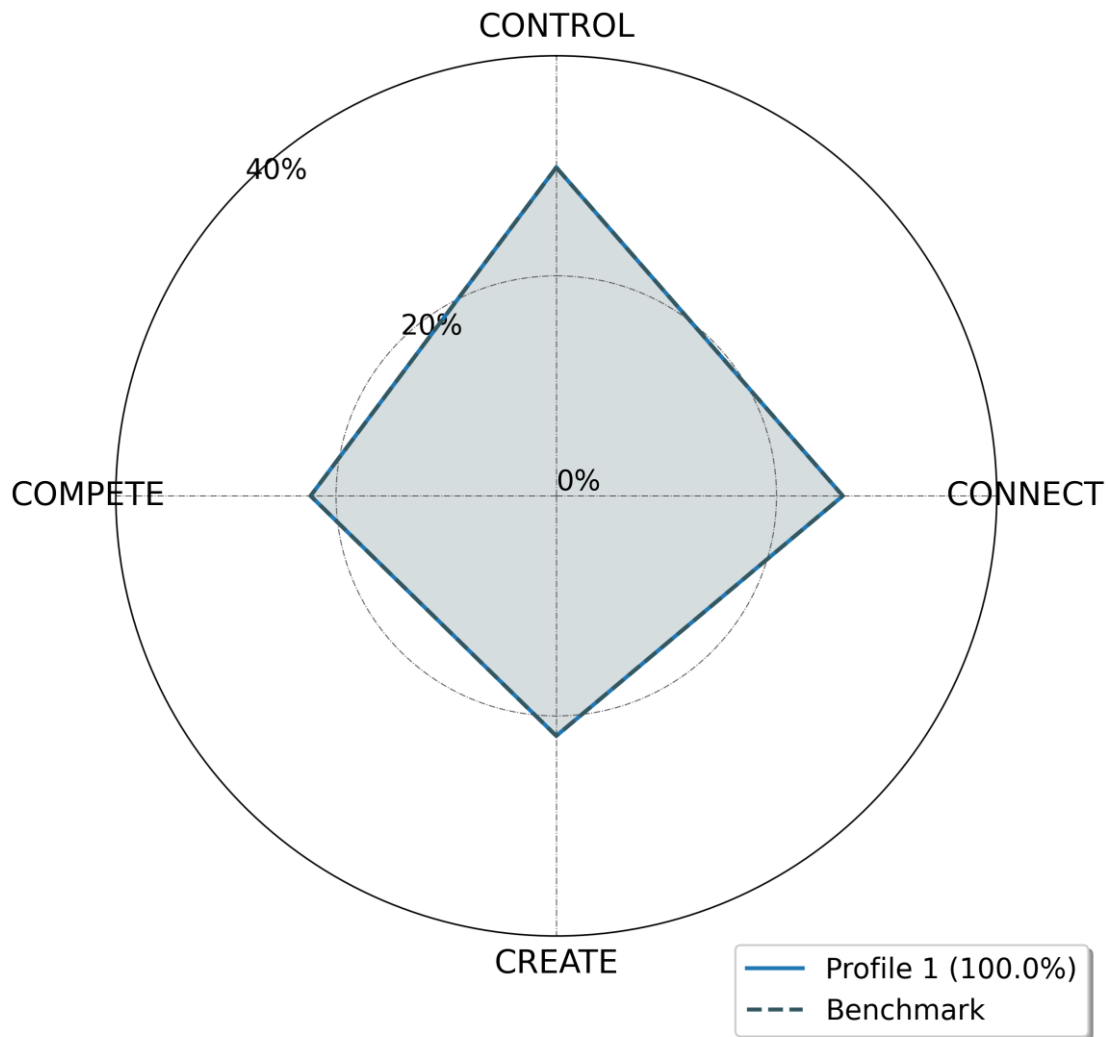
Total Average Culture Profile



Your main representative profiles for culture

Profile 1 (100.0% of your team) is strongest in CONTROL (score: 29.9%), reflecting a structured, hierarchical culture with clear processes and top-down direction.

All Traits - Culture Representative Profiles

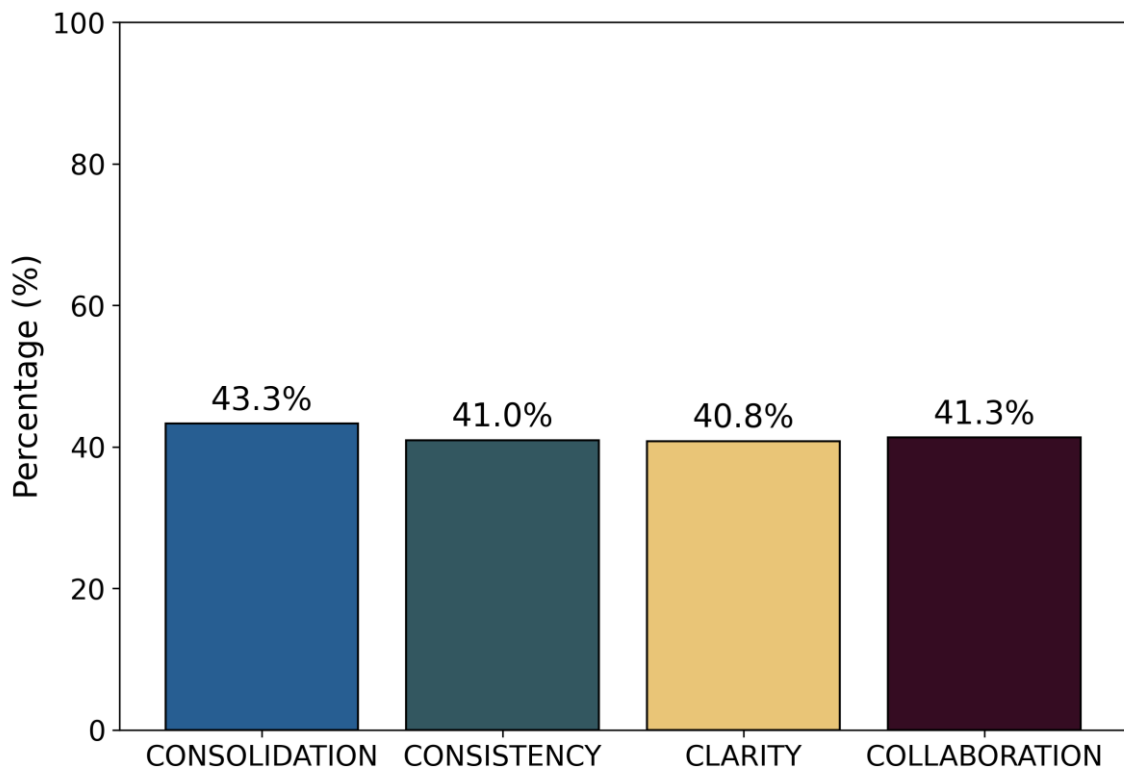


Your Team Dynamics Overview

The most prominent dynamics in your team are CONSOLIDATION (average score: 43.3%) and COLLABORATION (average score: 41.3%).

On the other hand, CLARITY appears to be the least developed dynamic (average score: 40.8%). This might be an area to reflect on, especially if it relates to challenges the team is currently facing.

Total Average Dynamics Profile



Your main representative profiles for Dynamics

Profile 1 (98.1% of your team) scores highest in CONSOLIDATION (42.7%, below team average by 0.6%), and lowest in CLARITY (40.1%, below team average by 0.8%).

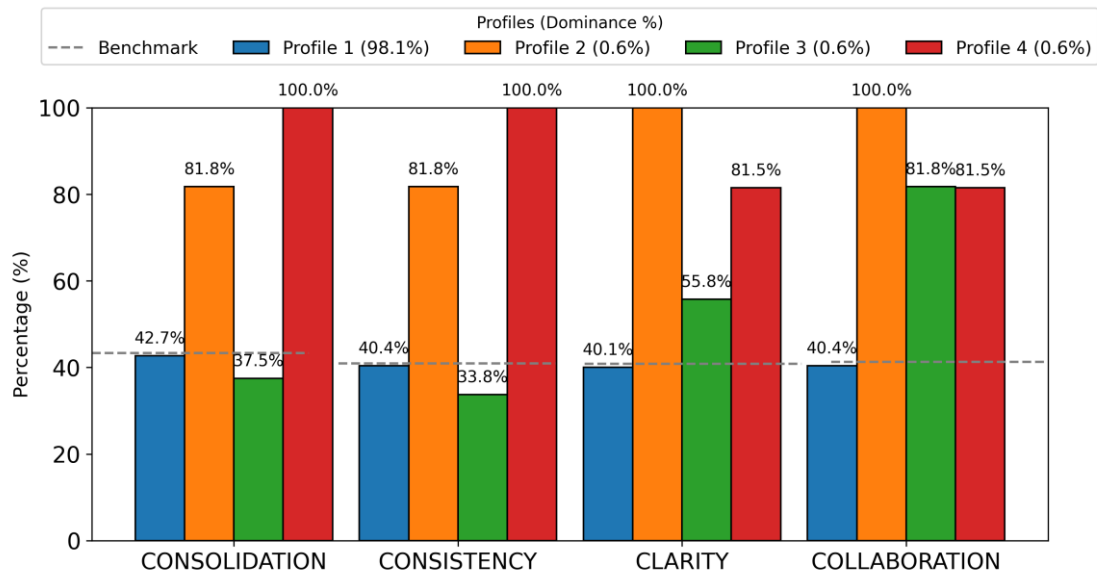
Profile 2 (0.6% of your team) scores highest in CLARITY (100.0%, above team average by 59.2%), and lowest in CONSOLIDATION (81.8%, above team average by 38.5%).

Profile 3 (0.6% of your team) scores highest in COLLABORATION (81.8%, above team average by 40.4%), and lowest in CONSISTENCY (33.8%, below team average by 7.2%).

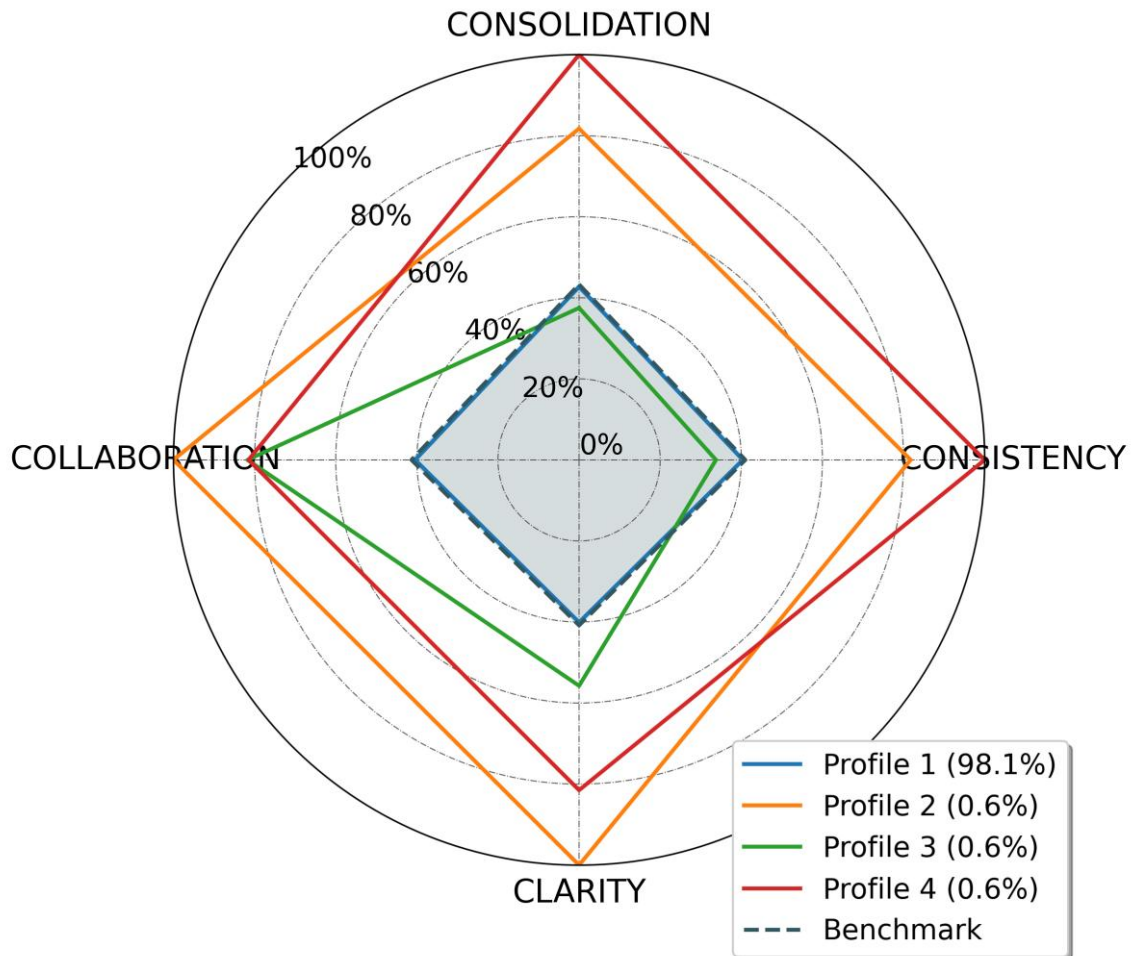
Profile 4 (0.6% of your team) scores highest in CONSOLIDATION (100.0%, above team average by 56.7%), and lowest in CLARITY (81.5%, above team average by 40.7%).

The biggest contrast between the two most dominant profiles is in CLARITY, with a difference of 59.9%.

All Traits - Dynamics Representative Profiles (Bar Chart)

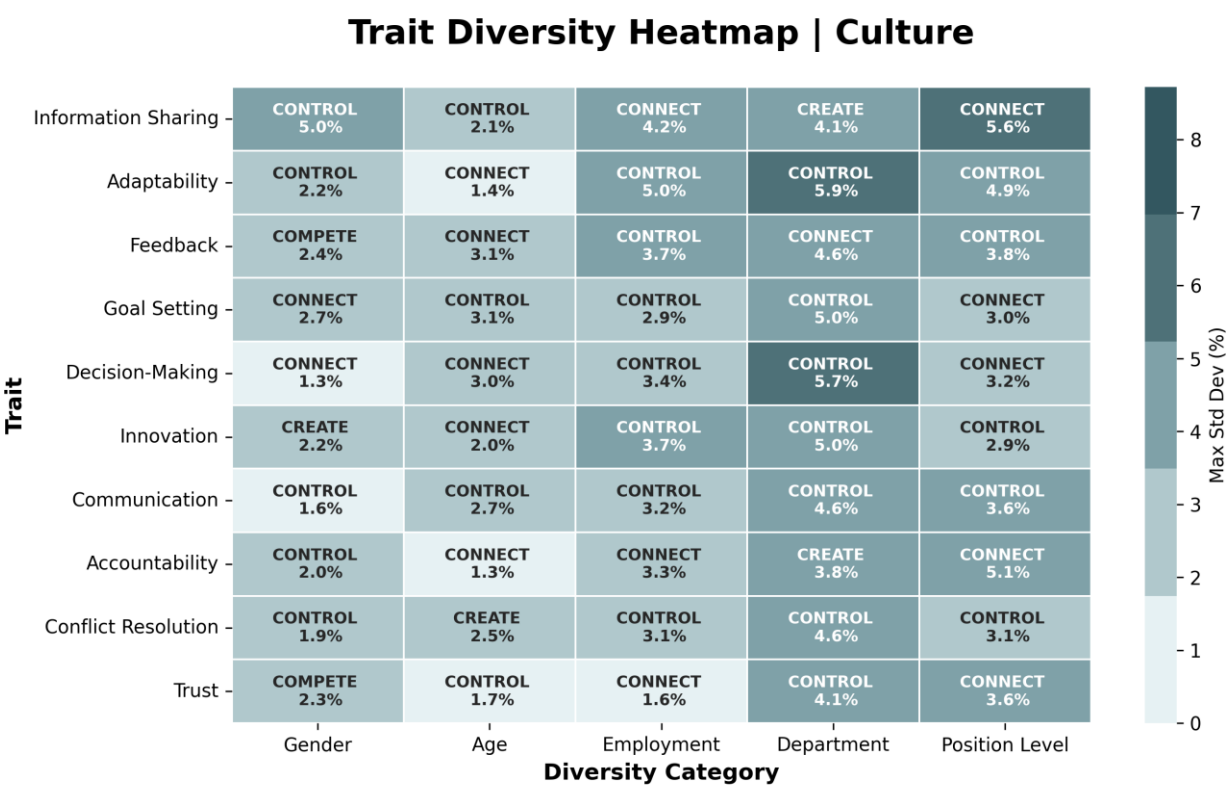
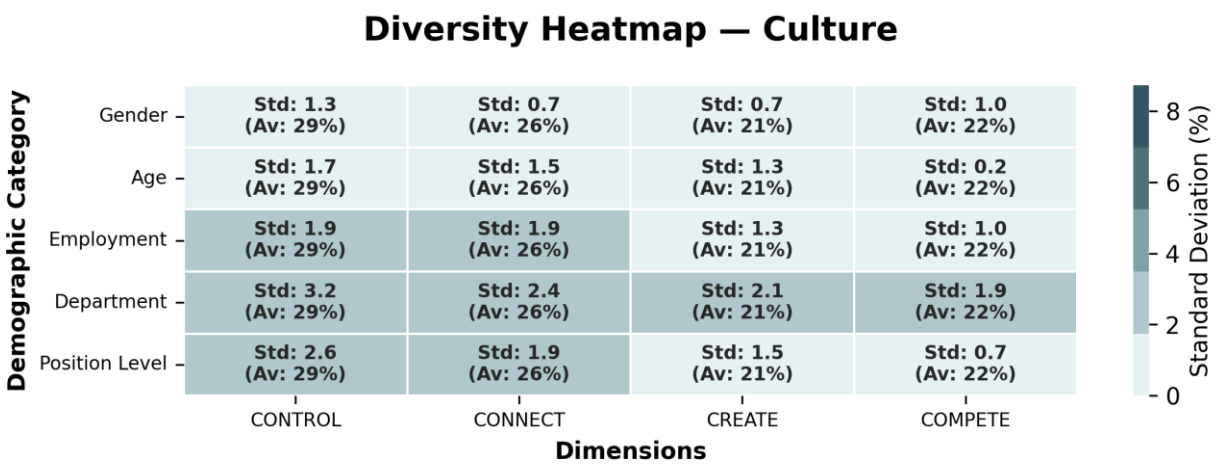


All Traits - Dynamics Representative Profiles



Your Demographic Overview

Diversity HEATMAPS (Culture)

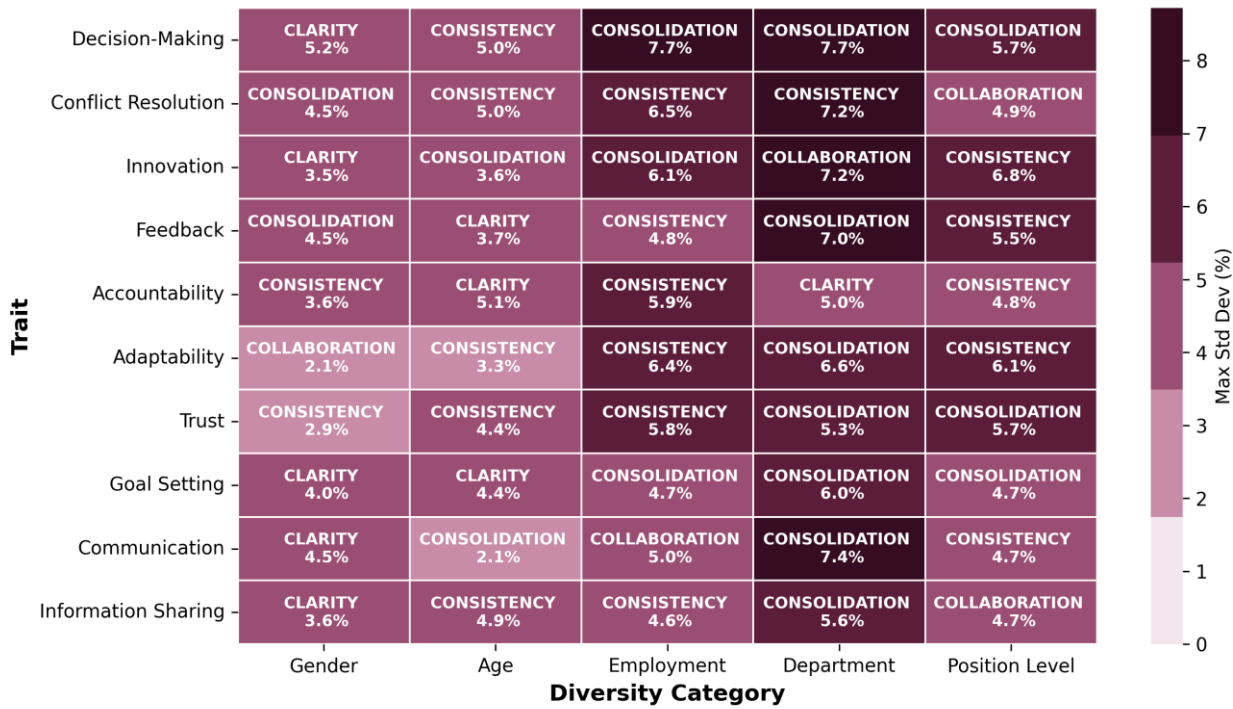


Diversity HEATMAPS (Dynamics)

Diversity Heatmap — Dynamics

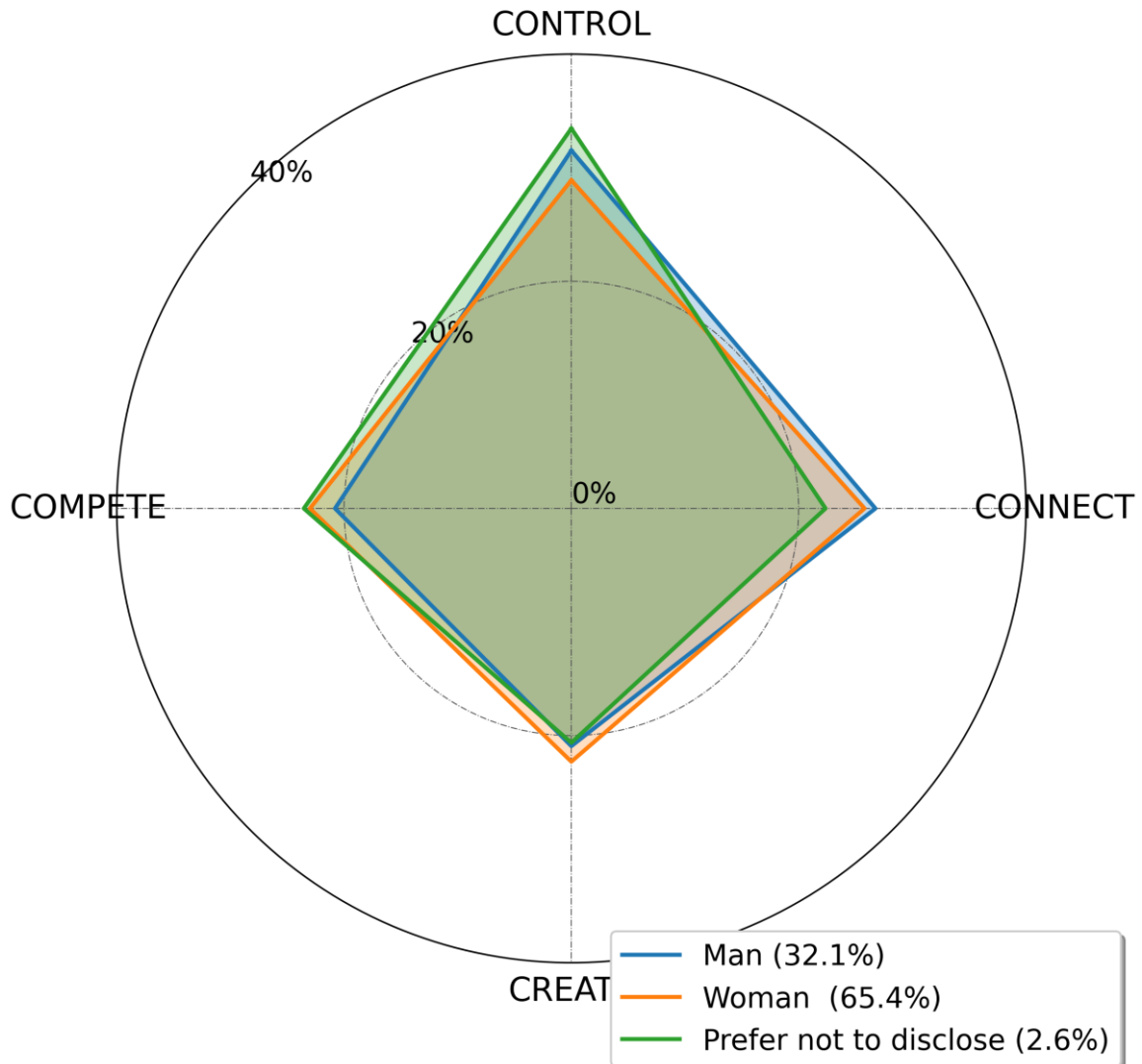


Trait Diversity Heatmap | Dynamics



Gender

Culture - All Traits (Gender)



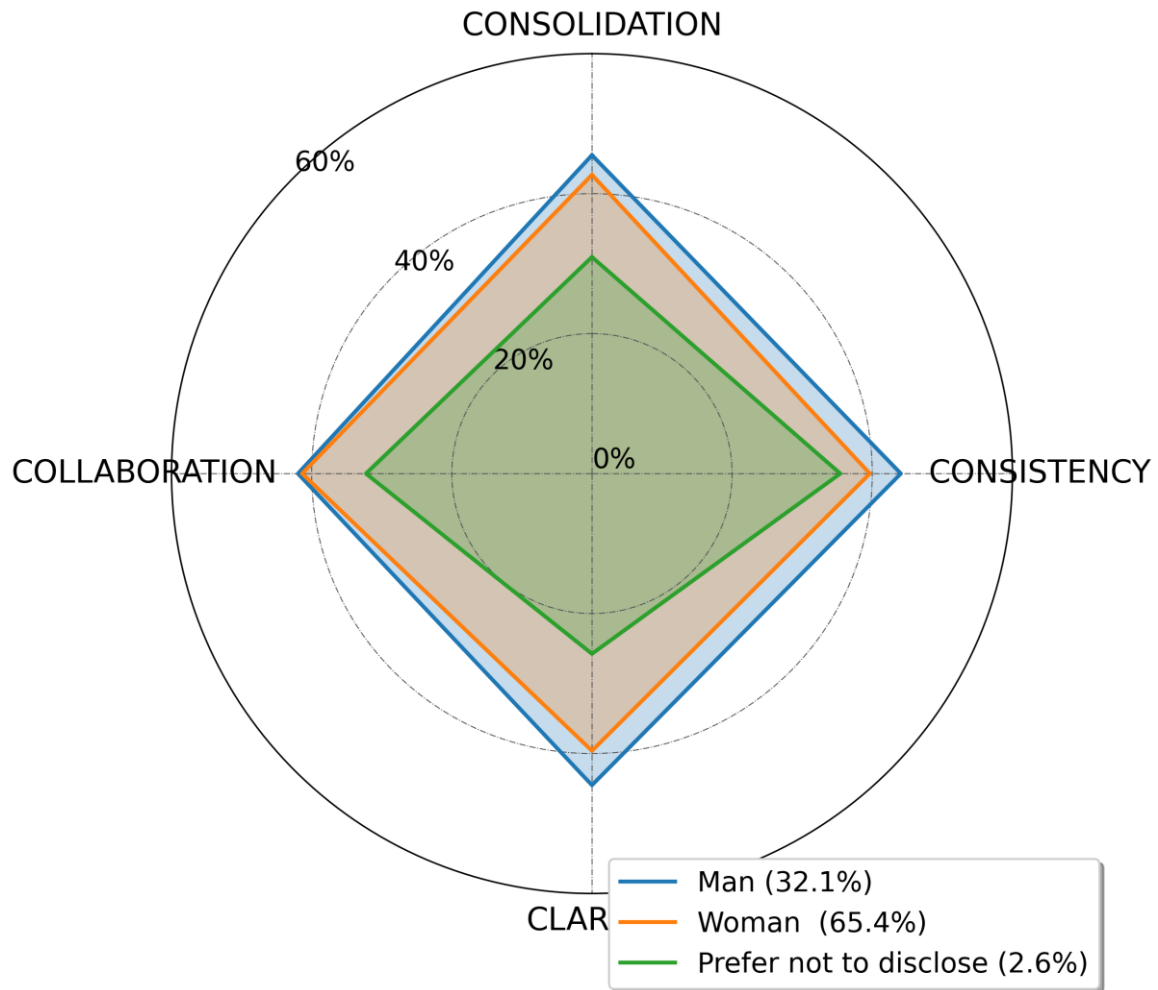
Man (32.1%): highest in CONTROL (score: 31.5%), lowest in COMPETE (score: 20.8%).

Woman (65.4%): highest in CONTROL (score: 28.9%), lowest in CREATE (score: 22.3%).

Prefer not to disclose (2.6%): highest in CONTROL (score: 33.5%), lowest in CREATE (score: 20.6%).

The largest gap in perception between groups is in CONTROL with a difference of 4.6%. The second largest gap is in CONNECT with a difference of 4.4%.

Dynamics - All Traits (Gender)



Man (32.1%): highest in CONSOLIDATION (score: 45.5%), lowest in COLLABORATION (score: 42.0%).

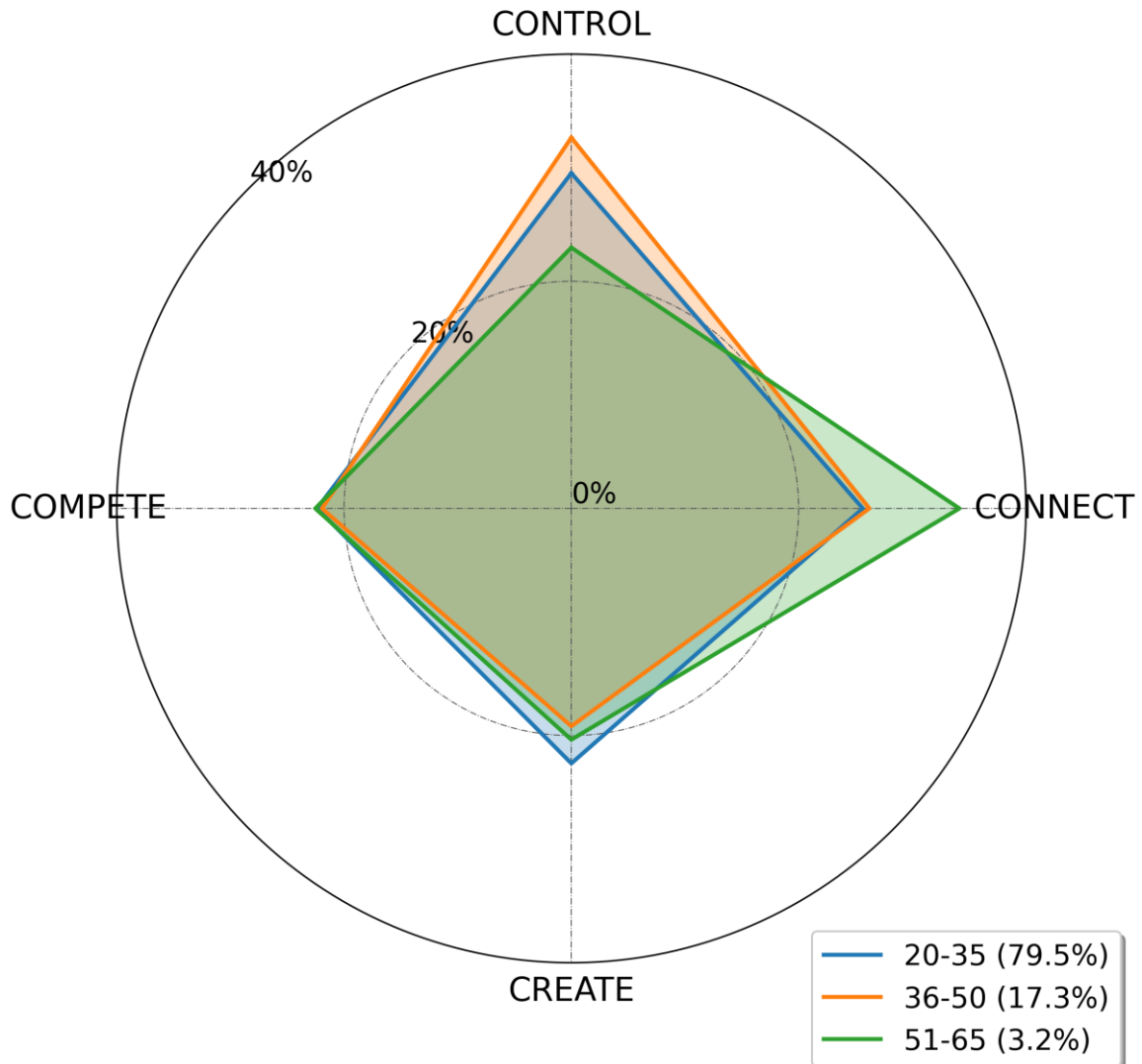
Woman (65.4%): highest in CONSOLIDATION (score: 42.7%), lowest in CLARITY (score: 39.6%).

Prefer not to disclose (2.6%): highest in CONSISTENCY (score: 35.4%), lowest in CLARITY (score: 25.8%).

The largest gap in perception between groups is in CLARITY with a difference of 18.8%. The second largest gap is in CONSOLIDATION with a difference of 14.6%.

Age

Culture - All Traits (Age)



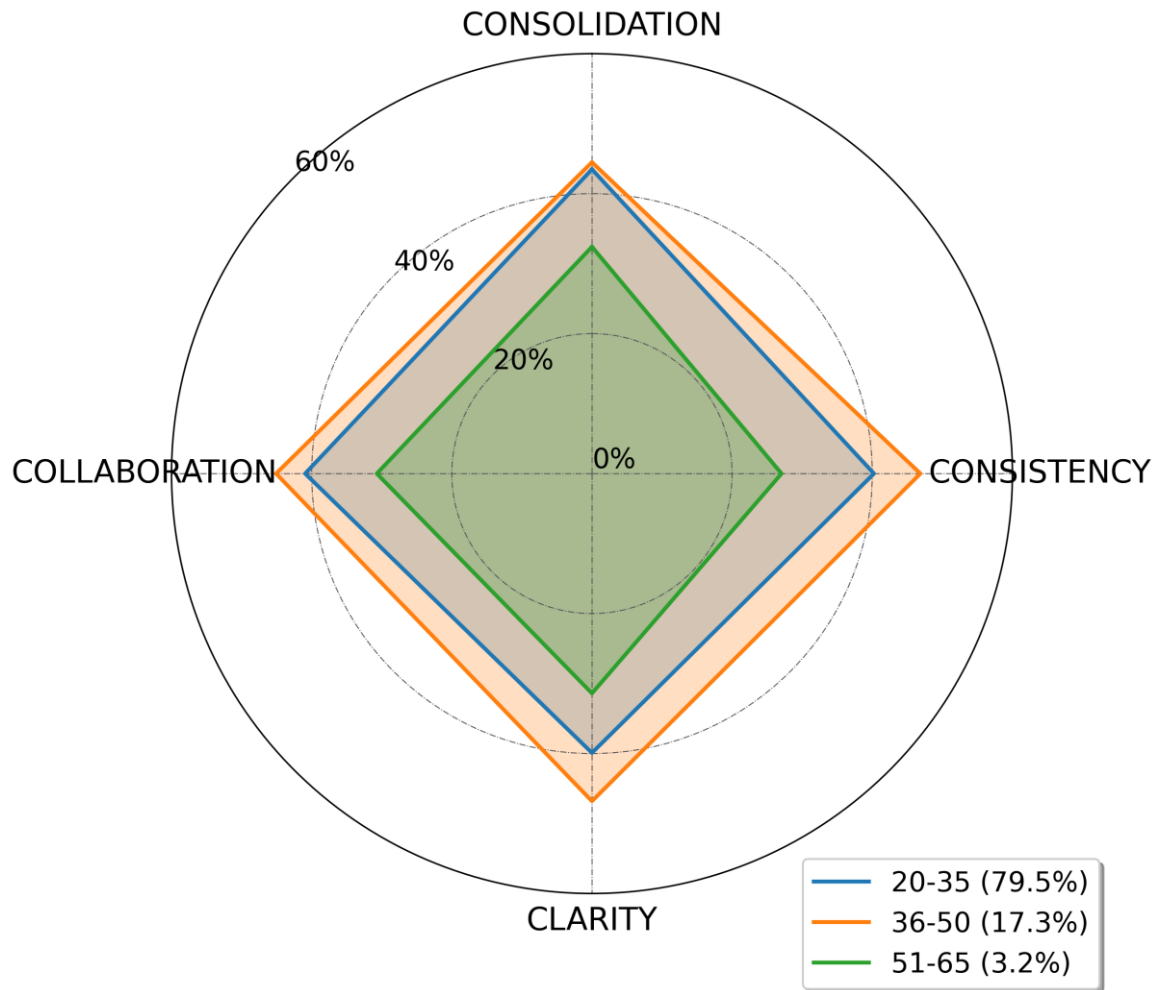
20-35 (79.5%): highest in CONTROL (score: 29.5%), lowest in COMPETE (score: 22.4%).

36-50 (17.3%): highest in CONTROL (score: 32.6%), lowest in CREATE (score: 19.2%).

51-65 (3.2%): highest in CONNECT (score: 34.1%), lowest in CREATE (score: 20.4%).

The largest gap in perception between groups is in CONTROL with a difference of 9.7%. The second largest gap is in CONNECT with a difference of 8.5%.

Dynamics - All Traits (Age)



20-35 (79.5%): highest in CONSOLIDATION (score: 43.5%), lowest in CLARITY (score: 39.9%).

36-50 (17.3%): highest in CONSISTENCY (score: 46.9%), lowest in CONSOLIDATION (score: 44.5%).

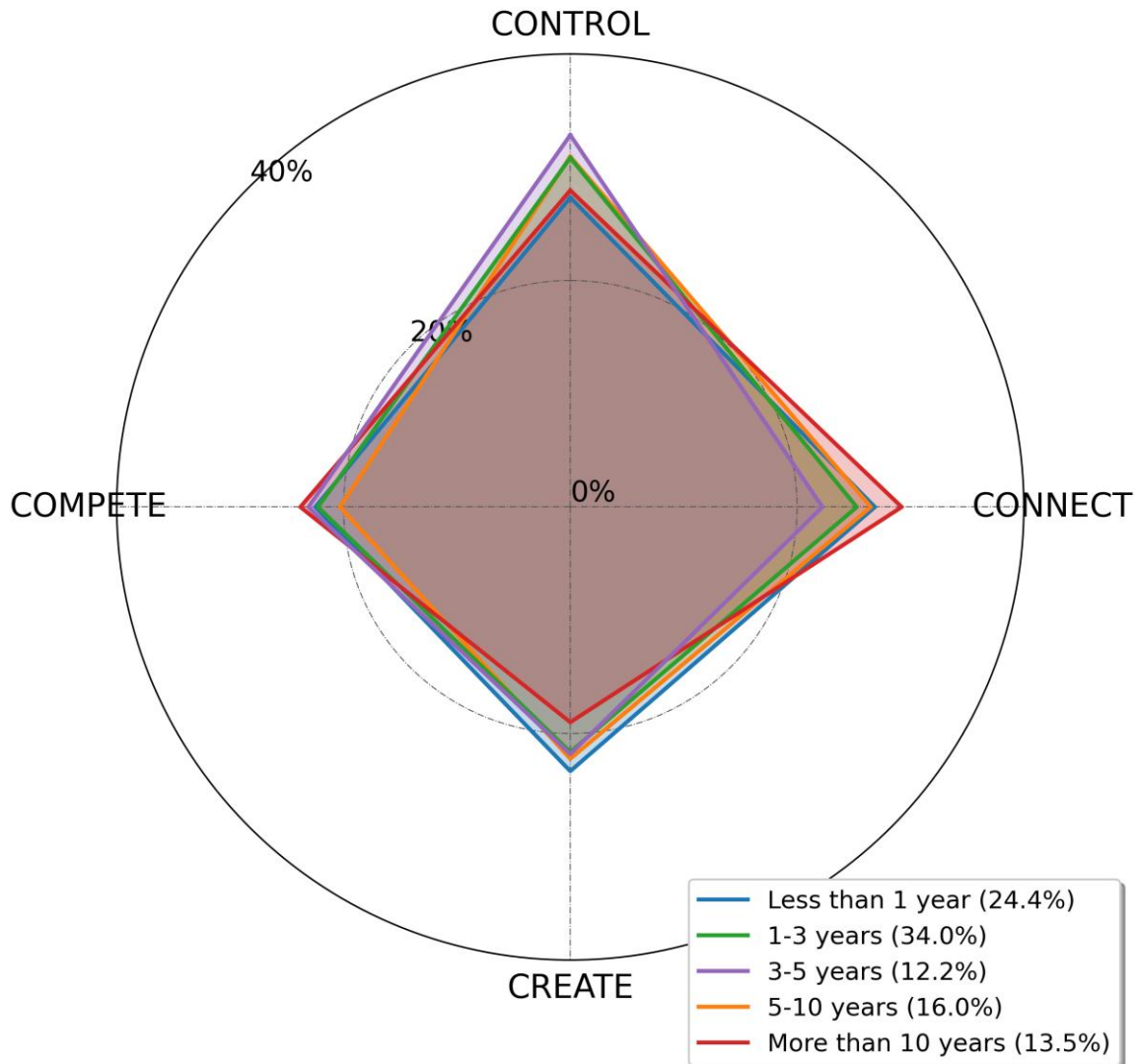
51-65 (3.2%): highest in CONSOLIDATION (score: 32.4%), lowest in CONSISTENCY (score: 27.1%).

The largest gap in perception between groups is in CONSISTENCY with a difference of 19.8%.

The second largest gap is in CLARITY with a difference of 15.4%.

Employment

Culture - All Traits (Employment)



Less than 1 year (24.4%): highest in CONTROL (score: 27.3%), lowest in COMPETE (score: 22.5%).

1-3 years (34.0%): highest in CONTROL (score: 30.8%), lowest in CREATE (score: 21.6%).

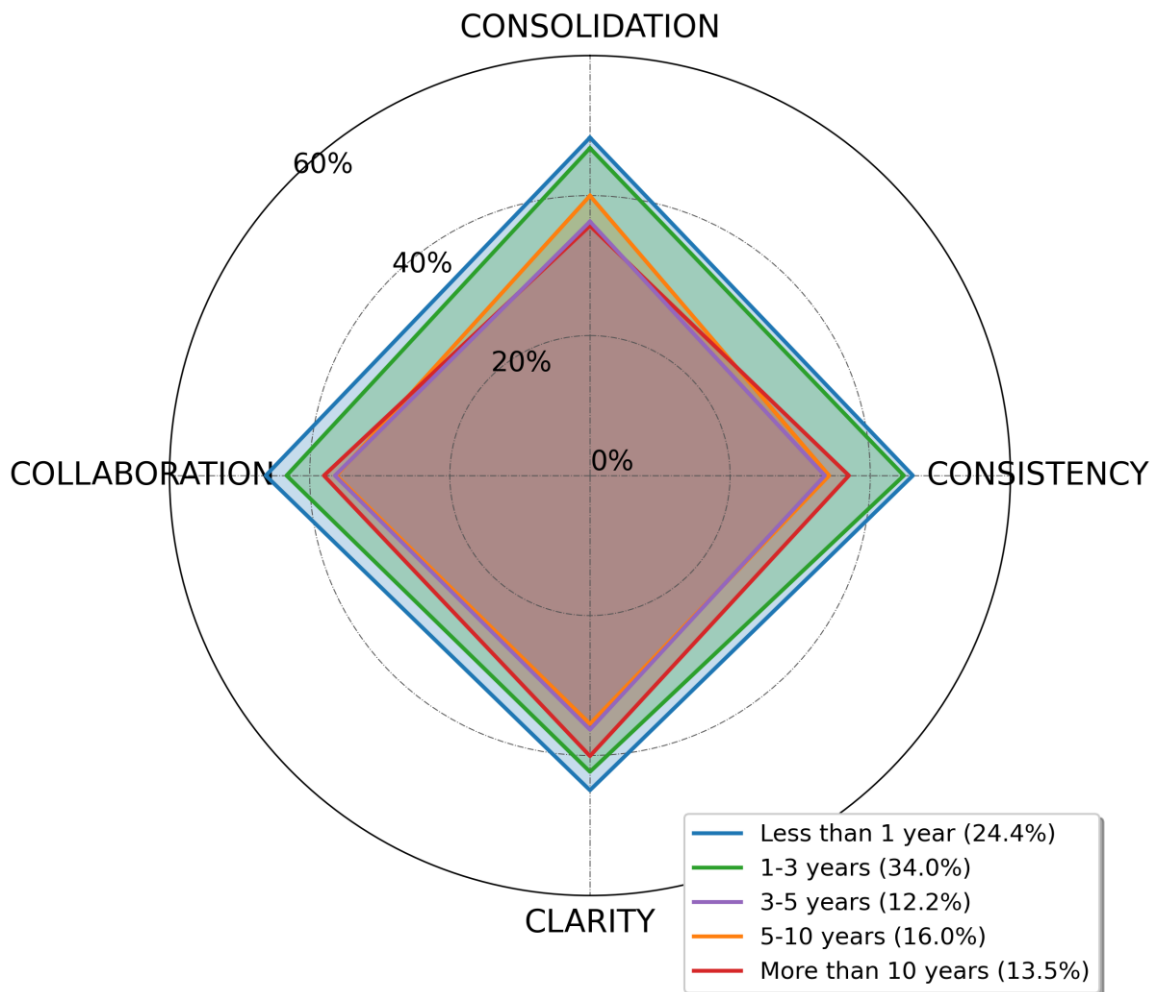
3-5 years (12.2%): highest in CONTROL (score: 32.8%), lowest in CREATE (score: 21.8%).

5-10 years (16.0%): highest in CONTROL (score: 30.9%), lowest in COMPETE (score: 20.3%).

More than 10 years (13.5%): highest in CONNECT (score: 29.2%), lowest in CREATE (score: 19.0%).

The largest gap in perception between groups is in CONNECT with a difference of 7.0%. The second largest gap is in CONTROL with a difference of 5.5%.

Dynamics - All Traits (Employment)



Less than 1 year (24.4%): highest in CONSOLIDATION (score: 48.3%), lowest in CLARITY (score: 45.0%).

1-3 years (34.0%): highest in CONSOLIDATION (score: 46.8%), lowest in CLARITY (score: 42.3%).

3-5 years (12.2%): highest in COLLABORATION (score: 36.4%), lowest in CONSISTENCY (score: 33.5%).

5-10 years (16.0%): highest in CONSOLIDATION (score: 40.0%), lowest in CONSISTENCY (score: 34.1%).

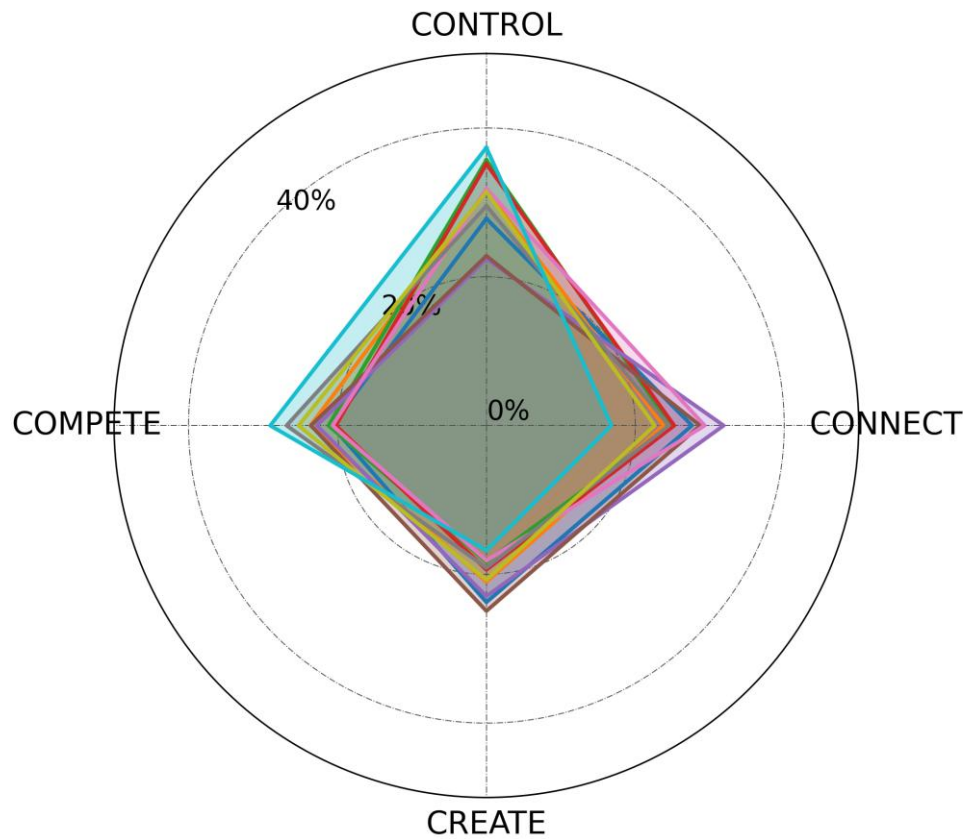
More than 10 years (13.5%): highest in CLARITY (score: 40.1%), lowest in CONSOLIDATION (score: 35.7%).

The largest gap in perception between groups is in CONSOLIDATION with a difference of 12.6%.

The second largest gap is in CONSISTENCY with a difference of 12.6%.

Department

Culture - All Traits (Department)



Sales (39.1%): highest in CONTROL (score: 27.8%), lowest in COMPETE (score: 20.8%).

Operations (31.4%): highest in CONTROL (score: 31.6%), lowest in CREATE (score: 21.0%).

HR (5.8%): highest in CONTROL (score: 35.7%), lowest in CREATE (score: 18.3%).

Training and Quality (3.8%): highest in CONTROL (score: 35.2%), lowest in CREATE (score: 19.4%).

Digital Transformation (2.6%): highest in CONNECT (score: 31.9%), lowest in CONTROL (score: 22.4%).

Motor Unit (4.5%): highest in CONNECT (score: 28.7%), lowest in CONTROL (score: 22.8%).

General Management and Administration (5.1%): highest in CONTROL (score: 31.9%), lowest in CREATE (score: 18.1%).

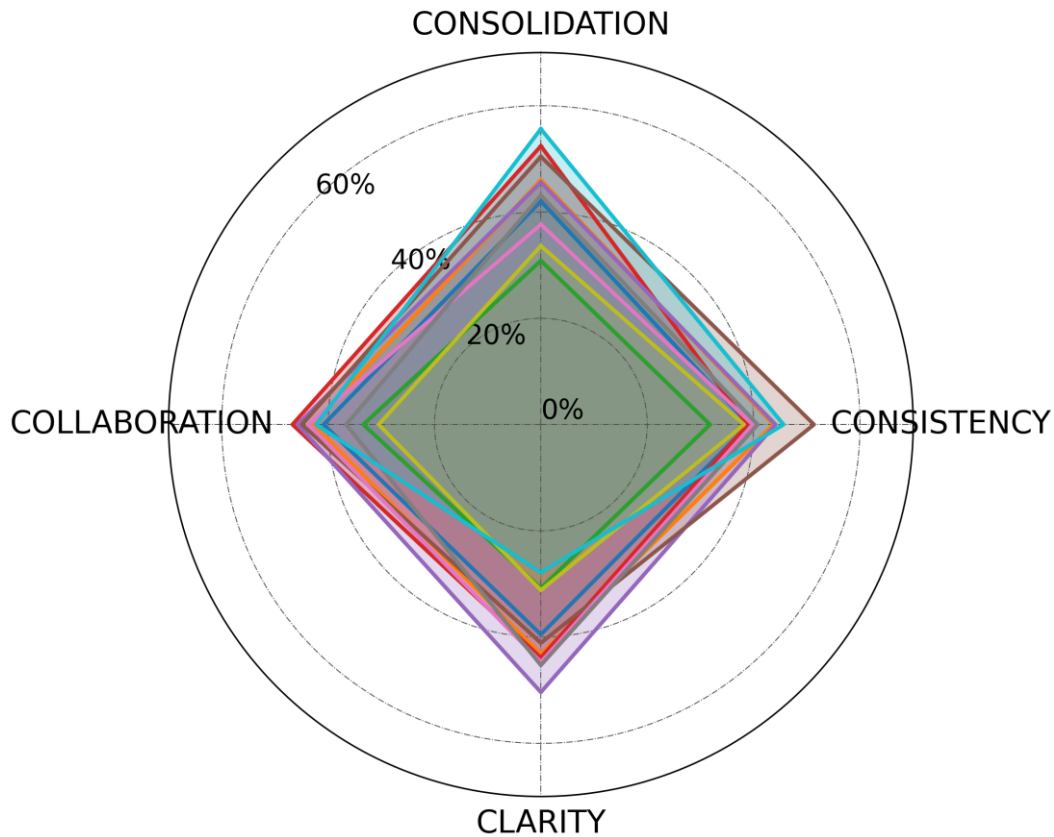
Finance (3.8%): highest in CONTROL (score: 29.5%), lowest in CREATE (score: 19.1%).

Digital Marketing (2.6%): highest in CONTROL (score: 31.4%), lowest in CREATE (score: 20.8%).

Marketing (1.3%): highest in CONTROL (score: 37.4%), lowest in CONNECT (score: 16.8%).

The largest gap in perception between groups is in CONNECT with a difference of 15.1%. The second largest gap is in CONTROL with a difference of 14.9%.

Dynamics - All Traits (Department)



Sales (39.1%): highest in CONSOLIDATION (score: 42.0%), lowest in CONSISTENCY (score: 39.1%).

Operations (31.4%): highest in CONSOLIDATION (score: 46.0%), lowest in COLLABORATION (score: 42.9%).

HR (5.8%): highest in COLLABORATION (score: 33.4%), lowest in CLARITY (score: 30.8%).

Training and Quality (3.8%): highest in CONSOLIDATION (score: 52.4%), lowest in CONSISTENCY (score: 38.9%).

Digital Transformation (2.6%): highest in CLARITY (score: 50.4%), lowest in CONSISTENCY (score: 44.1%).

Motor Unit (4.5%): highest in CONSISTENCY (score: 51.4%), lowest in CLARITY (score: 41.1%).

General Management and Administration (5.1%): highest in CLARITY (score: 44.7%), lowest in CONSOLIDATION (score: 37.7%).

Finance (3.8%): highest in CLARITY (score: 45.3%), lowest in COLLABORATION (score: 36.6%).

Digital Marketing (2.6%): highest in CONSISTENCY (score: 38.2%), lowest in COLLABORATION (score: 30.5%).

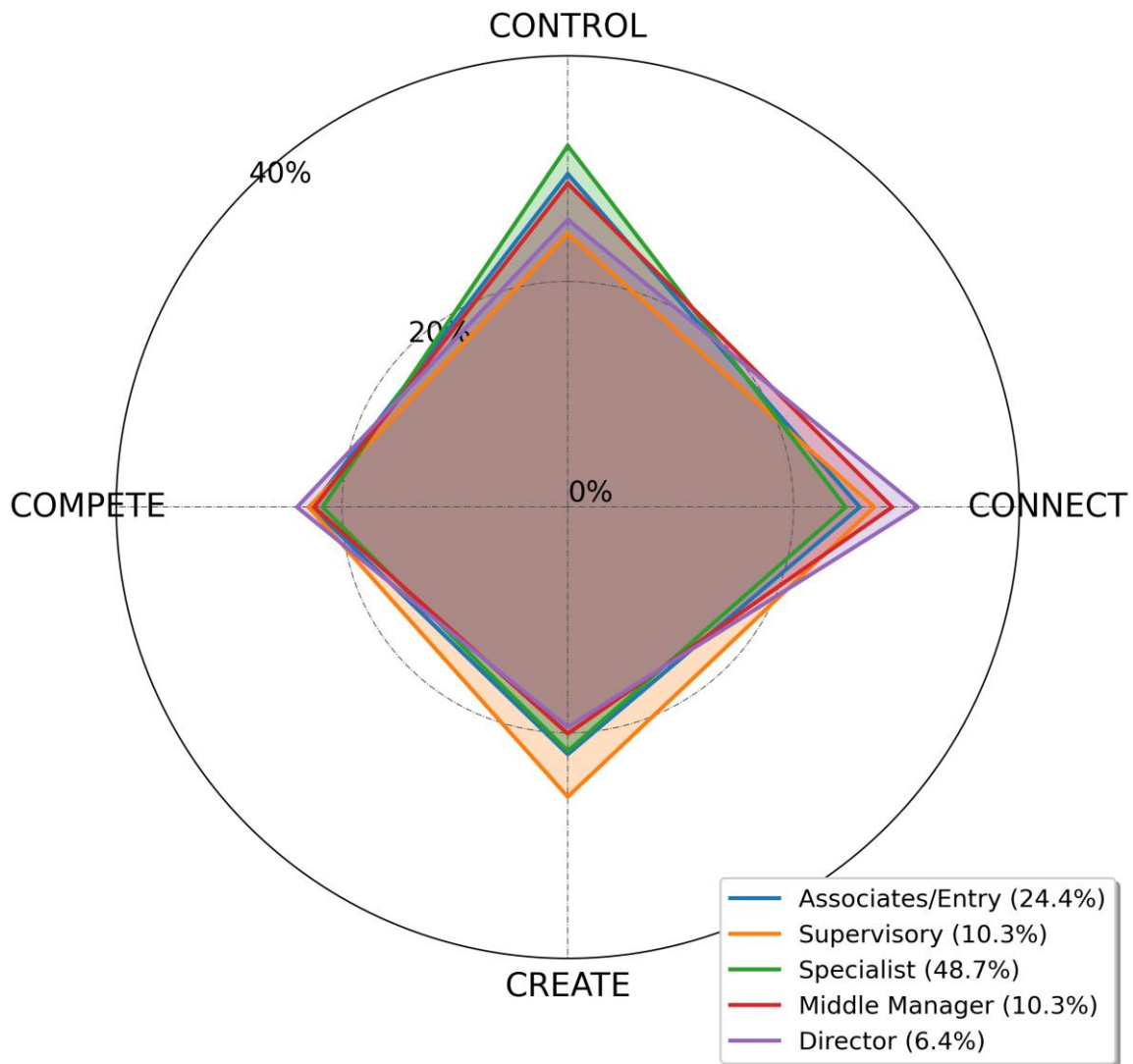
Marketing (1.3%): highest in CONSOLIDATION (score: 55.6%), lowest in CLARITY (score: 27.9%).

The largest gap in perception between groups is in CONSOLIDATION with a difference of 24.8%.

The second largest gap is in CLARITY with a difference of 22.5%.

Position Level

Culture - All Traits (Position Level)



Associates/Entry (24.4%): highest in CONTROL (score: 29.5%), lowest in CREATE (score: 21.9%).

Supervisory (10.3%): highest in CONNECT (score: 27.1%), lowest in COMPETE (score: 22.9%).

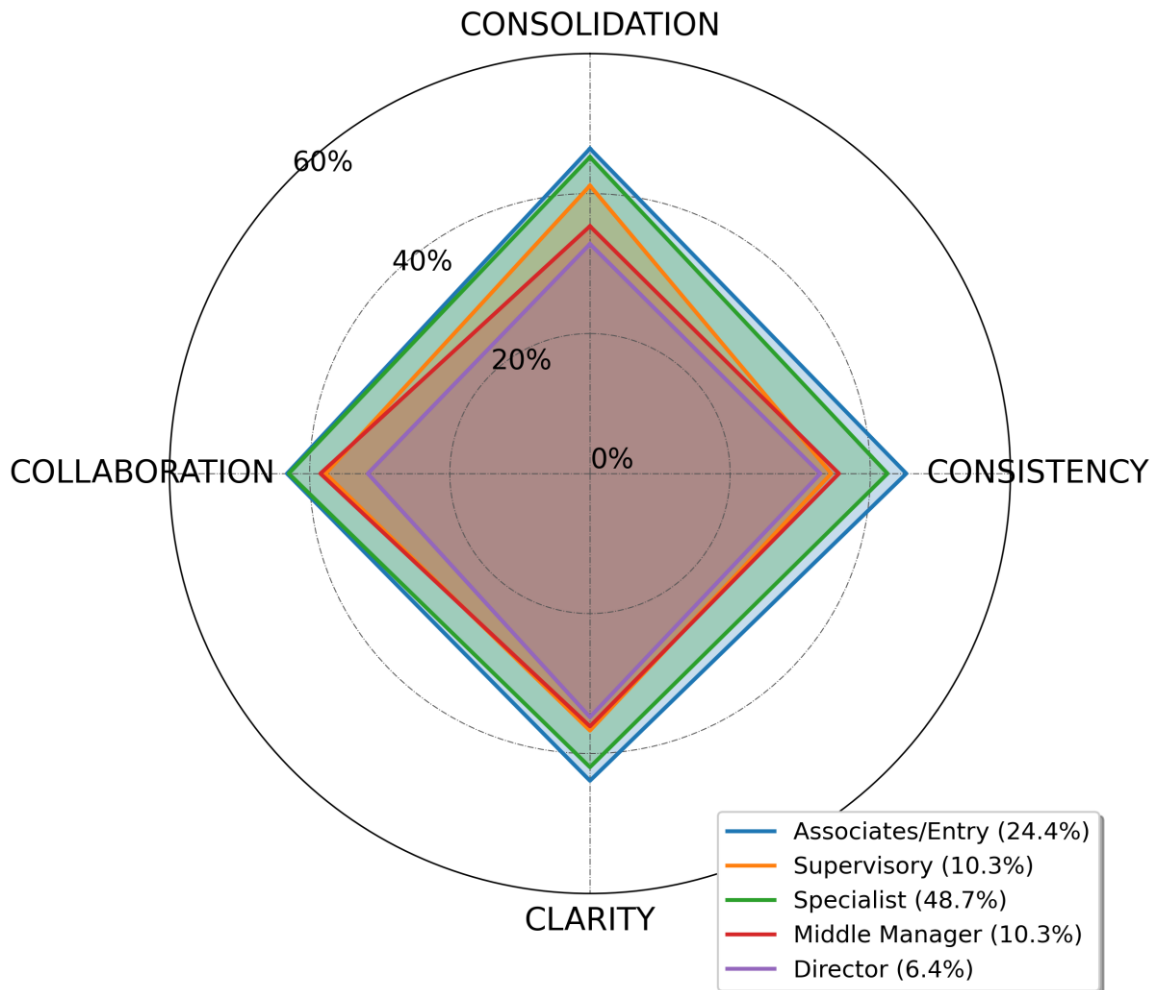
Specialist (48.7%): highest in CONTROL (score: 32.0%), lowest in CREATE (score: 21.6%).

Middle Manager (10.3%): highest in CONNECT (score: 28.7%), lowest in CREATE (score: 20.1%).

Director (6.4%): highest in CONNECT (score: 31.0%), lowest in CREATE (score: 19.5%).

The largest gap in perception between groups is in CONTROL with a difference of 7.8%. The second largest gap is in CONNECT with a difference of 6.4%.

Dynamics - All Traits (Position Level)



Associates/Entry (24.4%): highest in CONSOLIDATION (score: 46.4%), lowest in COLLABORATION (score: 43.2%).

Supervisory (10.3%): highest in CONSOLIDATION (score: 41.1%), lowest in CONSISTENCY (score: 34.4%).

Specialist (48.7%): highest in CONSOLIDATION (score: 45.2%), lowest in CLARITY (score: 42.0%).

Middle Manager (10.3%): highest in COLLABORATION (score: 38.5%), lowest in CONSOLIDATION (score: 35.3%).

Director (6.4%): highest in CLARITY (score: 34.8%), lowest in COLLABORATION (score: 31.7%).

The largest gap in perception between groups is in CONSOLIDATION with a difference of 13.6%.

The second largest gap is in CONSISTENCY with a difference of 12.3%.

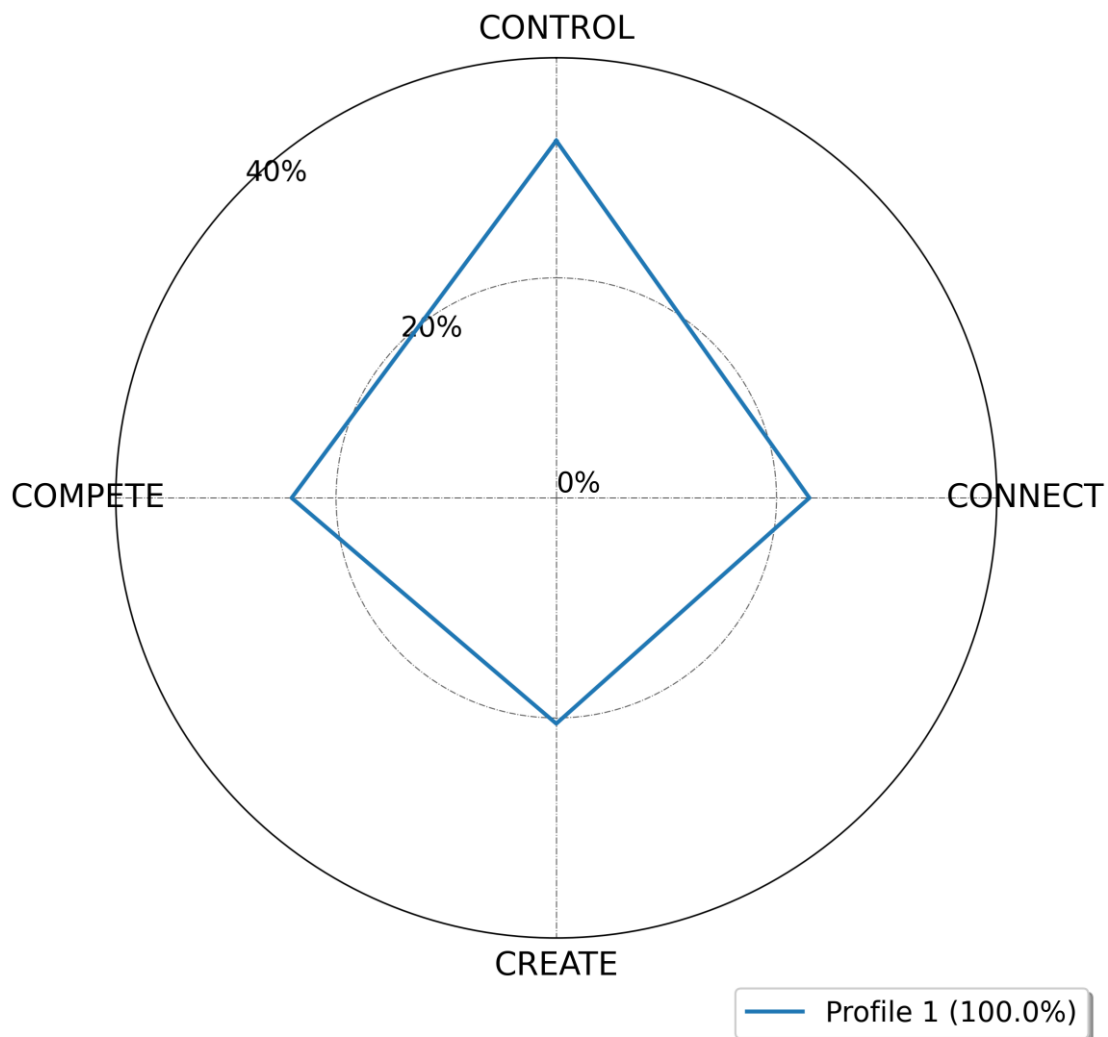
Your In-depth Results

Decision-Making

Culture

- Profile 1 (100.0% of your team) scores highest in CONTROL (32.5%) and lowest in CREATE (20.5%).
- The largest variability is observed in the CONTROL dimension, achieving scores as high as 32.5%.
- In contrast, CREATE scores the lowest at 20.5%, indicating significant disparity in practices.

Decision-Making - Culture Representative Profiles



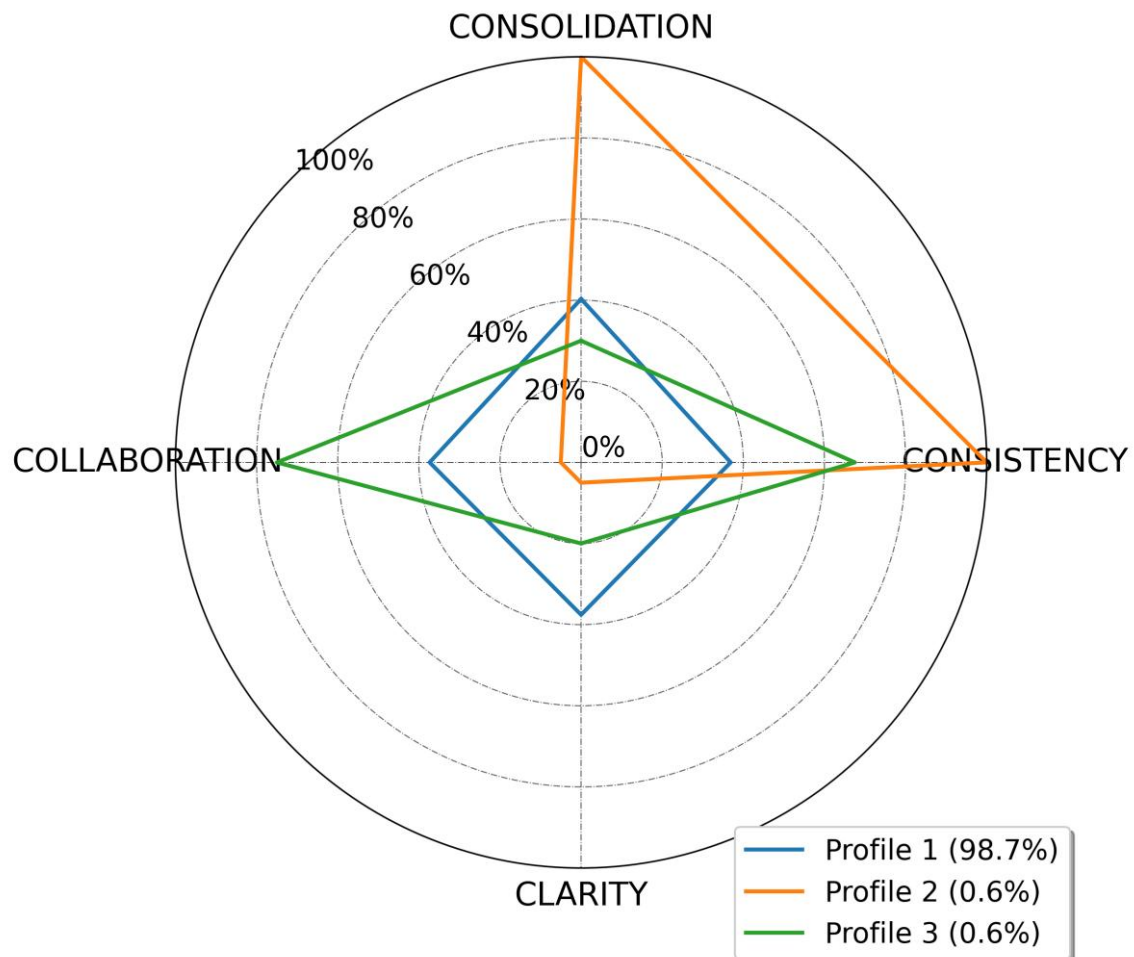
Dynamics

By Profile

- Profile 1 (98.7% of your team) scores highest in CONSOLIDATION (40.3%) and lowest in CONSISTENCY (36.9%).
- Profile 2 (0.6% of your team) scores highest in CONSOLIDATION (100.0%) and lowest in CLARITY (5.0%).
- Profile 3 (0.6% of your team) scores highest in COLLABORATION (75.0%) and lowest in CLARITY (20.0%).

- The largest variability is observed in the CONSOLIDATION dimension, achieving scores as high as 100.0%.
- In contrast, CLARITY scores the lowest at 5.0%, indicating significant disparity in practices.

Decision-Making - Dynamics Representative Profiles



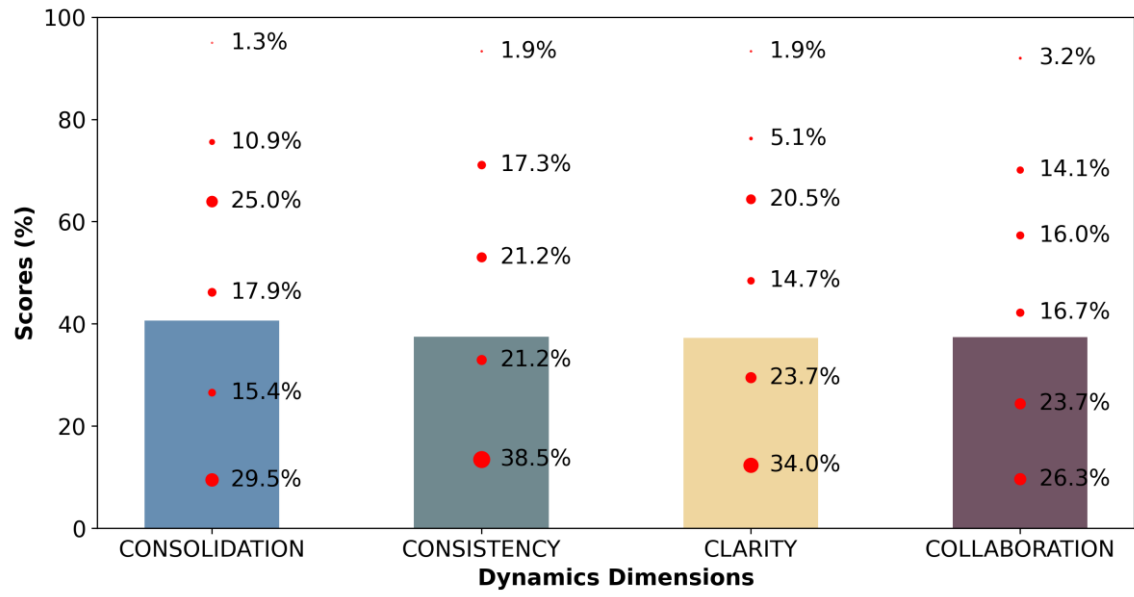
By Dimension

CONSOLIDATION: overall average is 40.6%, ranging from 2.5% to 100.0% (gap: 97.5%).

CONSISTENCY: overall average is 37.5%, ranging from 2.5% to 100.0% (gap: 97.5%). CLARITY: overall average is 37.2%, ranging from 2.5% to 100.0% (gap: 97.5%). COLLABORATION: overall average is 37.4%, ranging from 2.5% to 100.0% (gap: 97.5%).

In Decision-Making dynamics, the largest discrepancy is in CONSOLIDATION (gap: 97.5%), suggesting an area for improvement, while CONSOLIDATION shows high alignment (gap: 97.5%).

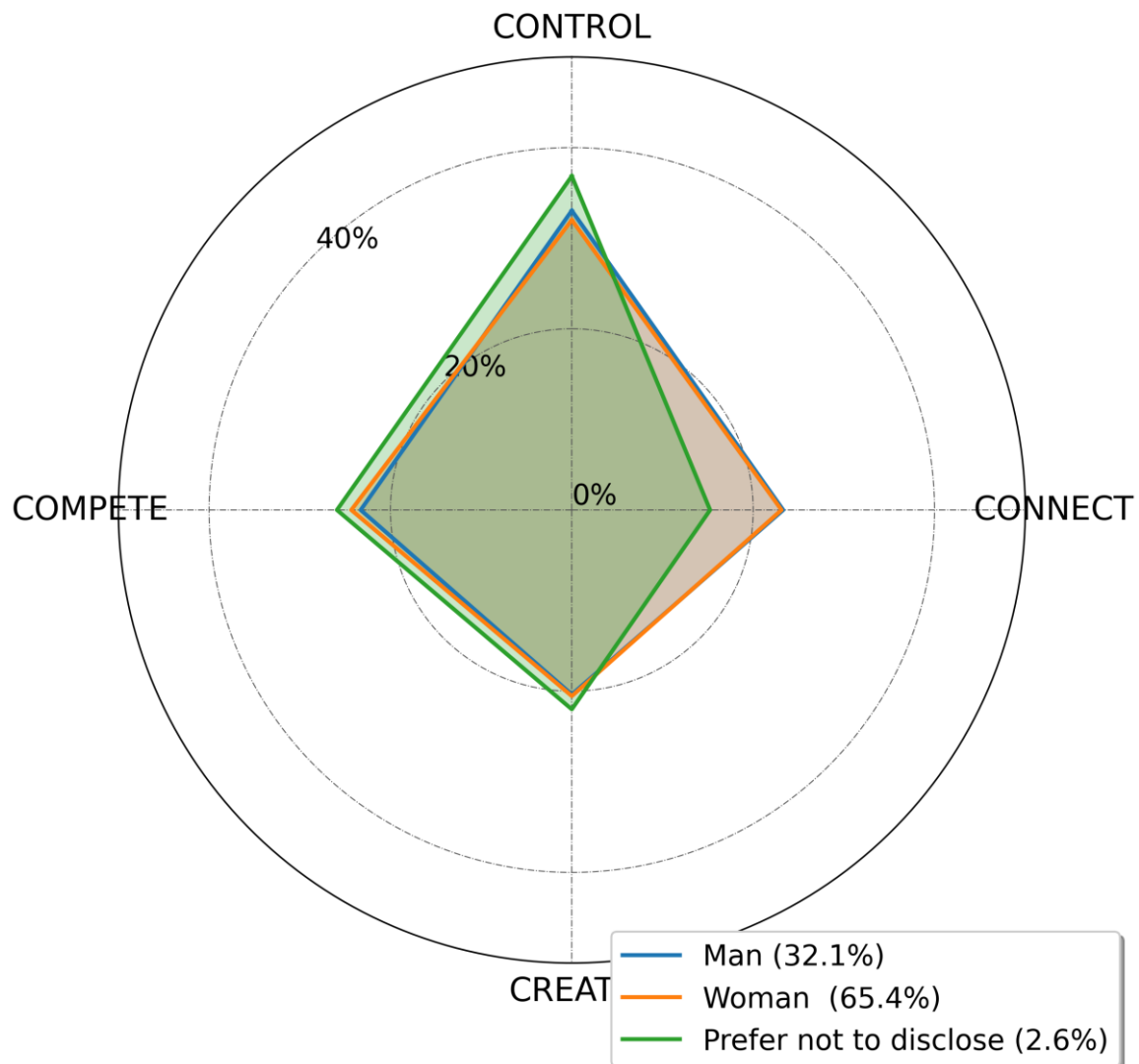
Decision-Making - Team Dynamics Distribution



Diversity

Gender

Culture - Decision-Making (Gender)



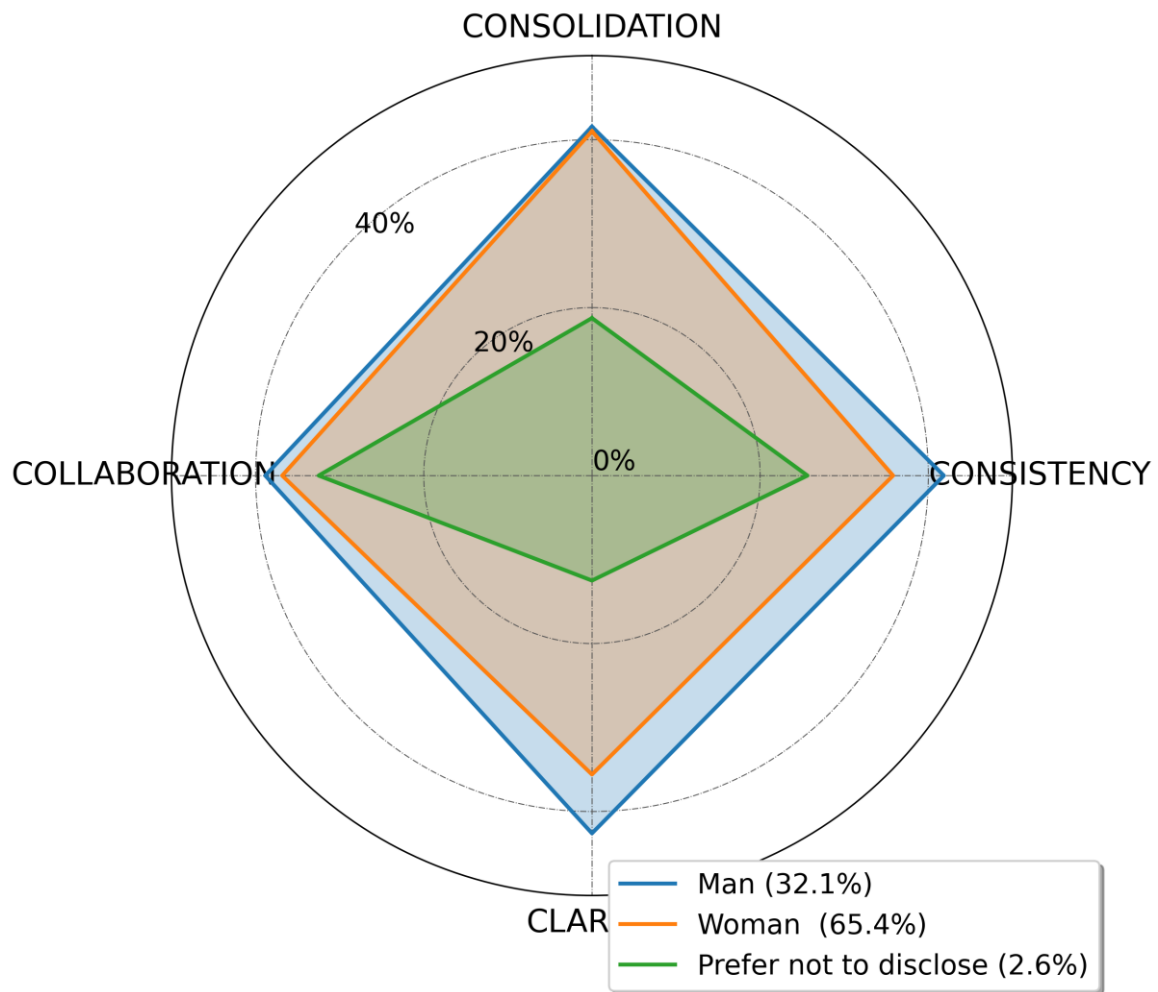
Man (32.1%): highest in CONTROL (score: 33.0%), lowest in CREATE (score: 20.4%).

Woman (65.4%): highest in CONTROL (score: 32.0%), lowest in CREATE (score: 20.5%).

Prefer not to disclose (2.6%): highest in CONTROL (score: 36.9%), lowest in CONNECT (score: 15.2%).

The largest gap in perception between groups is in CONNECT with a difference of 8.1%. The second largest gap is in CONTROL with a difference of 4.8%.

Dynamics - Decision-Making (Gender)



Man (32.1%): highest in CLARITY (score: 42.6%), lowest in COLLABORATION (score: 38.9%).

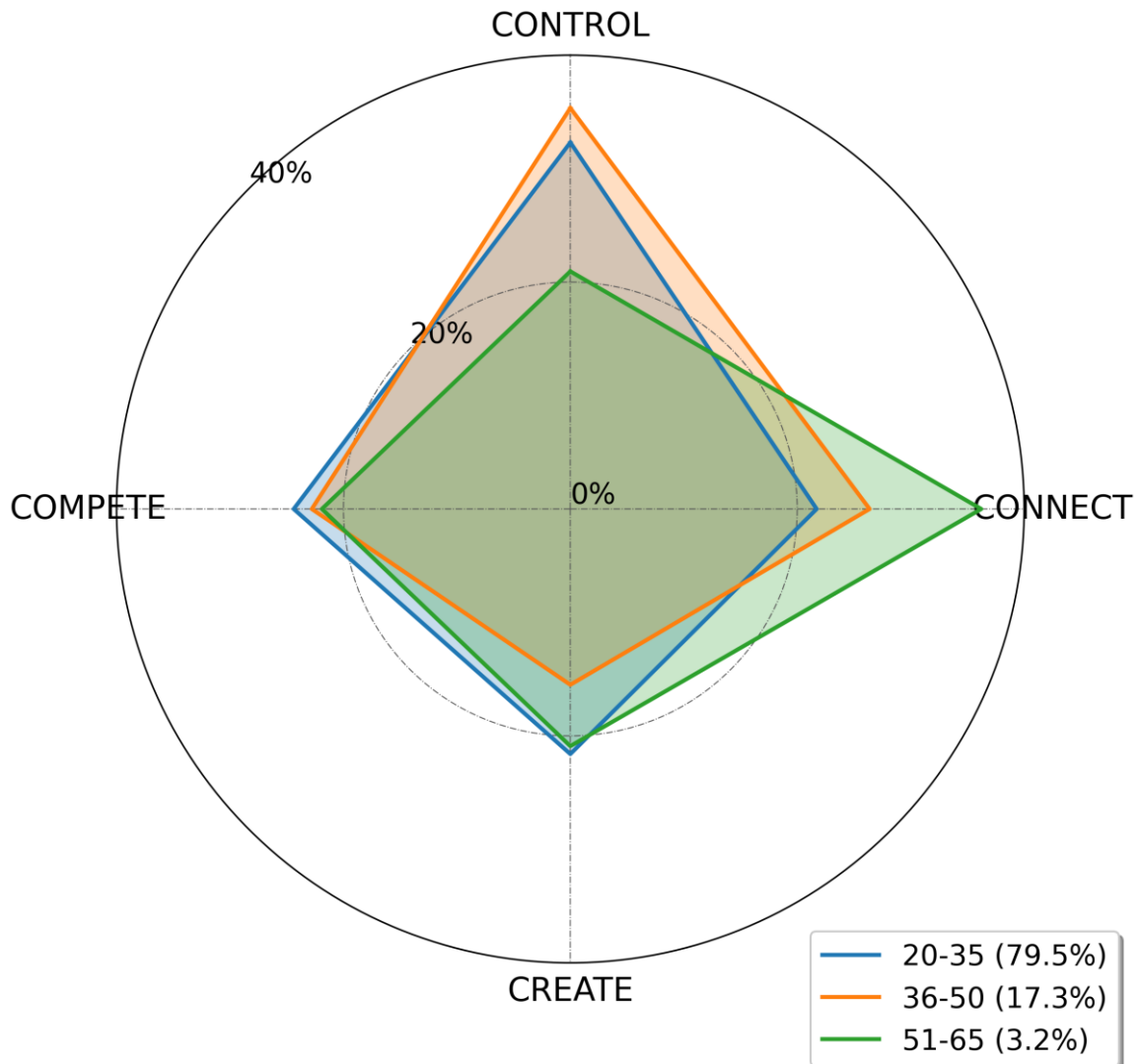
Woman (65.4%): highest in CONSOLIDATION (score: 41.0%), lowest in CLARITY (score: 35.6%).

Prefer not to disclose (2.6%): highest in COLLABORATION (score: 32.5%), lowest in CLARITY (score: 12.5%).

The largest gap in perception between groups is in CLARITY with a difference of 30.1%. The second largest gap is in CONSOLIDATION with a difference of 22.8%.

Age

Culture - Decision-Making (Age)



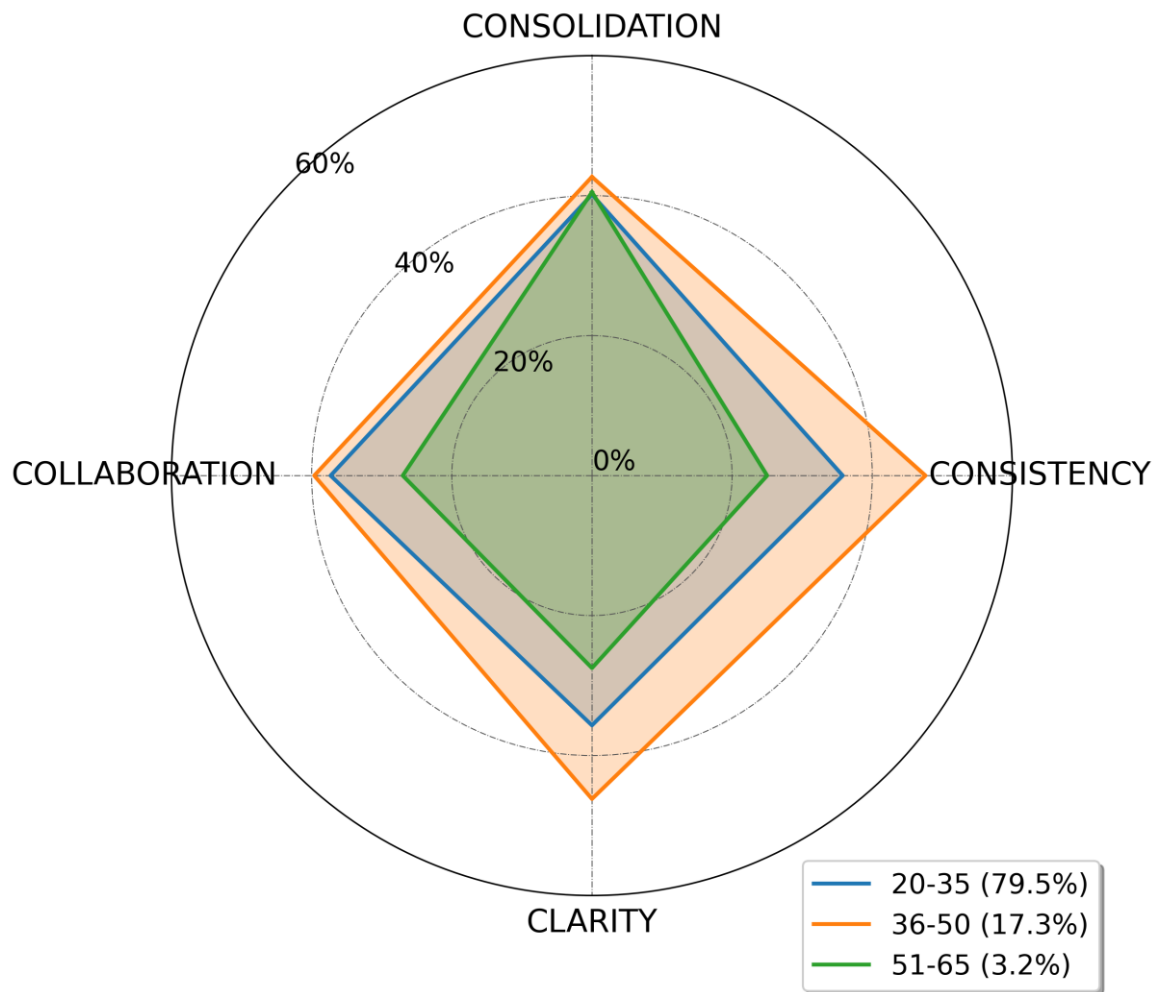
20-35 (79.5%): highest in CONTROL (score: 32.3%), lowest in CREATE (score: 21.6%).

36-50 (17.3%): highest in CONTROL (score: 35.3%), lowest in CREATE (score: 15.5%).

51-65 (3.2%): highest in CONNECT (score: 36.2%), lowest in CREATE (score: 20.9%).

The largest gap in perception between groups is in CONNECT with a difference of 14.5%. The second largest gap is in CONTROL with a difference of 14.4%.

Dynamics - Decision-Making (Age)



20-35 (79.5%): highest in CONSOLIDATION (score: 40.2%), lowest in CLARITY (score: 35.7%).

36-50 (17.3%): highest in CONSISTENCY (score: 47.6%), lowest in COLLABORATION (score: 39.6%).

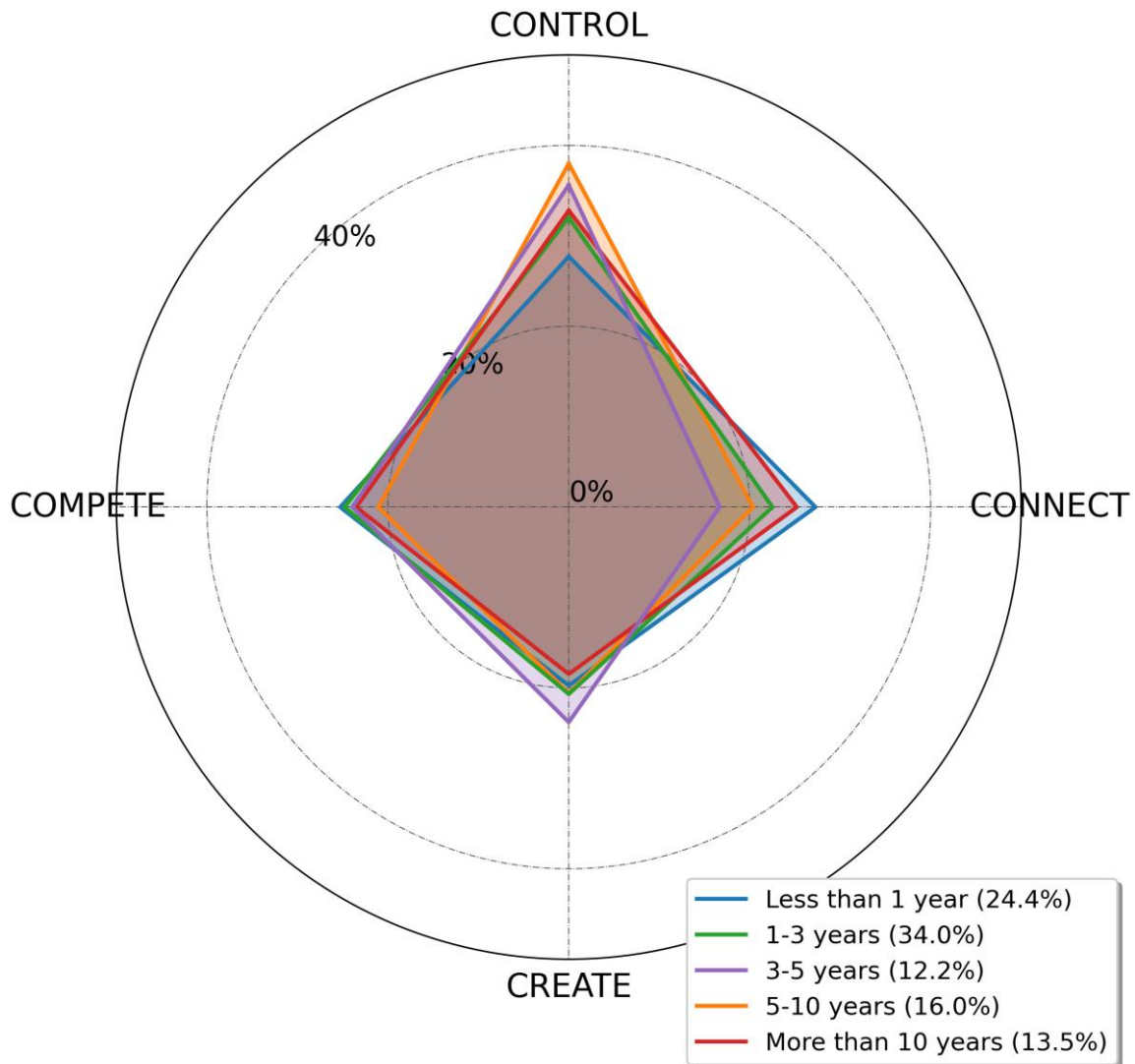
51-65 (3.2%): highest in CONSOLIDATION (score: 40.5%), lowest in CONSISTENCY (score: 25.0%).

The largest gap in perception between groups is in CONSISTENCY with a difference of 22.6%.

The second largest gap is in CLARITY with a difference of 18.7%.

Employment

Culture - Decision-Making (Employment)



Less than 1 year (24.4%): highest in CONTROL (score: 27.7%), lowest in CREATE (score: 19.7%).

1-3 years (34.0%): highest in CONTROL (score: 32.0%), lowest in CREATE (score: 20.7%).

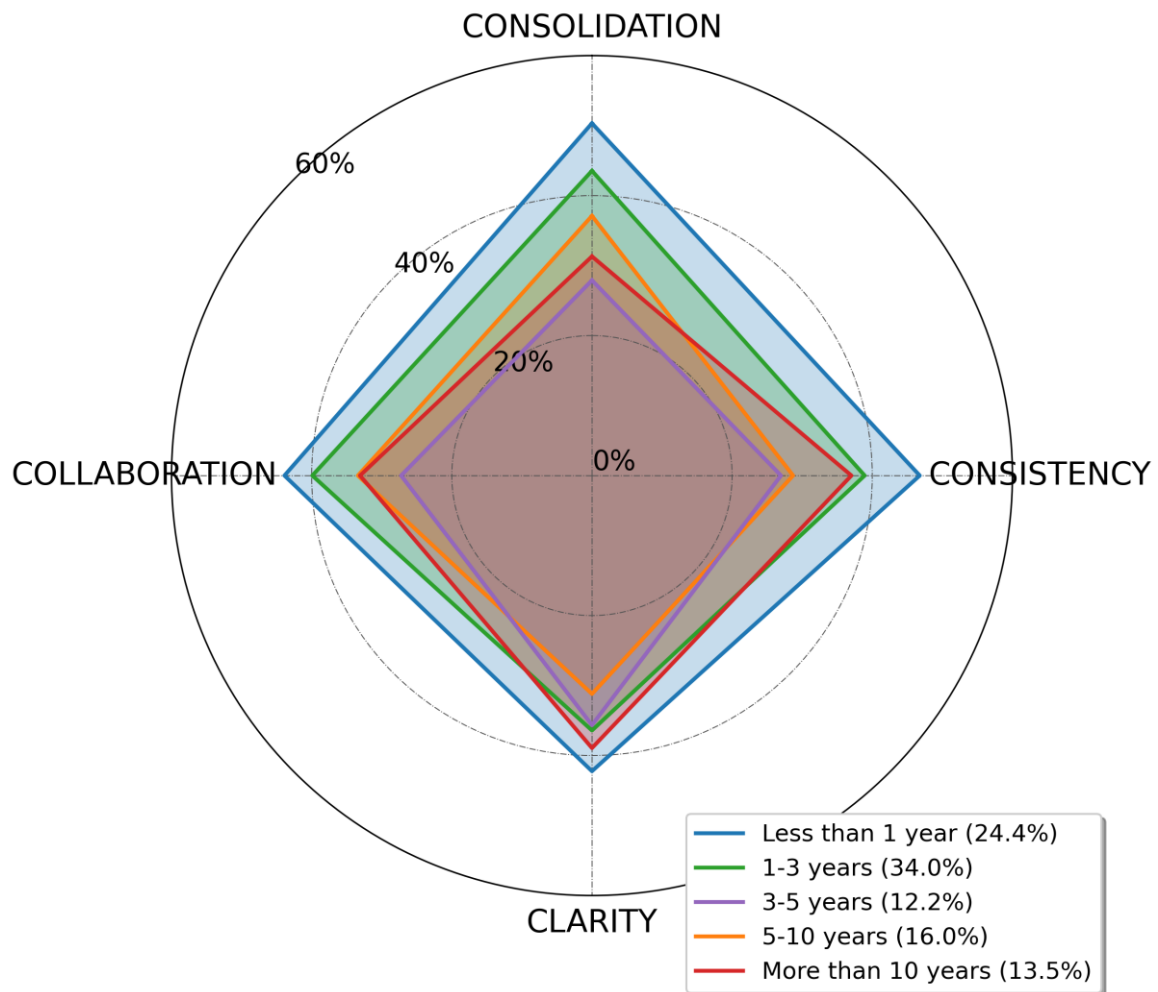
3-5 years (12.2%): highest in CONTROL (score: 35.6%), lowest in CONNECT (score: 16.7%).

5-10 years (16.0%): highest in CONTROL (score: 38.0%), lowest in CONNECT (score: 20.4%).

More than 10 years (13.5%): highest in CONTROL (score: 32.8%), lowest in CREATE (score: 18.5%).

The largest gap in perception between groups is in CONNECT with a difference of 10.6%. The second largest gap is in CONTROL with a difference of 10.3%.

Dynamics - Decision-Making (Employment)



Less than 1 year (24.4%): highest in CONSOLIDATION (score: 50.3%), lowest in CLARITY (score: 42.2%).

1-3 years (34.0%): highest in CONSOLIDATION (score: 43.5%), lowest in CLARITY (score: 36.4%).

3-5 years (12.2%): highest in CLARITY (score: 35.7%), lowest in CONSISTENCY (score: 27.0%).

5-10 years (16.0%): highest in CONSOLIDATION (score: 37.1%), lowest in CONSISTENCY (score: 28.7%).

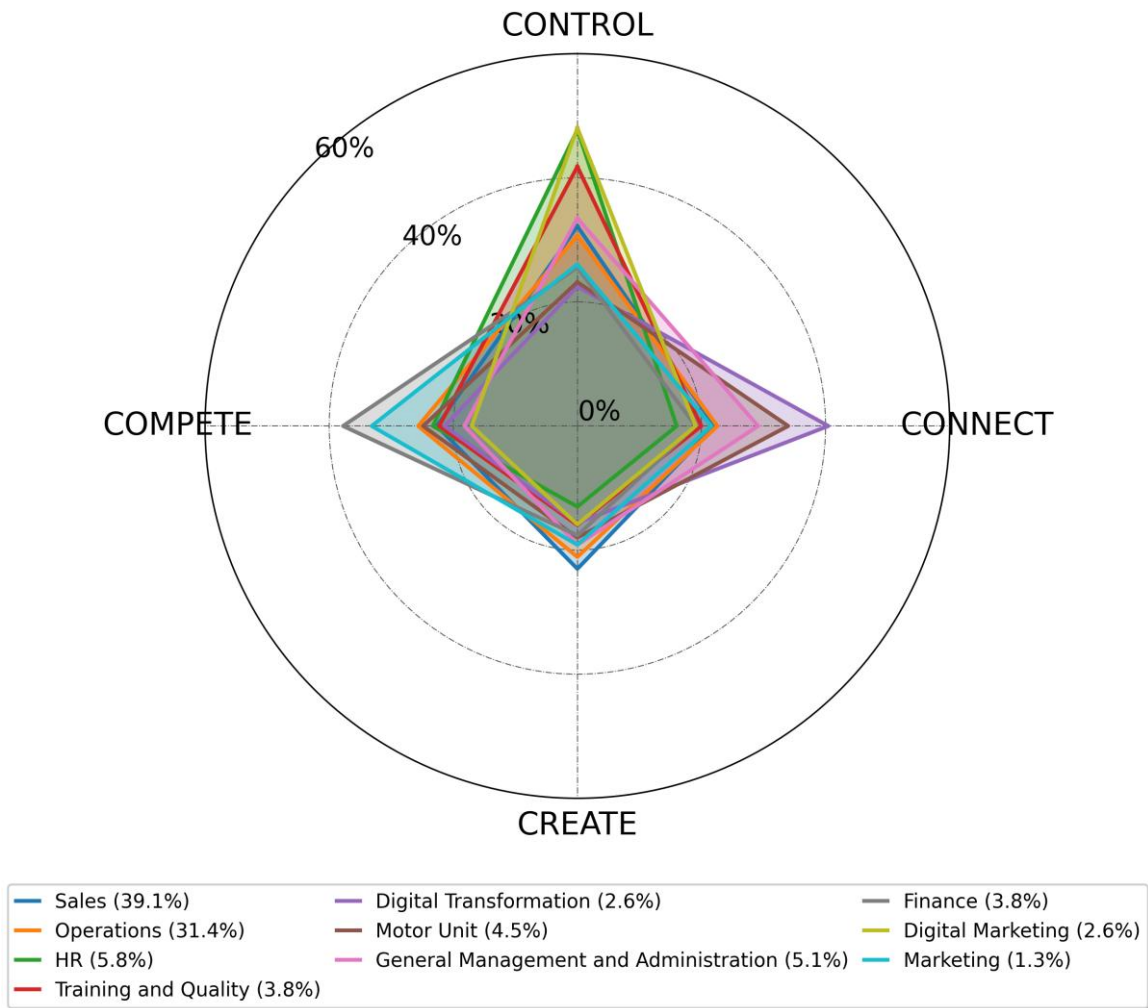
More than 10 years (13.5%): highest in CLARITY (score: 38.9%), lowest in CONSOLIDATION (score: 31.3%).

The largest gap in perception between groups is in CONSOLIDATION with a difference of 22.4%.

The second largest gap is in CONSISTENCY with a difference of 19.8%.

Department

Culture - Decision-Making (Department)



Sales (39.1%): highest in CONTROL (score: 32.2%), lowest in CONNECT (score: 22.1%).

Operations (31.4%): highest in CONTROL (score: 30.7%), lowest in CREATE (score: 21.1%).

HR (5.8%): highest in CONTROL (score: 47.7%), lowest in CREATE (score: 13.0%).

Training and Quality (3.8%): highest in CONTROL (score: 41.8%), lowest in CREATE (score: 16.0%).

Digital Transformation (2.6%): highest in CONNECT (score: 40.4%), lowest in CREATE (score: 15.7%).

Motor Unit (4.5%): highest in CONNECT (score: 34.0%), lowest in CREATE (score: 18.0%).

General Management and Administration (5.1%): highest in CONTROL (score: 33.5%), lowest in COMPETE (score: 18.2%).

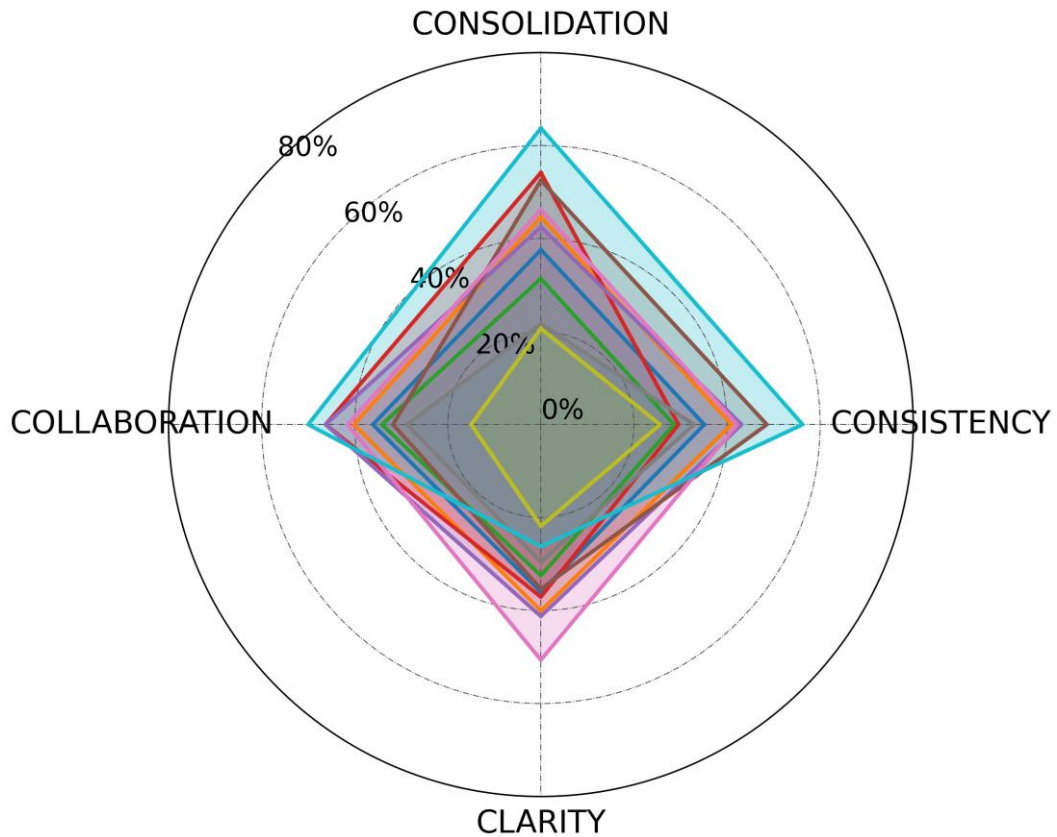
Finance (3.8%): highest in COMPETE (score: 37.8%), lowest in CREATE (score: 17.6%).

Digital Marketing (2.6%): highest in CONTROL (score: 48.1%), lowest in CREATE (score: 15.9%).

Marketing (1.3%): highest in COMPETE (score: 33.1%), lowest in CREATE (score: 19.1%).

The largest gap in perception between groups is in CONTROL with a difference of 25.6%. The second largest gap is in CONNECT with a difference of 24.4%.

Dynamics - Decision-Making (Department)



Sales (39.1%): highest in CONSOLIDATION (score: 37.6%), lowest in CONSISTENCY (score: 35.1%).

Operations (31.4%): highest in CONSOLIDATION (score: 44.6%), lowest in CLARITY (score: 40.1%).

HR (5.8%): highest in COLLABORATION (score: 34.2%), lowest in CONSISTENCY (score: 28.6%).

Training and Quality (3.8%): highest in CONSOLIDATION (score: 54.2%), lowest in CONSISTENCY (score: 29.6%).

Digital Transformation (2.6%): highest in COLLABORATION (score: 46.2%), lowest in CLARITY (score: 41.2%).

Motor Unit (4.5%): highest in CONSOLIDATION (score: 52.5%), lowest in COLLABORATION (score: 31.8%).

General Management and Administration (5.1%): highest in CLARITY (score: 50.6%), lowest in COLLABORATION (score: 41.6%).

Finance (3.8%): highest in CONSISTENCY (score: 32.9%), lowest in CONSOLIDATION (score: 21.7%).

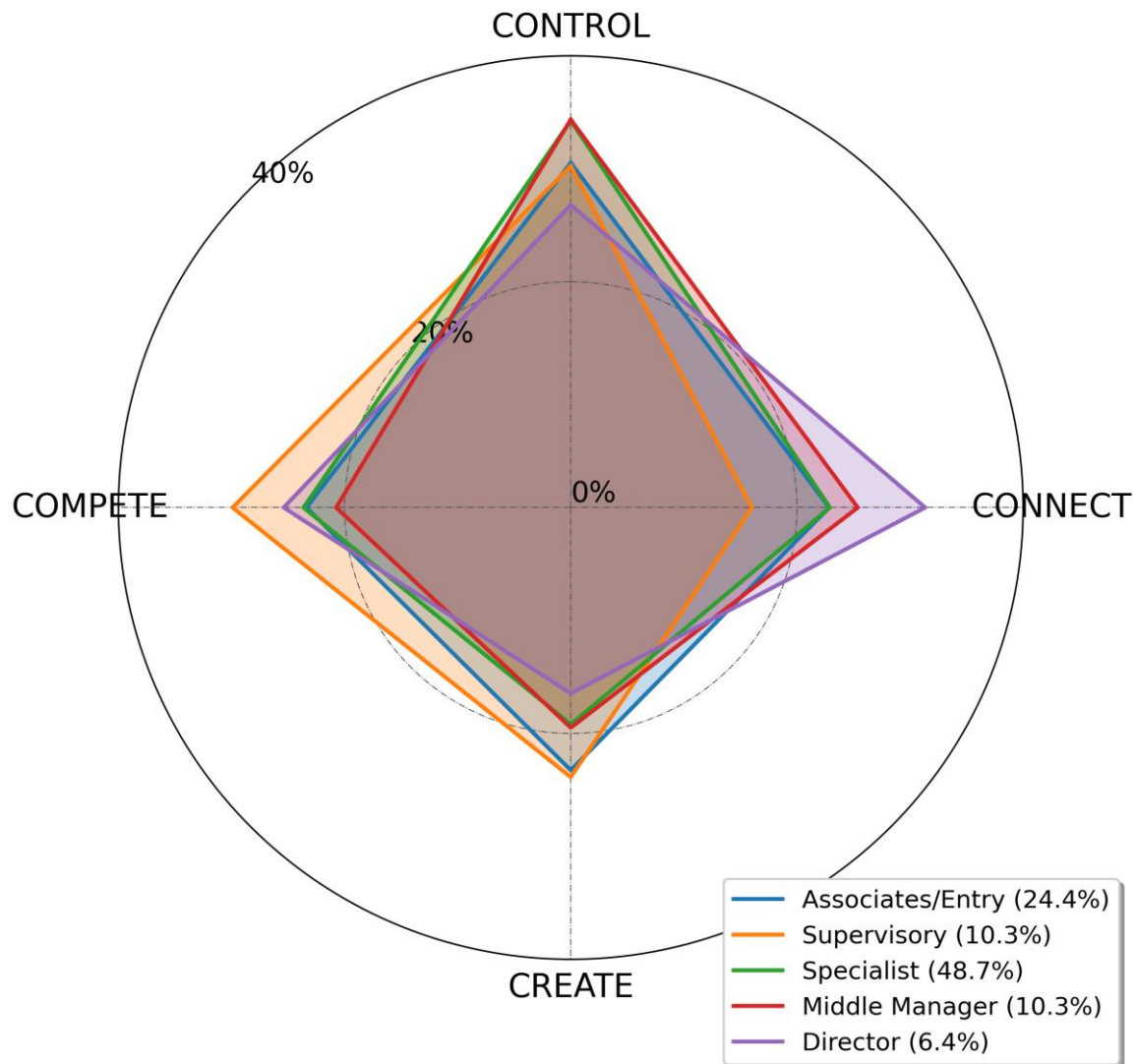
Digital Marketing (2.6%): highest in CONSISTENCY (score: 25.6%), lowest in COLLABORATION (score: 15.0%).

Marketing (1.3%): highest in CONSOLIDATION (score: 63.8%), lowest in CLARITY (score: 26.2%).

The largest gap in perception between groups is in CONSOLIDATION with a difference of 43.1%.
The second largest gap is in COLLABORATION with a difference of 35.0%.

Position Level

Culture - Decision-Making (Position Level)



Associates/Entry (24.4%): highest in CONTROL (score: 30.5%), lowest in CONNECT (score: 22.9%).

Supervisory (10.3%): highest in CONTROL (score: 30.2%), lowest in CONNECT (score: 16.0%).

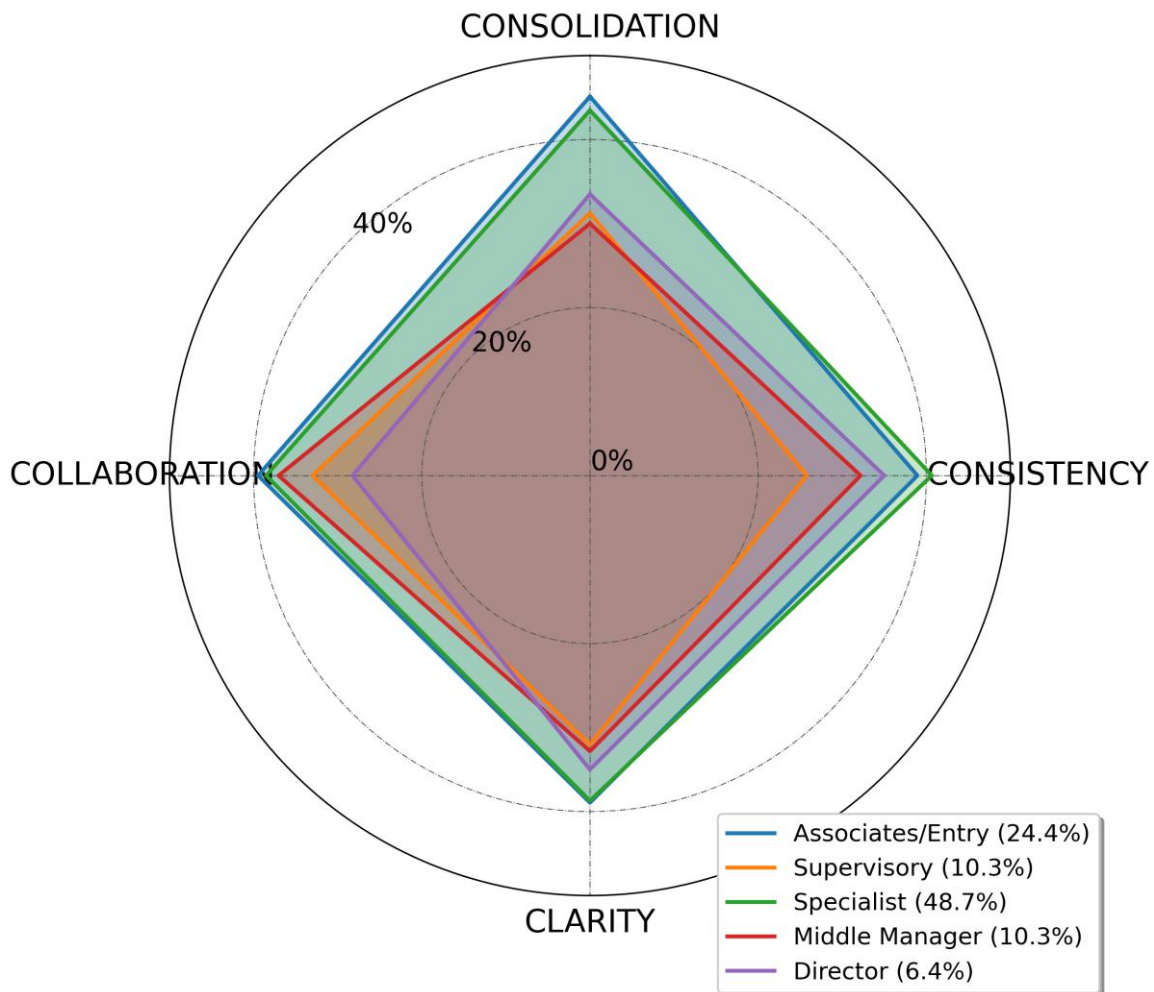
Specialist (48.7%): highest in CONTROL (score: 34.3%), lowest in CREATE (score: 19.2%).

Middle Manager (10.3%): highest in CONTROL (score: 34.3%), lowest in CREATE (score: 19.5%).

Director (6.4%): highest in CONNECT (score: 31.3%), lowest in CREATE (score: 16.5%).

The largest gap in perception between groups is in CONNECT with a difference of 15.3%. The second largest gap is in COMPETE with a difference of 9.2%.

Dynamics - Decision-Making (Position Level)



Associates/Entry (24.4%): highest in CONSOLIDATION (score: 45.1%), lowest in CONSISTENCY (score: 38.9%).

Supervisory (10.3%): highest in COLLABORATION (score: 33.0%), lowest in CONSISTENCY (score: 25.8%).

Specialist (48.7%): highest in CONSOLIDATION (score: 43.5%), lowest in COLLABORATION (score: 38.5%).

Middle Manager (10.3%): highest in COLLABORATION (score: 37.0%), lowest in CONSOLIDATION (score: 30.0%).

Director (6.4%): highest in CONSISTENCY (score: 35.0%), lowest in COLLABORATION (score: 28.2%).

The largest gap in perception between groups is in CONSOLIDATION with a difference of 15.1%.

The second largest gap is in CONSISTENCY with a difference of 14.9%.

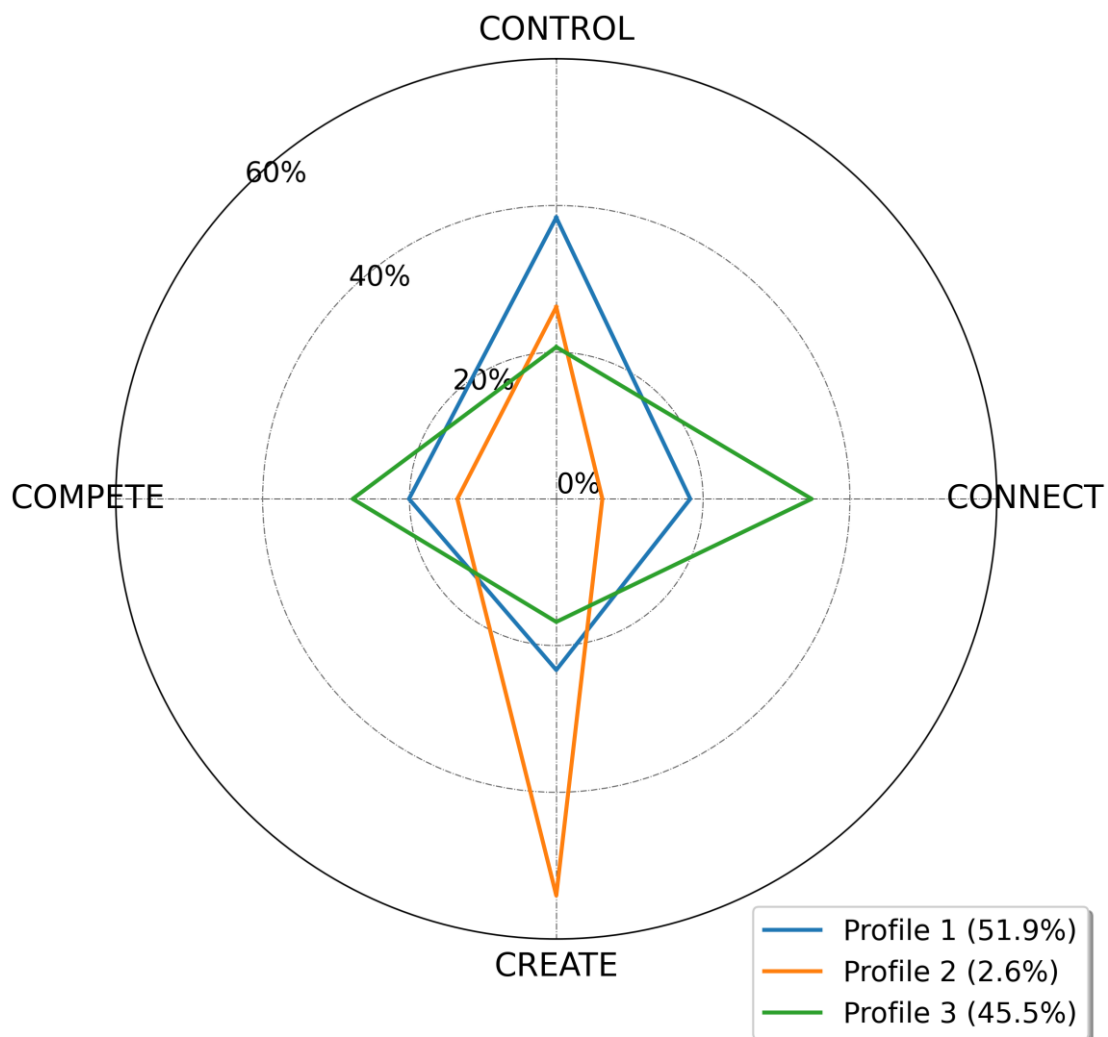
Information Sharing

Culture

- Profile 1 (51.9% of your team) scores highest in CONTROL (38.4%) and lowest in CONNECT (18.2%).

- Profile 2 (2.6% of your team) scores highest in CREATE (54.1%) and lowest in CONNECT (6.3%).
- Profile 3 (45.5% of your team) scores highest in CONNECT (34.8%) and lowest in CREATE (16.8%).
- The largest variability is observed in the CREATE dimension, achieving scores as high as 54.1%.
- In contrast, CONNECT scores the lowest at 6.3%, indicating significant disparity in practices.

Information Sharing - Culture Representative Profiles



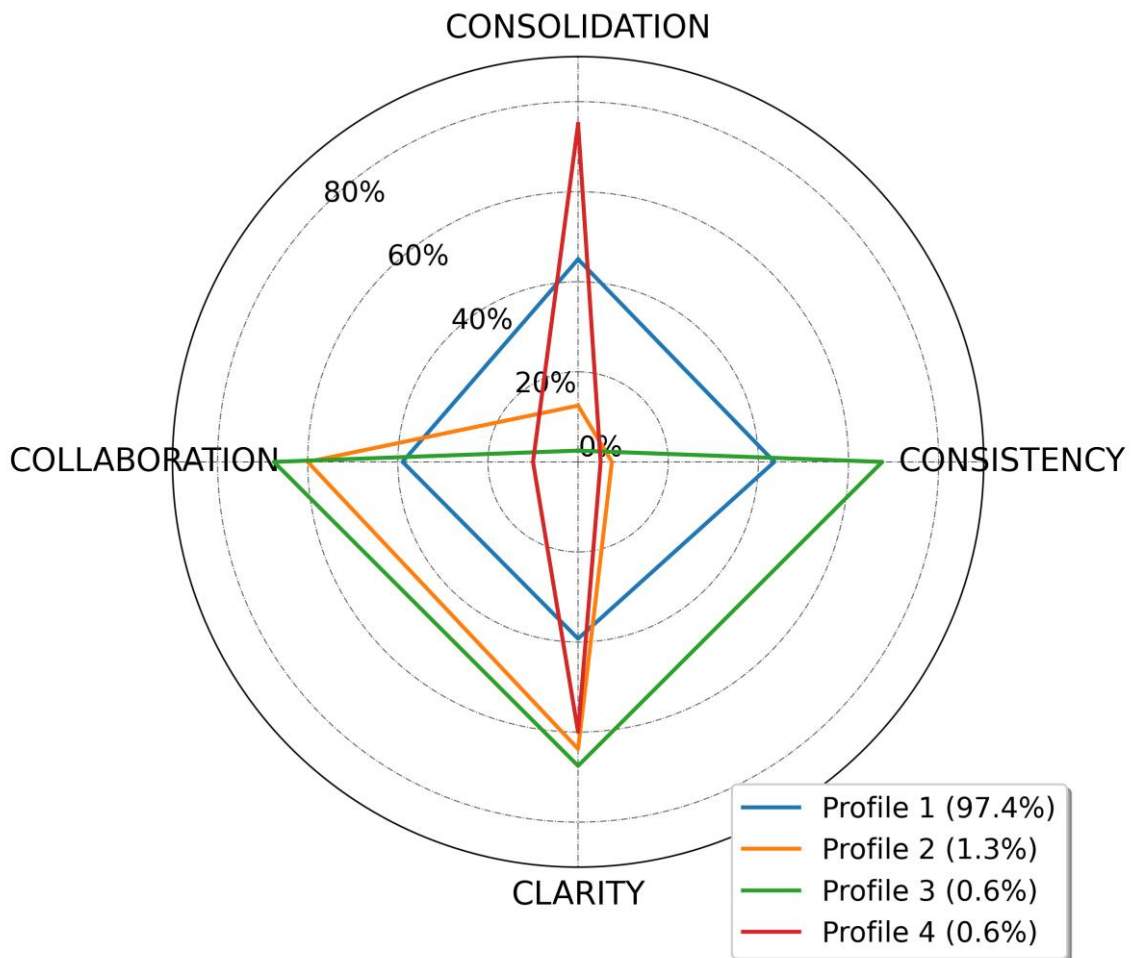
Dynamics

By Profile

- Profile 1 (97.4% of your team) scores highest in CONSOLIDATION (45.0%) and lowest in COLLABORATION (38.9%).
- Profile 2 (1.3% of your team) scores highest in CLARITY (63.8%) and lowest in CONSISTENCY (7.5%).
- Profile 3 (0.6% of your team) scores highest in CONSISTENCY (67.5%) and lowest in CONSOLIDATION (2.5%).

- Profile 4 (0.6% of your team) scores highest in CONSOLIDATION (75.0%) and lowest in CONSISTENCY (5.0%).
- The largest variability is observed in the CONSOLIDATION dimension, achieving scores as high as 75.0%.
- In contrast, CONSOLIDATION scores the lowest at 2.5%, indicating significant disparity in practices.

Information Sharing - Dynamics Representative Profiles



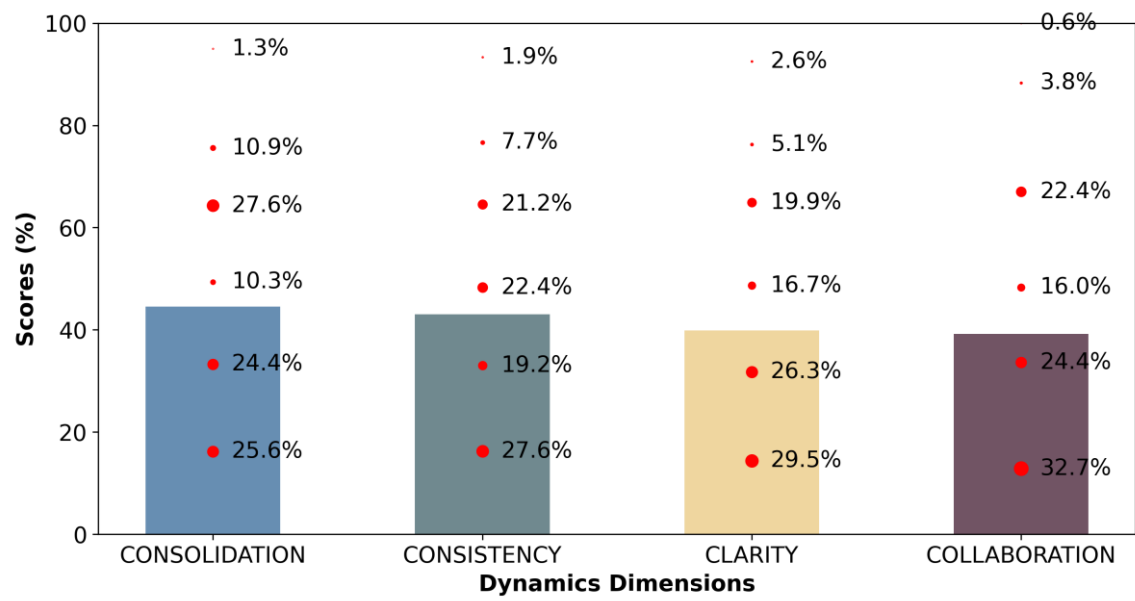
By Dimension

CONSOLIDATION: overall average is 44.5%, ranging from 2.5% to 100.0% (gap: 97.5%).

CONSISTENCY: overall average is 43.0%, ranging from 2.5% to 100.0% (gap: 97.5%). CLARITY: overall average is 39.9%, ranging from 2.5% to 100.0% (gap: 97.5%). COLLABORATION: overall average is 39.2%, ranging from 2.5% to 100.0% (gap: 97.5%).

In Information Sharing dynamics, the largest discrepancy is in CONSOLIDATION (gap: 97.5%), suggesting an area for improvement, while CONSOLIDATION shows high alignment (gap: 97.5%).

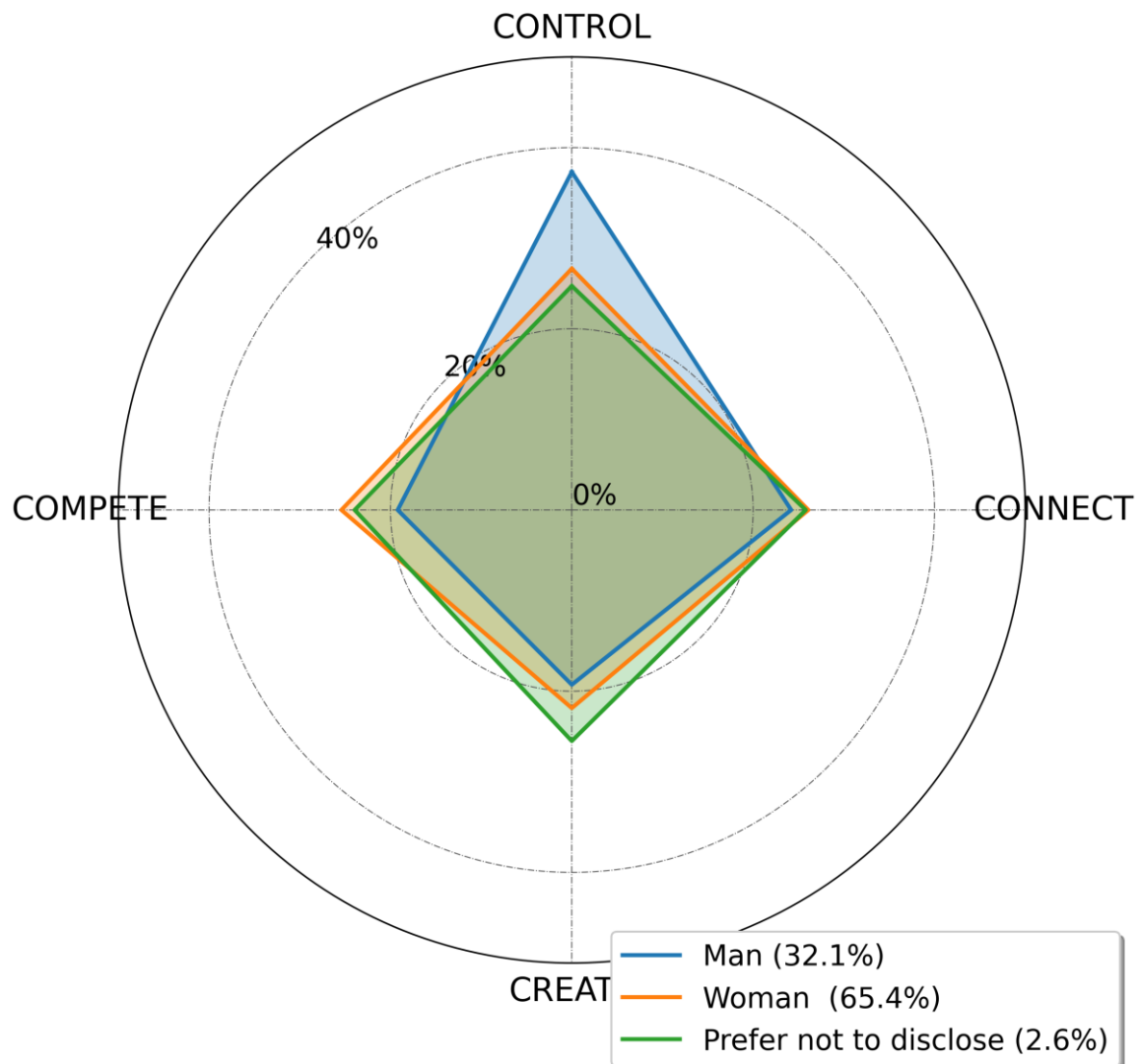
Information Sharing - Team Dynamics Distribution



Diversity

Gender

Culture - Information Sharing (Gender)



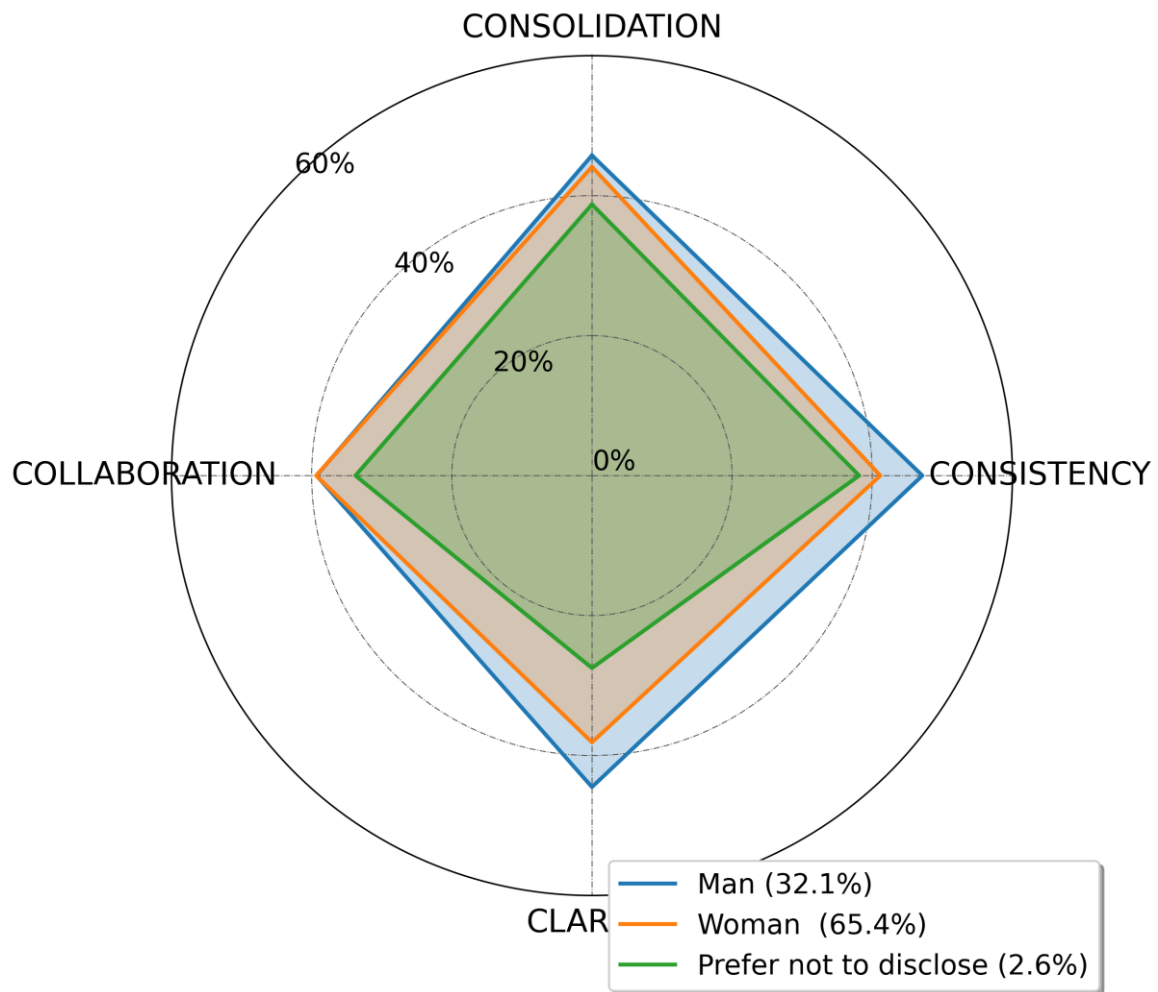
Man (32.1%): highest in CONTROL (score: 37.3%), lowest in COMPETE (score: 19.2%).

Woman (65.4%): highest in CONTROL (score: 26.6%), lowest in CREATE (score: 21.9%).

Prefer not to disclose (2.6%): highest in CONNECT (score: 25.8%), lowest in COMPETE (score: 23.9%).

The largest gap in perception between groups is in CONTROL with a difference of 12.6%. The second largest gap is in CREATE with a difference of 6.2%.

Dynamics - Information Sharing (Gender)



Man (32.1%): highest in CONSISTENCY (score: 47.1%), lowest in COLLABORATION (score: 39.3%).

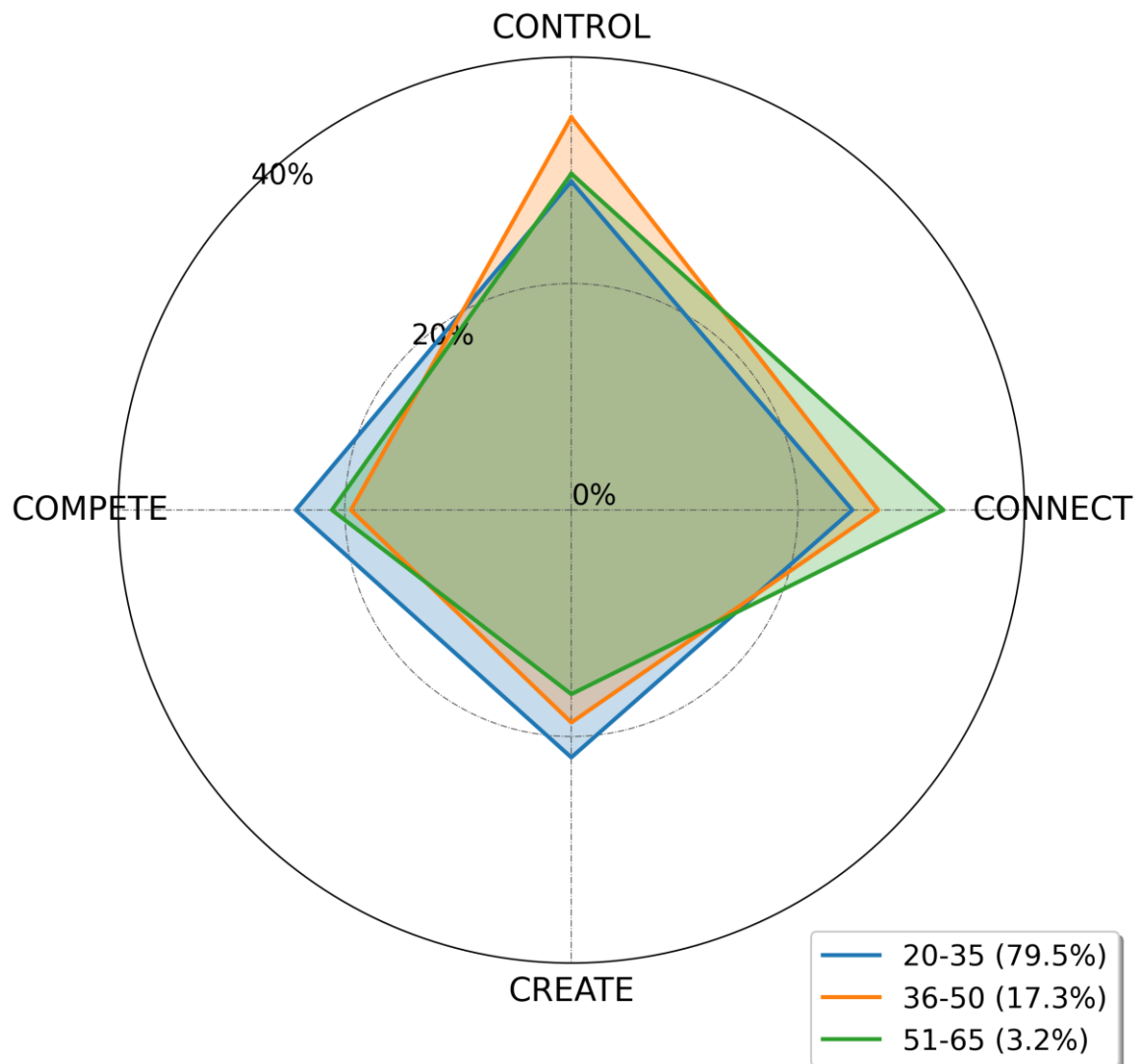
Woman (65.4%): highest in CONSOLIDATION (score: 44.1%), lowest in CLARITY (score: 38.1%).

Prefer not to disclose (2.6%): highest in CONSOLIDATION (score: 38.8%), lowest in CLARITY (score: 27.5%).

The largest gap in perception between groups is in CLARITY with a difference of 17.0%. The second largest gap is in CONSISTENCY with a difference of 9.0%.

Age

Culture - Information Sharing (Age)



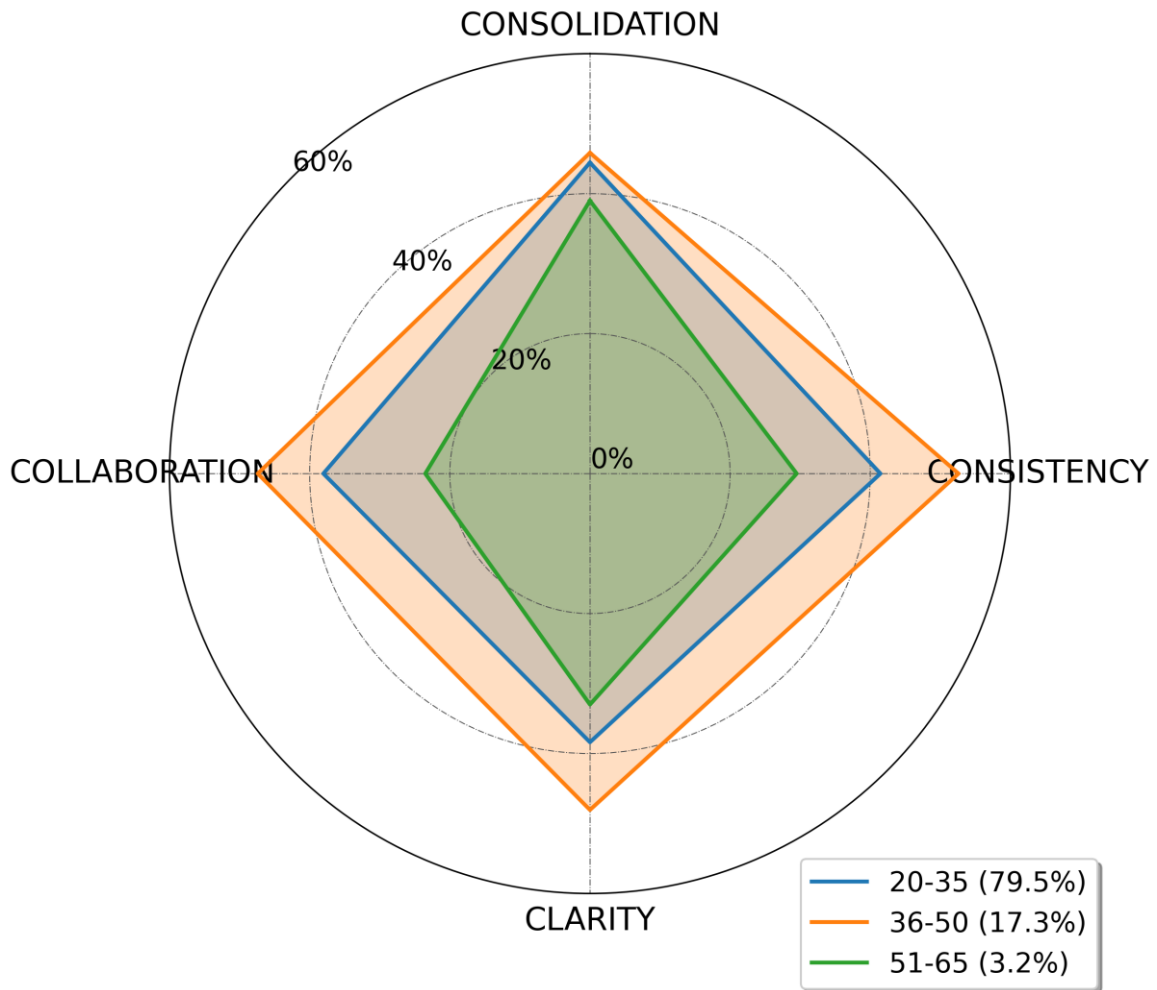
20-35 (79.5%): highest in CONTROL (score: 29.0%), lowest in CREATE (score: 21.8%).

36-50 (17.3%): highest in CONTROL (score: 34.7%), lowest in CREATE (score: 18.8%).

51-65 (3.2%): highest in CONNECT (score: 32.9%), lowest in CREATE (score: 16.3%).

The largest gap in perception between groups is in CONNECT with a difference of 8.0%. The second largest gap is in CONTROL with a difference of 5.7%.

Dynamics - Information Sharing (Age)



20-35 (79.5%): highest in CONSOLIDATION (score: 44.4%), lowest in COLLABORATION (score: 38.0%).

36-50 (17.3%): highest in CONSISTENCY (score: 52.6%), lowest in CONSOLIDATION (score: 45.8%).

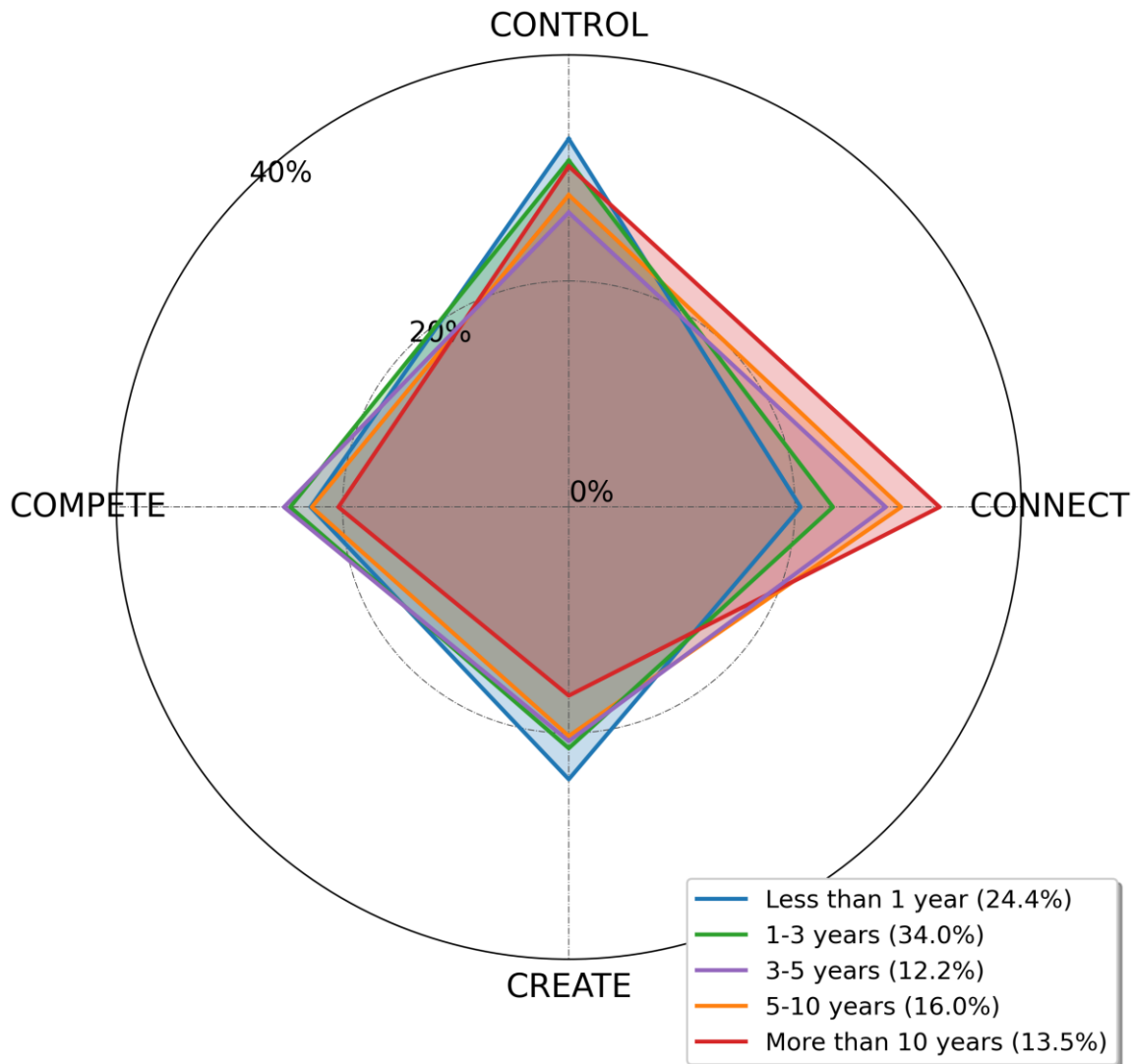
51-65 (3.2%): highest in CONSOLIDATION (score: 39.0%), lowest in COLLABORATION (score: 23.5%).

The largest gap in perception between groups is in COLLABORATION with a difference of 23.9%.

The second largest gap is in CONSISTENCY with a difference of 23.1%.

Employment

Culture - Information Sharing (Employment)



Less than 1 year (24.4%): highest in CONTROL (score: 32.6%), lowest in CONNECT (score: 20.5%).

1-3 years (34.0%): highest in CONTROL (score: 30.7%), lowest in CREATE (score: 21.3%).

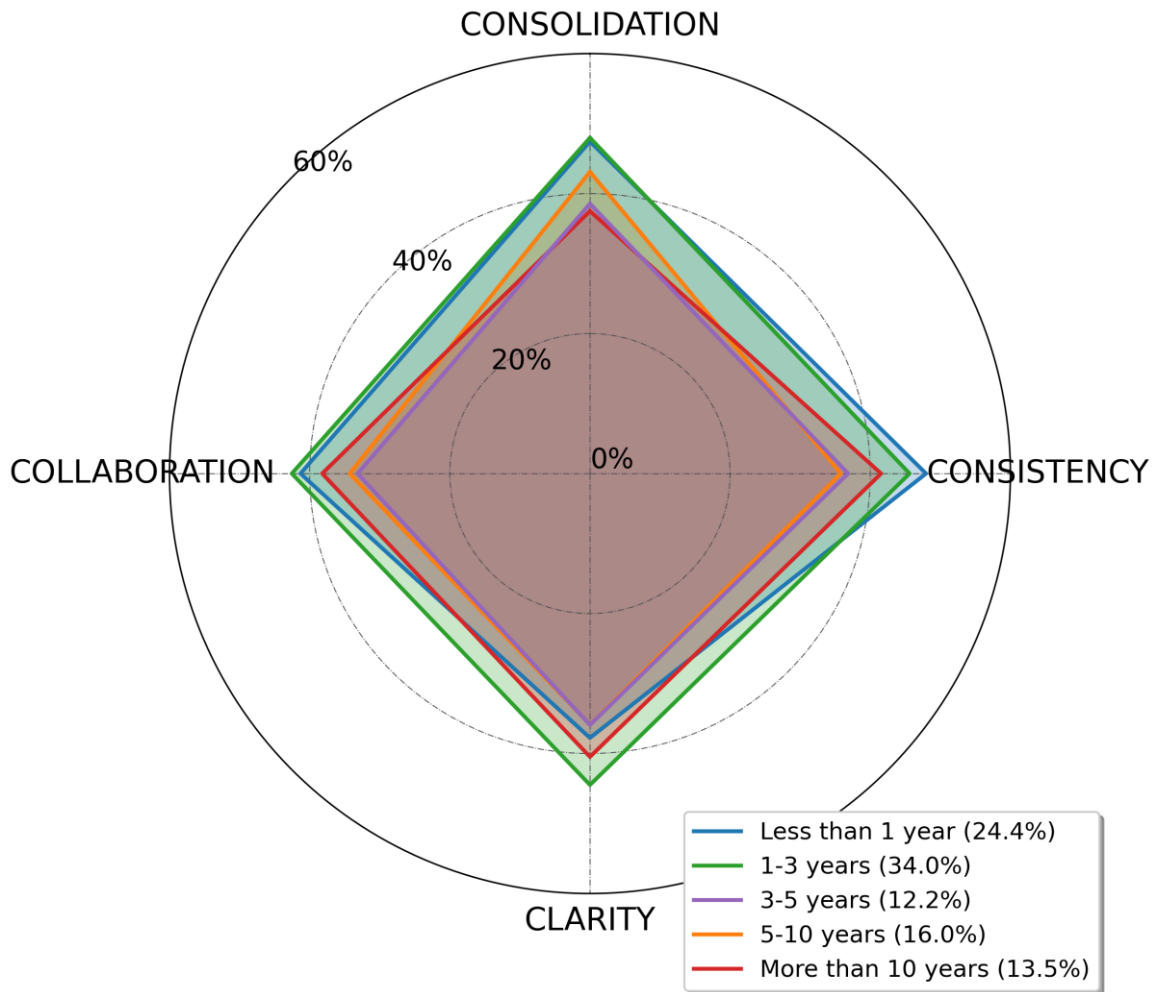
3-5 years (12.2%): highest in CONNECT (score: 28.0%), lowest in CREATE (score: 20.7%).

5-10 years (16.0%): highest in CONNECT (score: 29.4%), lowest in CREATE (score: 20.3%).

More than 10 years (13.5%): highest in CONNECT (score: 32.8%), lowest in CREATE (score: 16.7%).

The largest gap in perception between groups is in CONNECT with a difference of 12.3%. The second largest gap is in CREATE with a difference of 7.4%.

Dynamics - Information Sharing (Employment)



Less than 1 year (24.4%): highest in CONSISTENCY (score: 48.0%), lowest in CLARITY (score: 37.8%).

1-3 years (34.0%): highest in CONSOLIDATION (score: 48.0%), lowest in COLLABORATION (score: 42.5%).

3-5 years (12.2%): highest in CONSOLIDATION (score: 38.6%), lowest in COLLABORATION (score: 33.2%).

5-10 years (16.0%): highest in CONSOLIDATION (score: 43.1%), lowest in COLLABORATION (score: 34.3%).

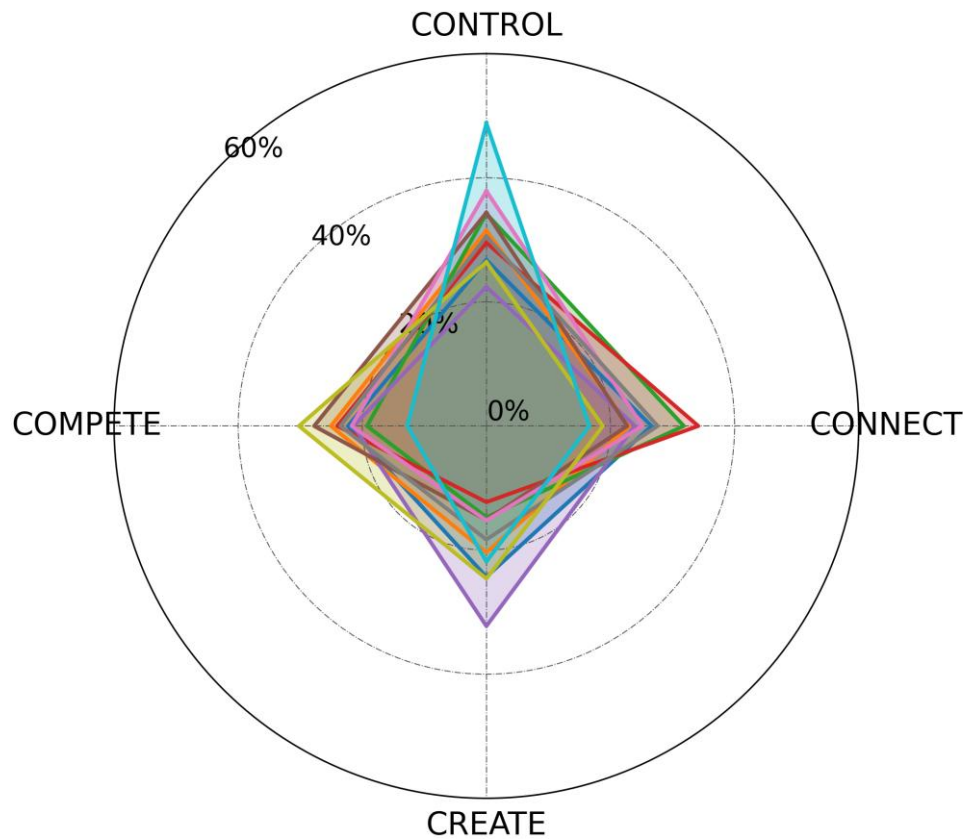
More than 10 years (13.5%): highest in CONSISTENCY (score: 41.5%), lowest in CONSOLIDATION (score: 37.5%).

The largest gap in perception between groups is in CONSISTENCY with a difference of 12.2%.

The second largest gap is in CONSOLIDATION with a difference of 10.5%.

Department

Culture - Information Sharing (Department)



Sales (39.1%): highest in CONTROL (score: 26.8%), lowest in COMPETE (score: 22.3%).

Operations (31.4%): highest in CONTROL (score: 31.5%), lowest in CREATE (score: 20.4%).

HR (5.8%): highest in CONTROL (score: 34.2%), lowest in CREATE (score: 14.7%).

Training and Quality (3.8%): highest in CONNECT (score: 34.1%), lowest in CREATE (score: 12.3%).

Digital Transformation (2.6%): highest in CREATE (score: 32.2%), lowest in COMPETE (score: 21.4%).

Motor Unit (4.5%): highest in CONTROL (score: 34.4%), lowest in CREATE (score: 15.1%).

General Management and Administration (5.1%): highest in CONTROL (score: 37.9%), lowest in CREATE (score: 15.2%).

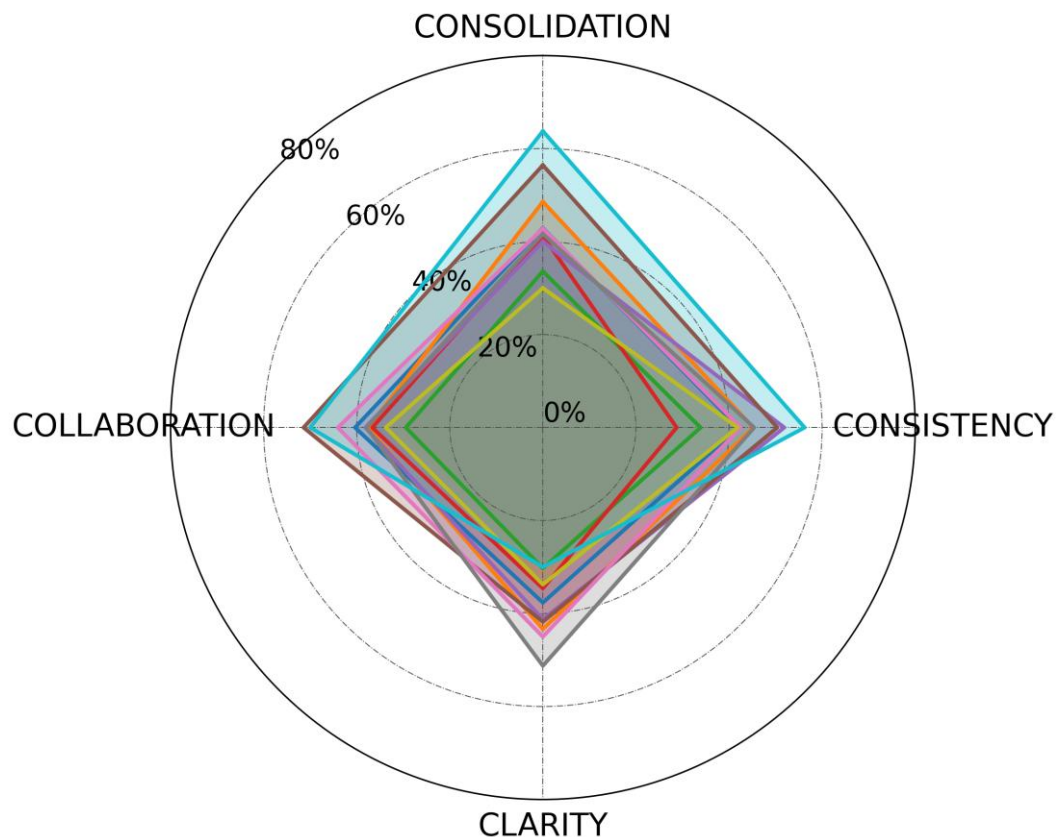
Finance (3.8%): highest in CONTROL (score: 30.6%), lowest in CREATE (score: 18.3%).

Digital Marketing (2.6%): highest in COMPETE (score: 30.2%), lowest in CONNECT (score: 18.8%).

Marketing (1.3%): highest in CONTROL (score: 48.8%), lowest in COMPETE (score: 12.8%).

The largest gap in perception between groups is in CONTROL with a difference of 26.4%. The second largest gap is in CREATE with a difference of 20.0%.

Dynamics - Information Sharing (Department)



Sales (39.1%): highest in CONSOLIDATION (score: 42.9%), lowest in CLARITY (score: 37.7%).

Operations (31.4%): highest in CONSOLIDATION (score: 48.6%), lowest in COLLABORATION (score: 37.6%).

HR (5.8%): highest in CONSISTENCY (score: 33.9%), lowest in COLLABORATION (score: 29.4%).

Training and Quality (3.8%): highest in CONSOLIDATION (score: 41.2%), lowest in CONSISTENCY (score: 28.8%).

Digital Transformation (2.6%): highest in CONSISTENCY (score: 51.9%), lowest in COLLABORATION (score: 38.1%).

Motor Unit (4.5%): highest in CONSOLIDATION (score: 56.4%), lowest in CLARITY (score: 41.8%).

General Management and Administration (5.1%): highest in CLARITY (score: 45.0%), lowest in CONSISTENCY (score: 42.5%).

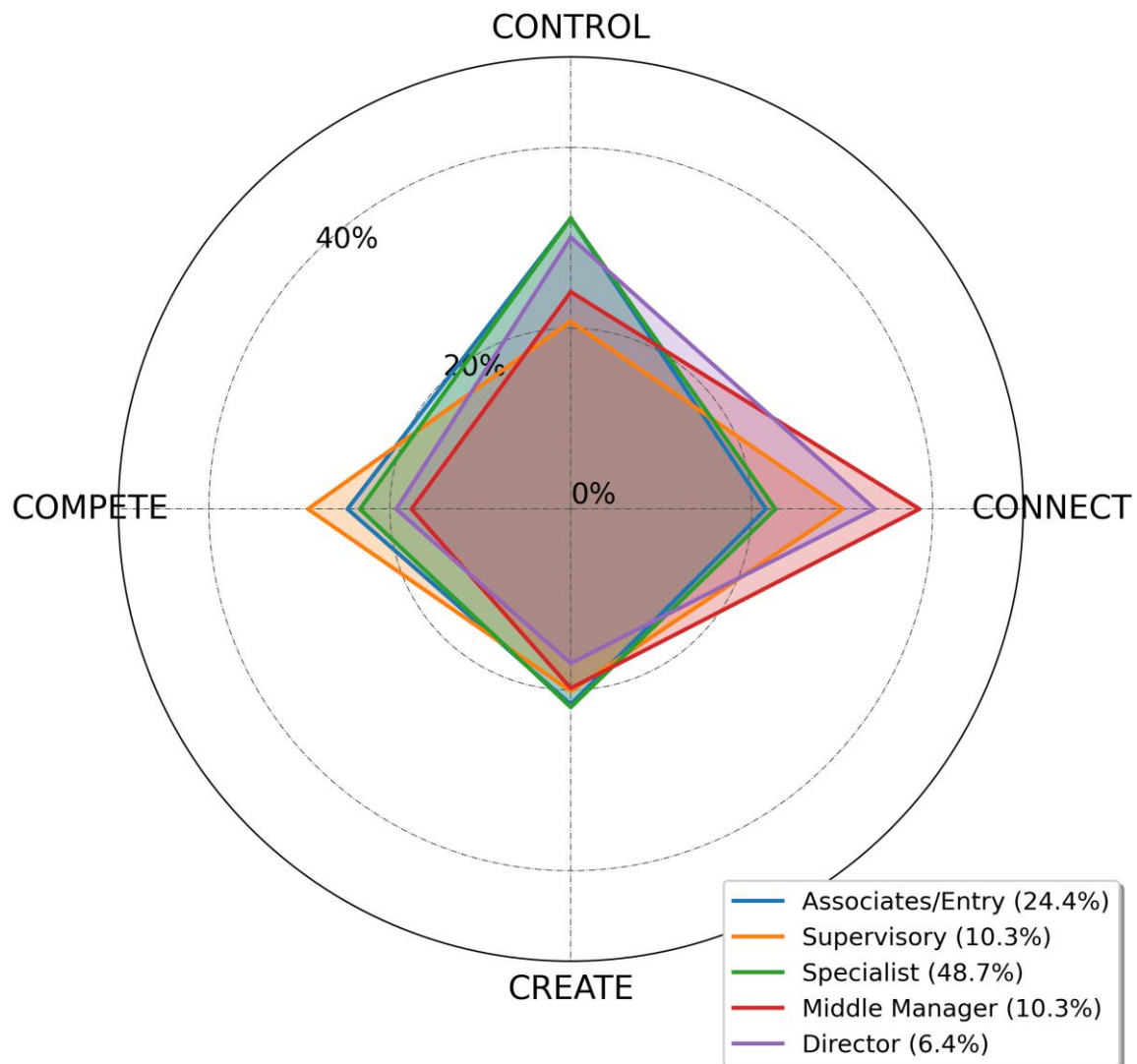
Finance (3.8%): highest in CLARITY (score: 51.2%), lowest in COLLABORATION (score: 37.9%).

Digital Marketing (2.6%): highest in CONSISTENCY (score: 41.9%), lowest in CONSOLIDATION (score: 30.0%).

Marketing (1.3%): highest in CONSOLIDATION (score: 63.8%), lowest in CLARITY (score: 30.0%).
 The largest gap in perception between groups is in CONSOLIDATION with a difference of 33.8%.
 The second largest gap is in CONSISTENCY with a difference of 27.5%.

Position Level

Culture - Information Sharing (Position Level)



Associates/Entry (24.4%): highest in CONTROL (score: 32.2%), lowest in CONNECT (score: 21.6%).

Supervisory (10.3%): highest in CONNECT (score: 30.1%), lowest in CREATE (score: 20.1%).

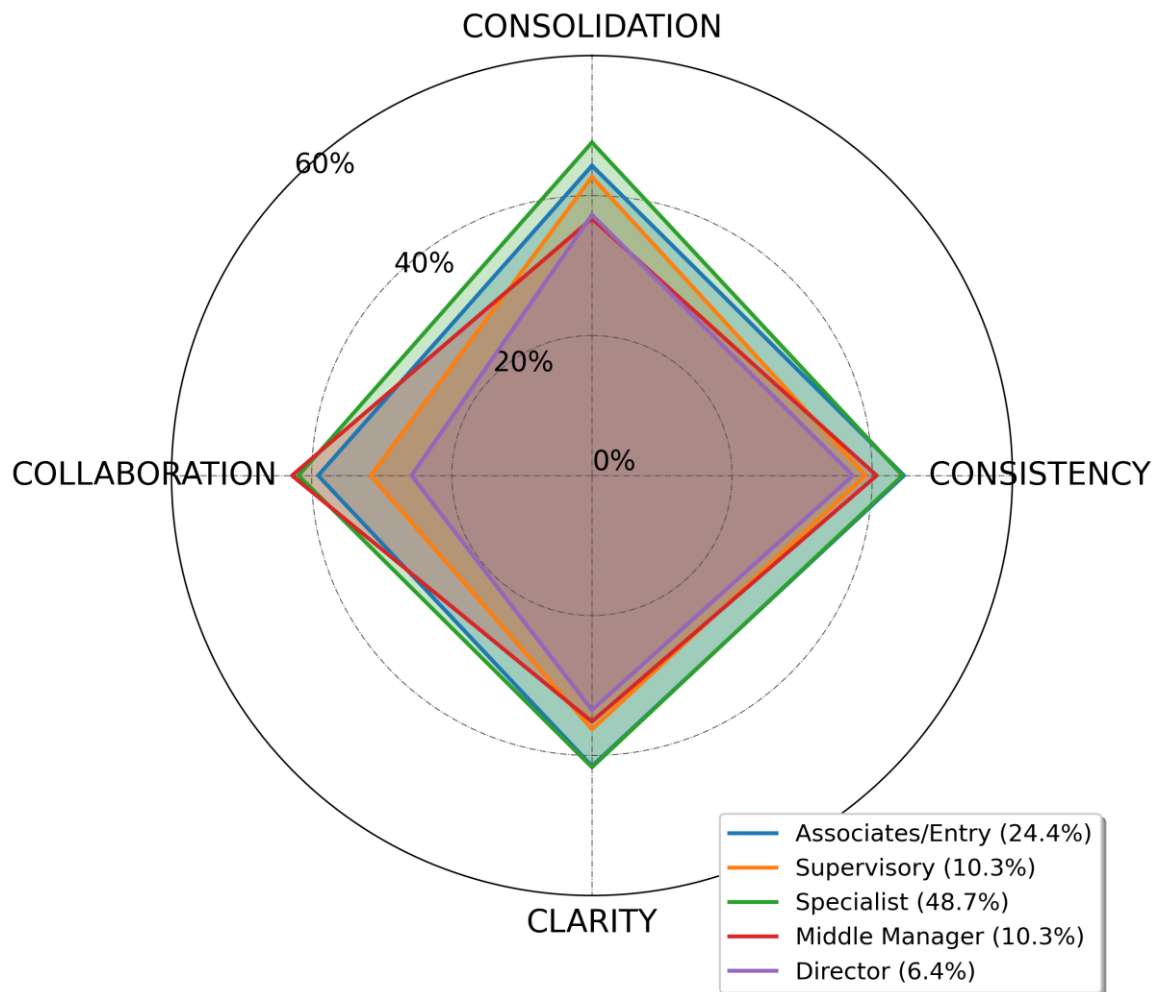
Specialist (48.7%): highest in CONTROL (score: 32.1%), lowest in CREATE (score: 21.9%).

Middle Manager (10.3%): highest in CONNECT (score: 38.5%), lowest in COMPETE (score: 17.6%).

Director (6.4%): highest in CONNECT (score: 33.6%), lowest in CREATE (score: 17.1%).

The largest gap in perception between groups is in CONNECT with a difference of 17.0%. The second largest gap is in COMPETE with a difference of 11.4%.

Dynamics - Information Sharing (Position Level)



Associates/Entry (24.4%): highest in CONSISTENCY (score: 44.5%), lowest in COLLABORATION (score: 39.1%).

Supervisory (10.3%): highest in CONSOLIDATION (score: 42.7%), lowest in COLLABORATION (score: 31.6%).

Specialist (48.7%): highest in CONSOLIDATION (score: 47.6%), lowest in CLARITY (score: 41.7%).

Middle Manager (10.3%): highest in COLLABORATION (score: 42.8%), lowest in CLARITY (score: 35.2%).

Director (6.4%): highest in CONSOLIDATION (score: 37.2%), lowest in COLLABORATION (score: 25.8%).

The largest gap in perception between groups is in COLLABORATION with a difference of 17.1%. The second largest gap is in CONSOLIDATION with a difference of 10.9%.

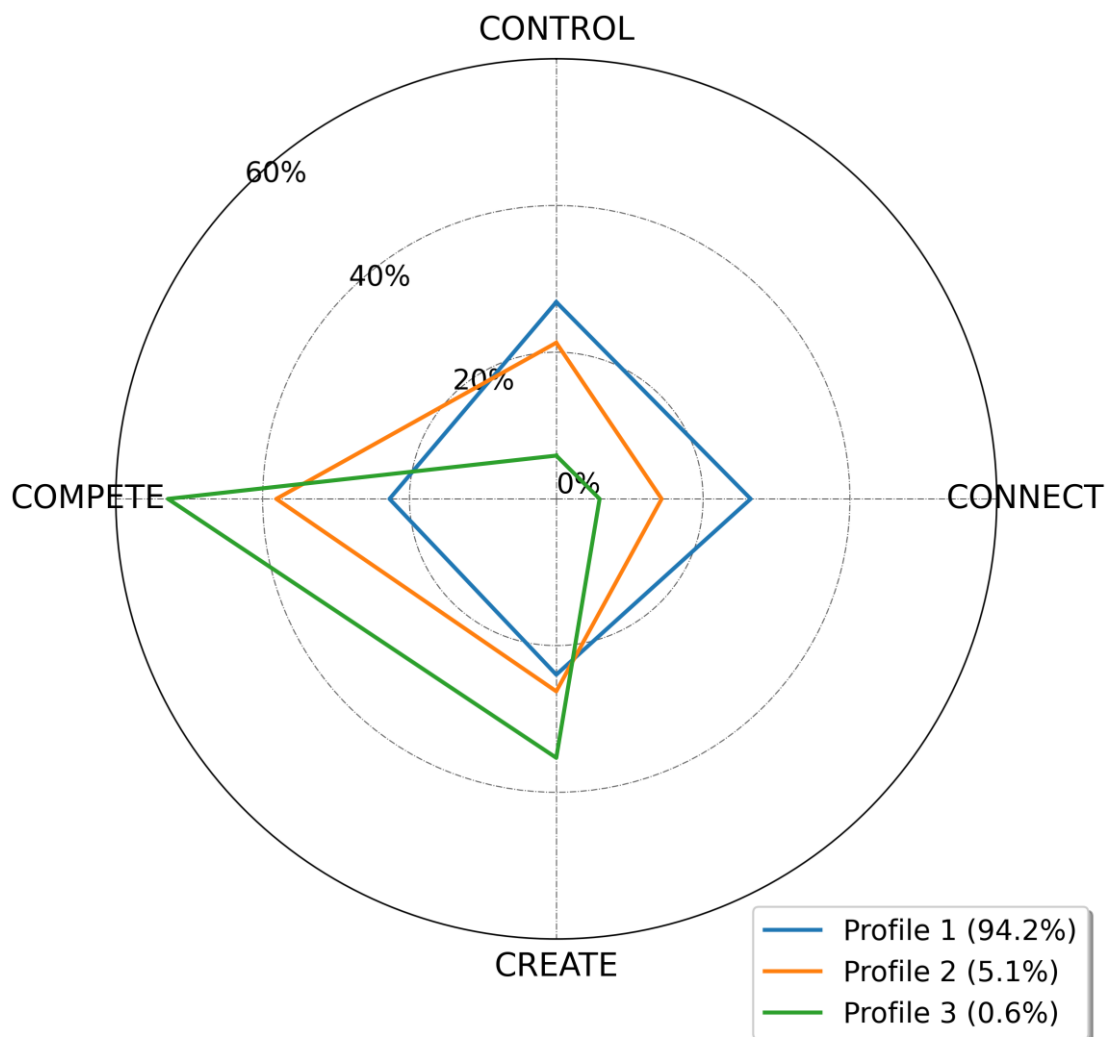
Conflict Resolution

Culture

- Profile 1 (94.2% of your team) scores highest in CONTROL (26.8%) and lowest in COMPETE (22.7%).

- Profile 2 (5.1% of your team) scores highest in COMPETE (38.1%) and lowest in CONNECT (14.3%).
- Profile 3 (0.6% of your team) scores highest in COMPETE (52.9%) and lowest in CONTROL (5.9%).
- The largest variability is observed in the COMPETE dimension, achieving scores as high as 52.9%.
- In contrast, CONTROL scores the lowest at 5.9%, indicating significant disparity in practices.

Conflict Resolution - Culture Representative Profiles



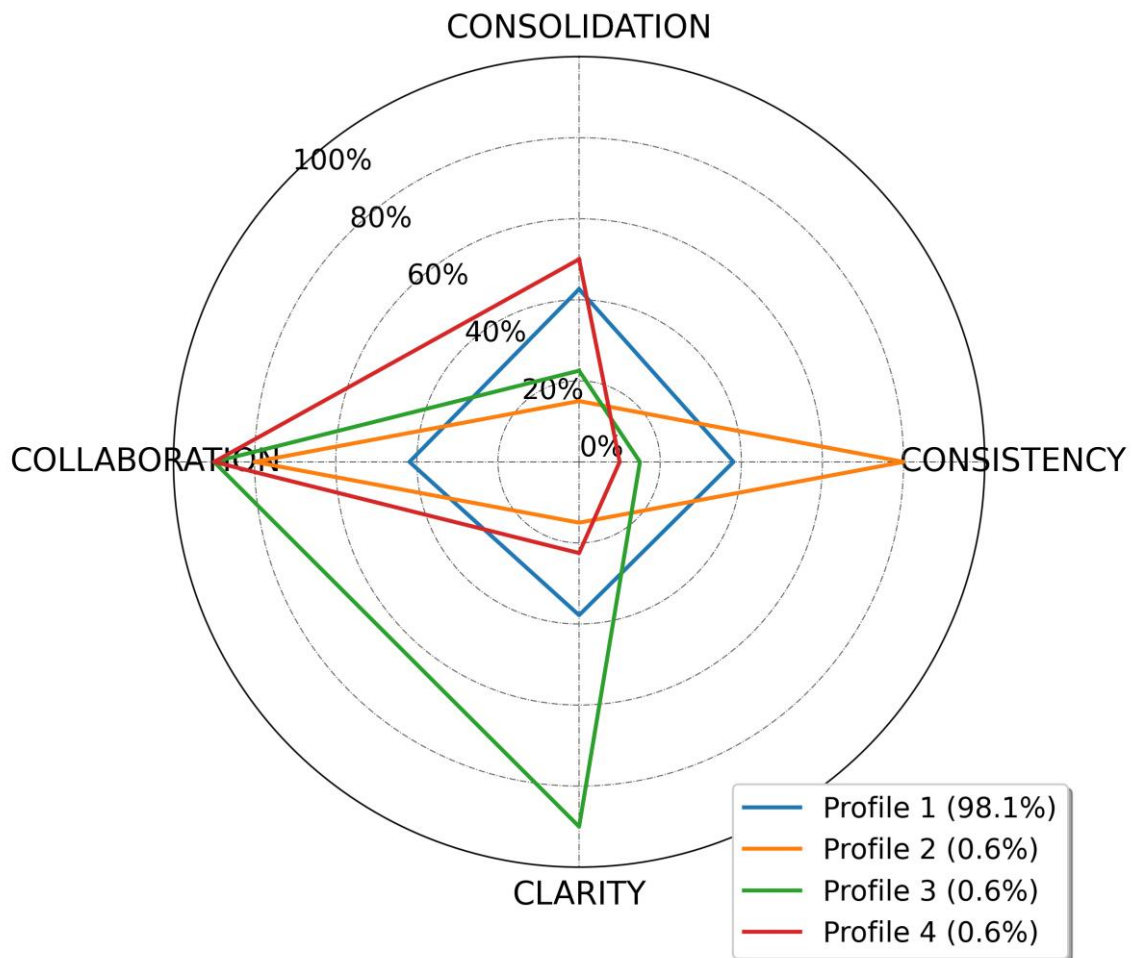
Dynamics

By Profile

- Profile 1 (98.1% of your team) scores highest in CONSOLIDATION (42.6%) and lowest in CLARITY (37.8%).
- Profile 2 (0.6% of your team) scores highest in CONSISTENCY (80.0%) and lowest in CONSOLIDATION (15.0%).
- Profile 3 (0.6% of your team) scores highest in CLARITY (90.0%) and lowest in CONSISTENCY (15.0%).

- Profile 4 (0.6% of your team) scores highest in COLLABORATION (90.0%) and lowest in CONSISTENCY (10.0%).
- The largest variability is observed in the CLARITY dimension, achieving scores as high as 90.0%.
- In contrast, CONSISTENCY scores the lowest at 10.0%, indicating significant disparity in practices.

Conflict Resolution - Dynamics Representative Profiles



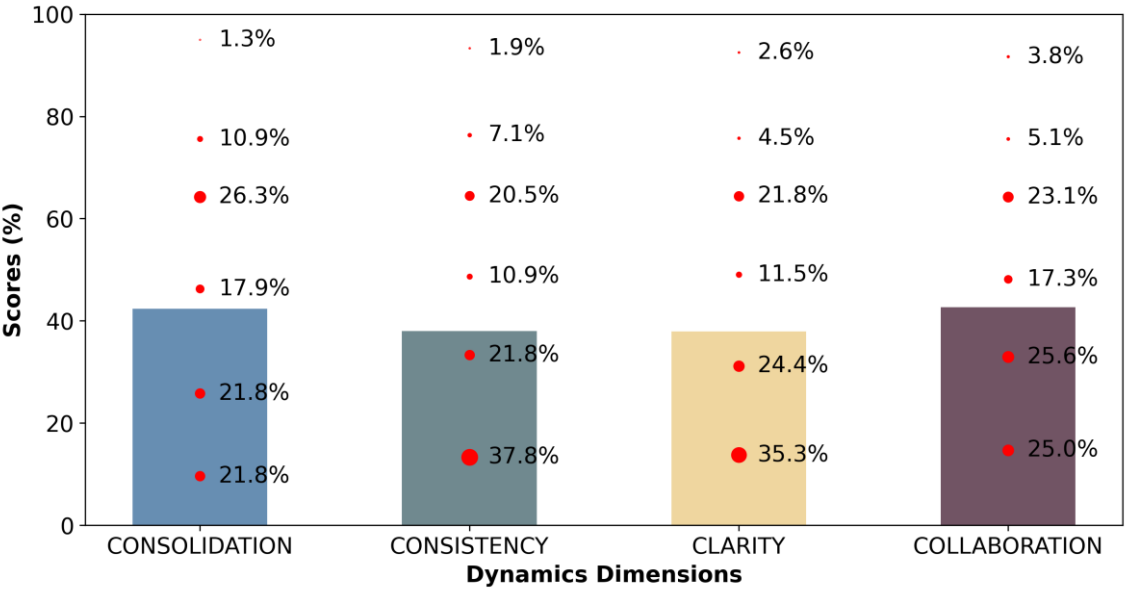
By Dimension

CONSOLIDATION: overall average is 42.4%, ranging from 2.5% to 100.0% (gap: 97.5%).

CONSISTENCY: overall average is 38.0%, ranging from 2.5% to 100.0% (gap: 97.5%). CLARITY: overall average is 37.9%, ranging from 2.5% to 100.0% (gap: 97.5%). COLLABORATION: overall average is 42.7%, ranging from 2.5% to 100.0% (gap: 97.5%).

In Conflict Resolution dynamics, the largest discrepancy is in CONSOLIDATION (gap: 97.5%), suggesting an area for improvement, while CONSOLIDATION shows high alignment (gap: 97.5%).

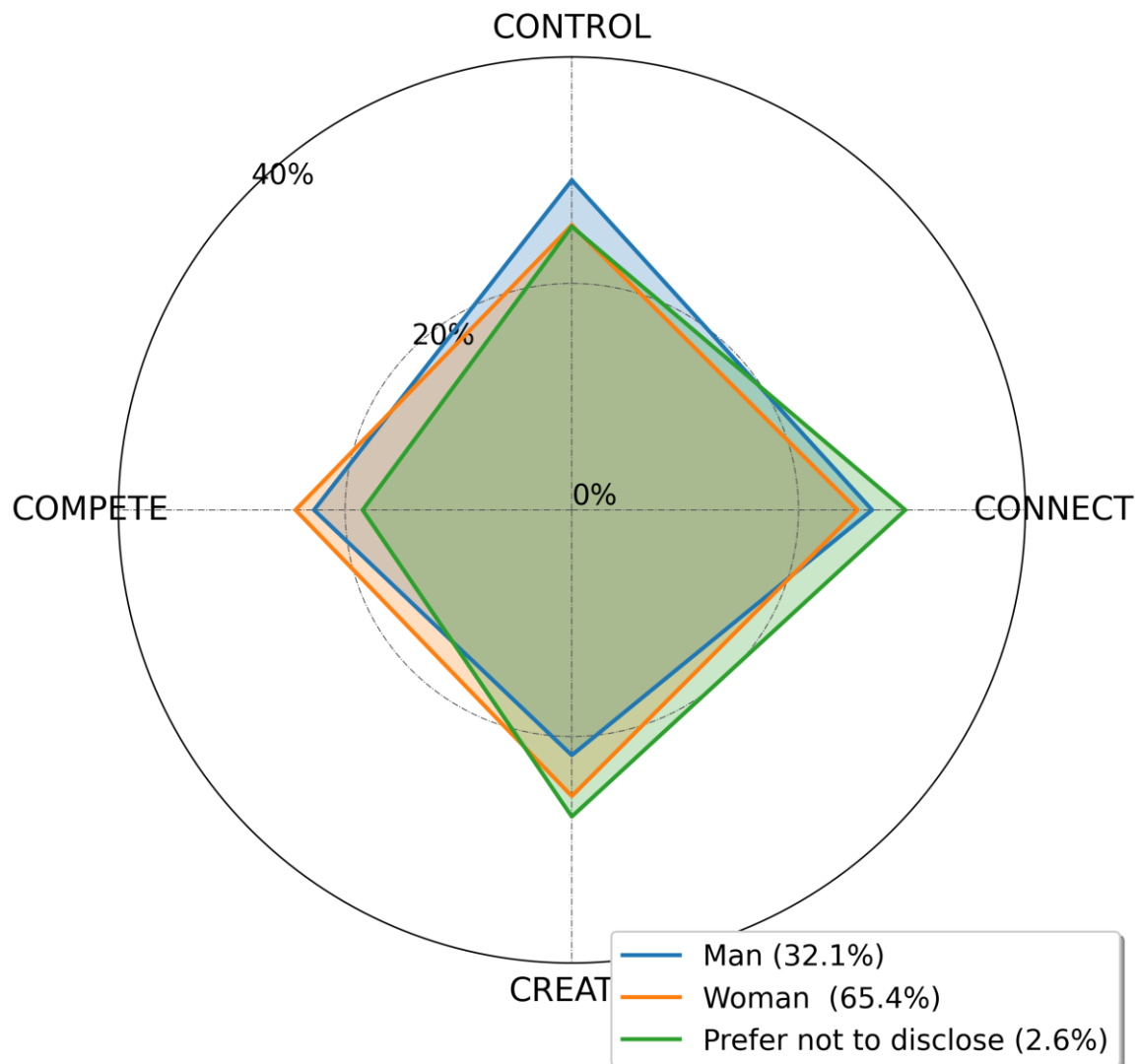
Conflict Resolution - Team Dynamics Distribution



Diversity

Gender

Culture - Conflict Resolution (Gender)



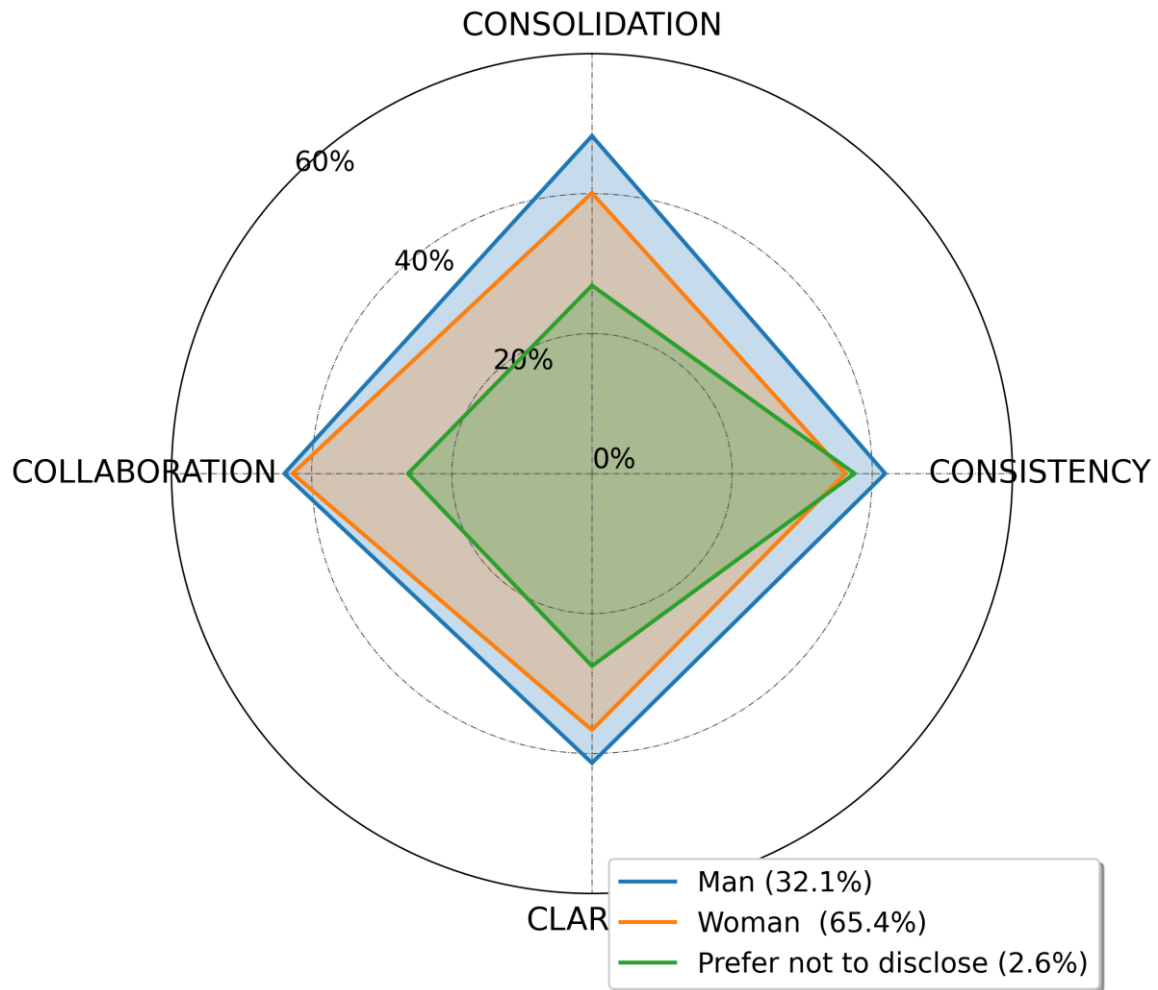
Man (32.1%): highest in CONTROL (score: 29.1%), lowest in CREATE (score: 21.7%).

Woman (65.4%): highest in CREATE (score: 25.3%), lowest in COMPETE (score: 24.4%).

Prefer not to disclose (2.6%): highest in CONNECT (score: 29.4%), lowest in COMPETE (score: 18.4%).

The largest gap in perception between groups is in COMPETE with a difference of 5.9%. The second largest gap is in CREATE with a difference of 5.4%.

Dynamics - Conflict Resolution (Gender)



Man (32.1%): highest in CONSOLIDATION (score: 48.2%), lowest in CLARITY (score: 41.4%).

Woman (65.4%): highest in COLLABORATION (score: 42.7%), lowest in CONSISTENCY (score: 36.2%).

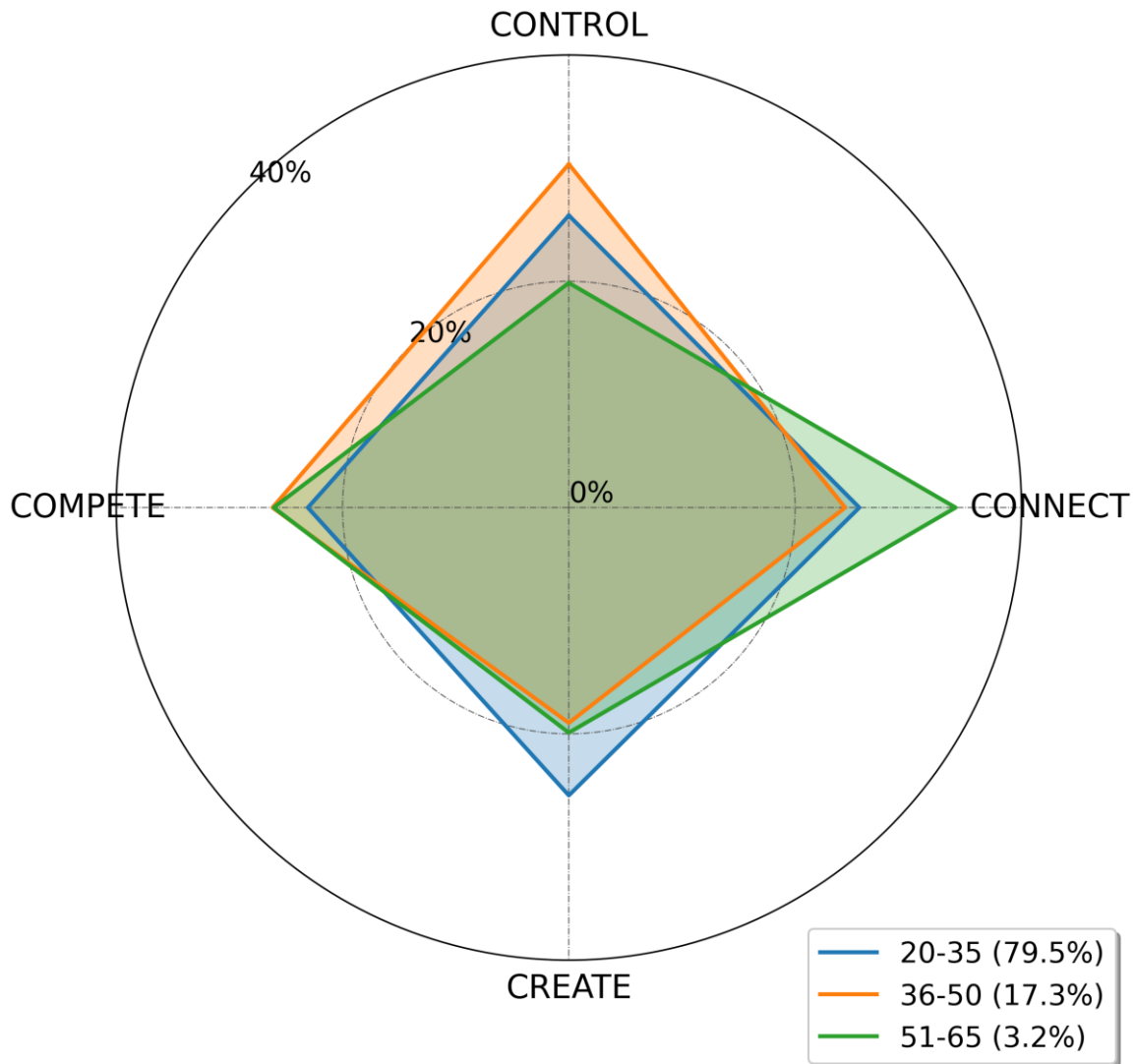
Prefer not to disclose (2.6%): highest in CONSISTENCY (score: 37.5%), lowest in COLLABORATION (score: 26.2%).

The largest gap in perception between groups is in CONSOLIDATION with a difference of 21.4%.

The second largest gap is in COLLABORATION with a difference of 17.6%.

Age

Culture - Conflict Resolution (Age)



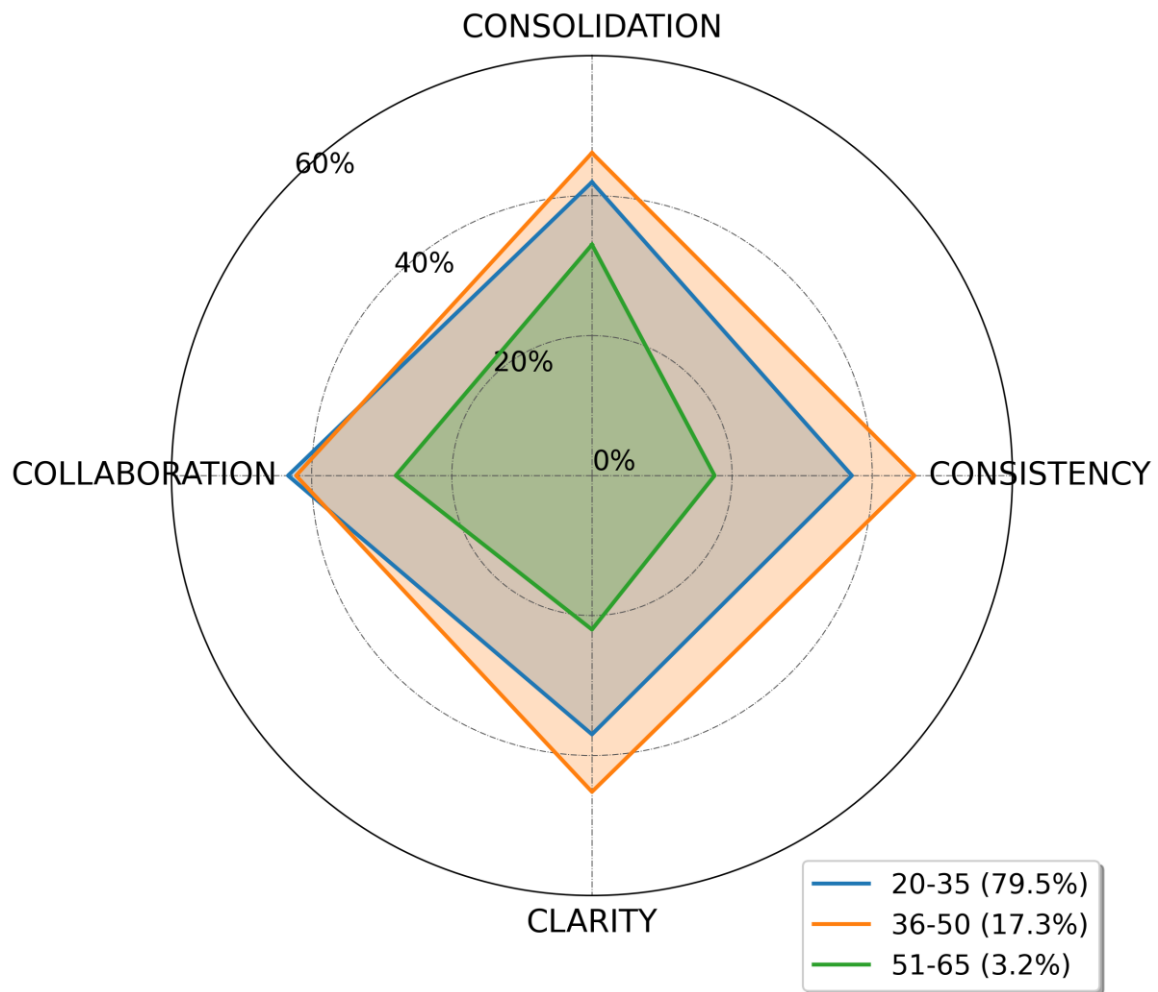
20-35 (79.5%): highest in CONTROL (score: 25.8%), lowest in COMPETE (score: 23.1%).

36-50 (17.3%): highest in CONTROL (score: 30.4%), lowest in CREATE (score: 19.0%).

51-65 (3.2%): highest in CONNECT (score: 34.2%), lowest in CONTROL (score: 19.9%).

The largest gap in perception between groups is in CONTROL with a difference of 10.5%. The second largest gap is in CONNECT with a difference of 9.8%.

Dynamics - Conflict Resolution (Age)



20-35 (79.5%): highest in COLLABORATION (score: 43.4%), lowest in CLARITY (score: 37.0%).

36-50 (17.3%): highest in CONSOLIDATION (score: 46.1%), lowest in COLLABORATION (score: 42.2%).

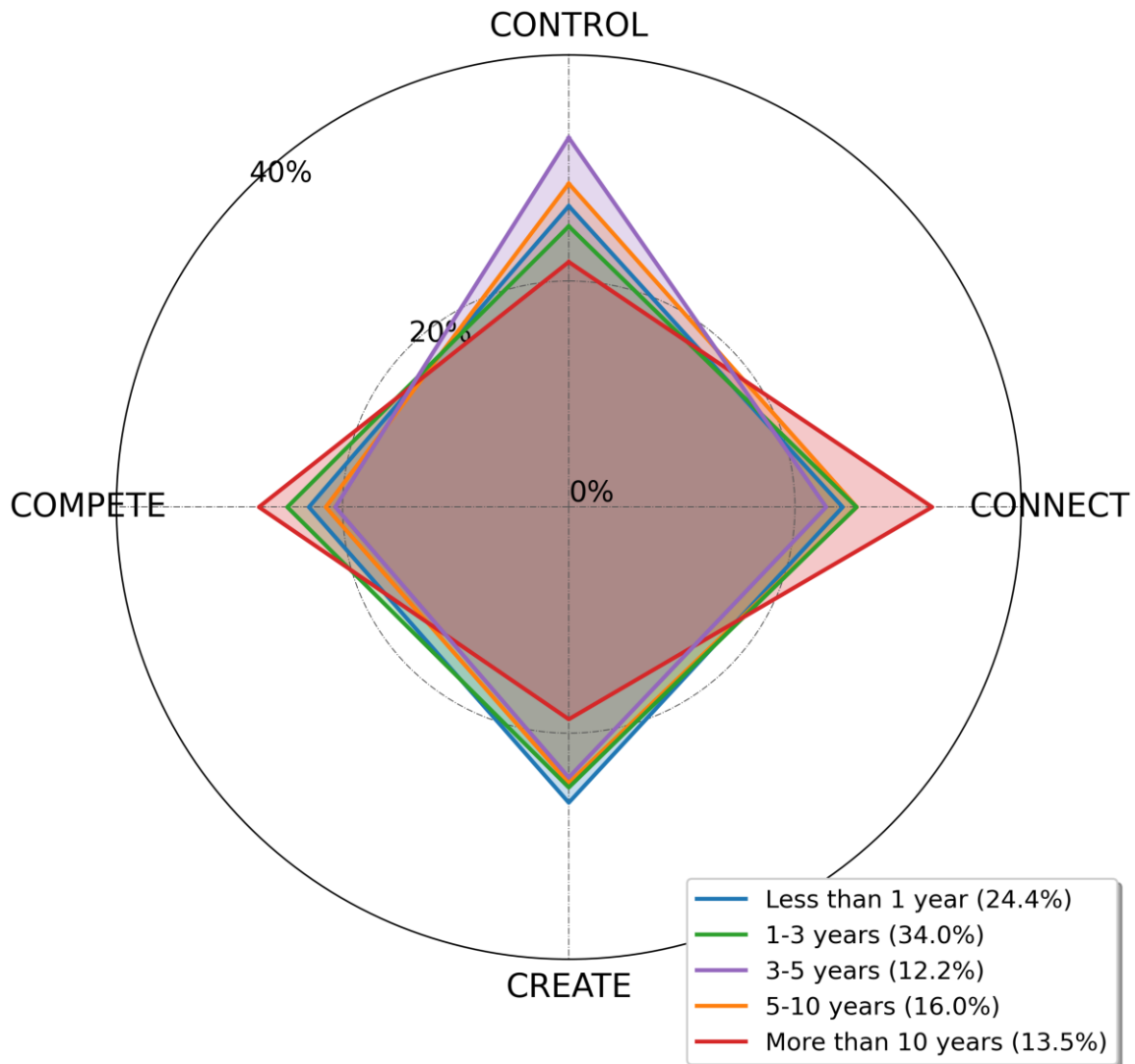
51-65 (3.2%): highest in CONSOLIDATION (score: 33.0%), lowest in CONSISTENCY (score: 17.5%).

The largest gap in perception between groups is in CONSISTENCY with a difference of 28.5%.

The second largest gap is in CLARITY with a difference of 23.2%.

Employment

Culture - Conflict Resolution (Employment)



Less than 1 year (24.4%): highest in CONTROL (score: 26.6%), lowest in COMPETE (score: 23.0%).

1-3 years (34.0%): highest in CONNECT (score: 25.5%), lowest in CREATE (score: 24.8%).

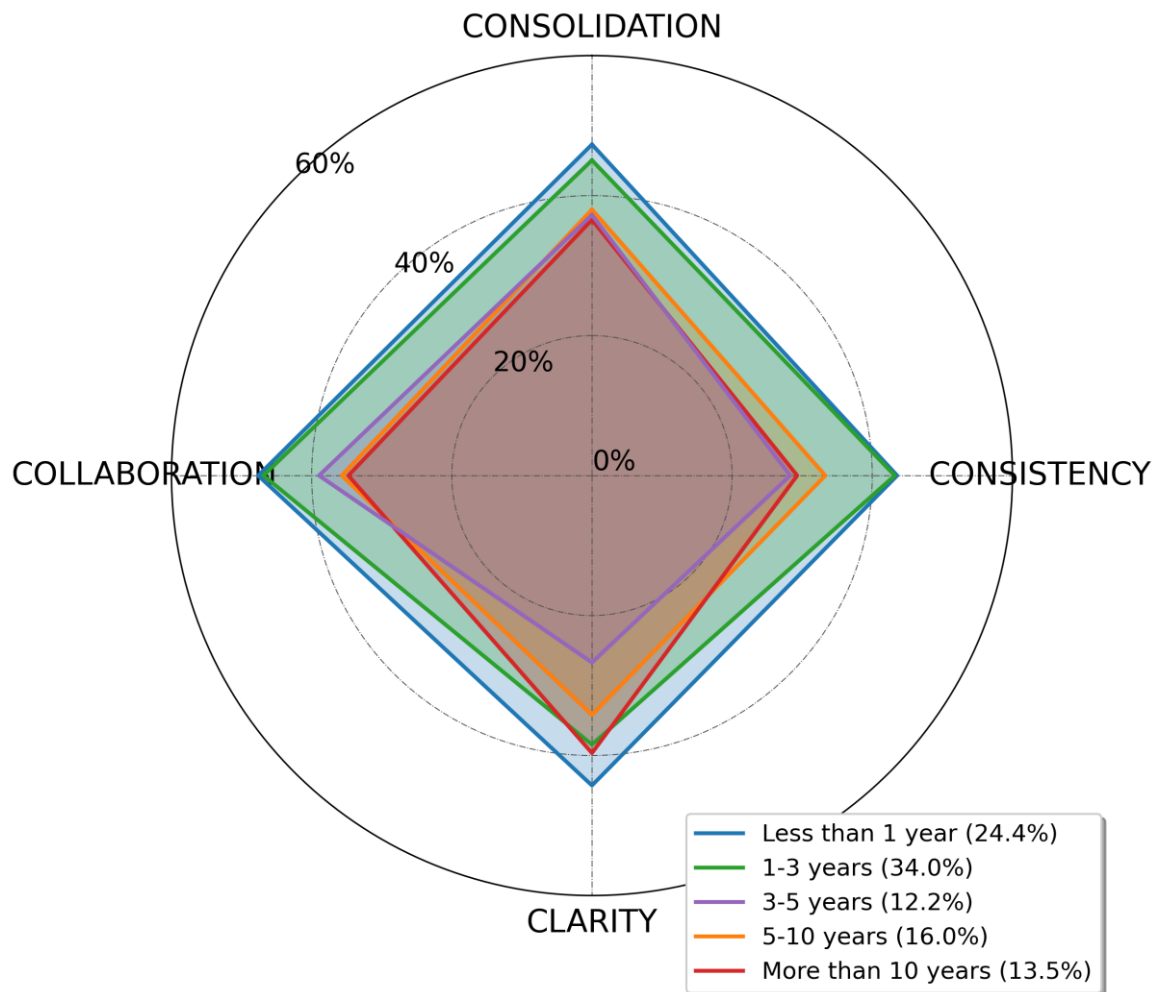
3-5 years (12.2%): highest in CONTROL (score: 32.7%), lowest in COMPETE (score: 20.6%).

5-10 years (16.0%): highest in CONTROL (score: 28.6%), lowest in COMPETE (score: 21.5%).

More than 10 years (13.5%): highest in CONNECT (score: 32.1%), lowest in CREATE (score: 18.8%).

The largest gap in perception between groups is in CONTROL with a difference of 11.0%. The second largest gap is in CONNECT with a difference of 9.4%.

Dynamics - Conflict Resolution (Employment)



Less than 1 year (24.4%): highest in COLLABORATION (score: 47.6%), lowest in CONSISTENCY (score: 43.6%).

1-3 years (34.0%): highest in COLLABORATION (score: 46.9%), lowest in CLARITY (score: 38.4%).

3-5 years (12.2%): highest in COLLABORATION (score: 38.9%), lowest in CLARITY (score: 26.7%).

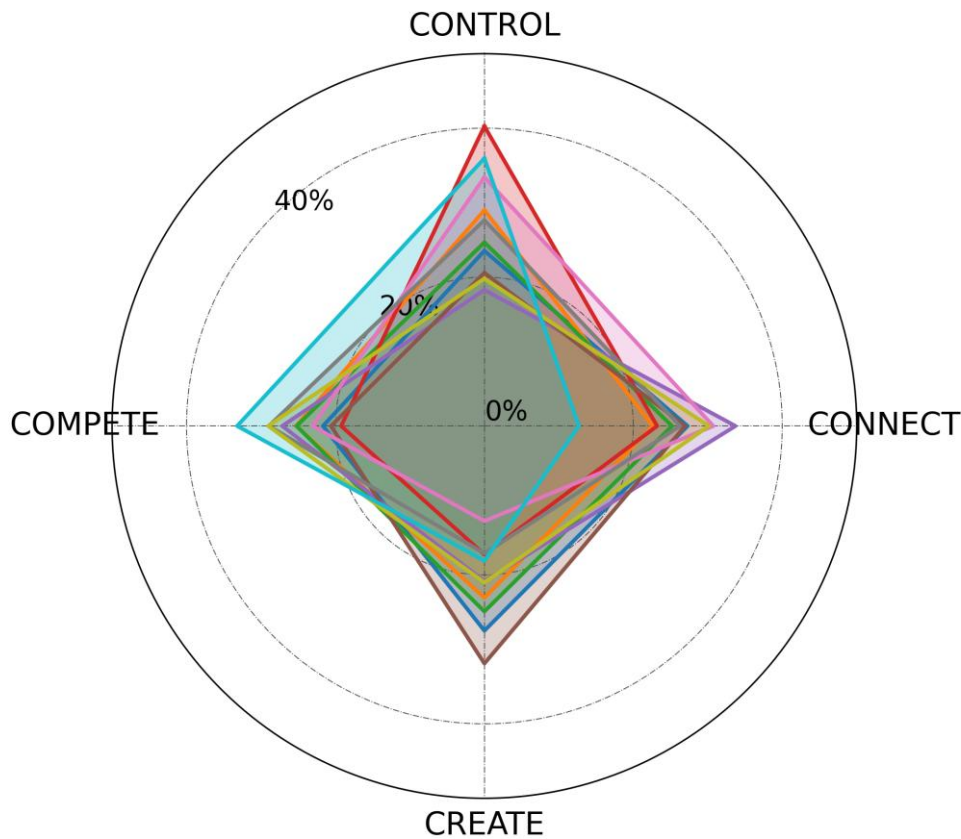
5-10 years (16.0%): highest in CONSOLIDATION (score: 38.0%), lowest in CONSISTENCY (score: 33.3%).

More than 10 years (13.5%): highest in CLARITY (score: 39.6%), lowest in CONSISTENCY (score: 29.3%).

The largest gap in perception between groups is in CLARITY with a difference of 17.6%. The second largest gap is in CONSISTENCY with a difference of 15.3%.

Department

Culture - Conflict Resolution (Department)



Sales (39.1%): highest in CREATE (score: 27.5%), lowest in COMPETE (score: 21.7%).

Operations (31.4%): highest in CONTROL (score: 29.0%), lowest in CONNECT (score: 22.6%).

HR (5.8%): highest in COMPETE (score: 25.2%), lowest in CONTROL (score: 24.7%).

Training and Quality (3.8%): highest in CONTROL (score: 40.3%), lowest in CREATE (score: 17.3%).

Digital Transformation (2.6%): highest in CONNECT (score: 33.7%), lowest in CONTROL (score: 18.3%).

Motor Unit (4.5%): highest in CREATE (score: 31.9%), lowest in CONTROL (score: 20.6%).

General Management and Administration (5.1%): highest in CONTROL (score: 33.4%), lowest in CREATE (score: 12.8%).

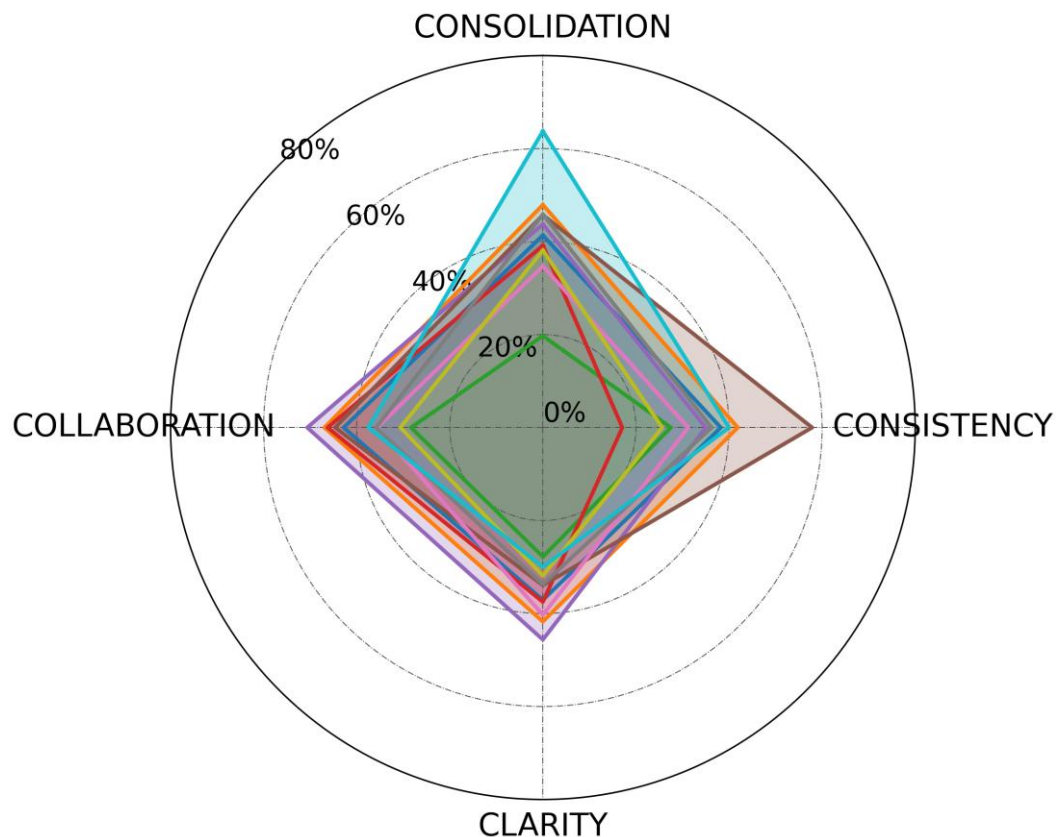
Finance (3.8%): highest in COMPETE (score: 28.9%), lowest in CREATE (score: 17.1%).

Digital Marketing (2.6%): highest in CONNECT (score: 30.2%), lowest in CONTROL (score: 19.8%).

Marketing (1.3%): highest in CONTROL (score: 36.0%), lowest in CONNECT (score: 12.7%).

The largest gap in perception between groups is in CONTROL with a difference of 22.0%. The second largest gap is in CONNECT with a difference of 21.0%.

Dynamics - Conflict Resolution (Department)



Sales (39.1%): highest in COLLABORATION (score: 42.8%), lowest in CLARITY (score: 37.1%).

Operations (31.4%): highest in CONSOLIDATION (score: 47.9%), lowest in CLARITY (score: 41.7%).

HR (5.8%): highest in COLLABORATION (score: 28.3%), lowest in CONSOLIDATION (score: 19.7%).

Training and Quality (3.8%): highest in COLLABORATION (score: 46.2%), lowest in CONSISTENCY (score: 17.1%).

Digital Transformation (2.6%): highest in COLLABORATION (score: 50.6%), lowest in CONSISTENCY (score: 35.0%).

Motor Unit (4.5%): highest in CONSISTENCY (score: 57.9%), lowest in CLARITY (score: 33.9%).

General Management and Administration (5.1%): highest in CLARITY (score: 40.3%), lowest in CONSISTENCY (score: 31.2%).

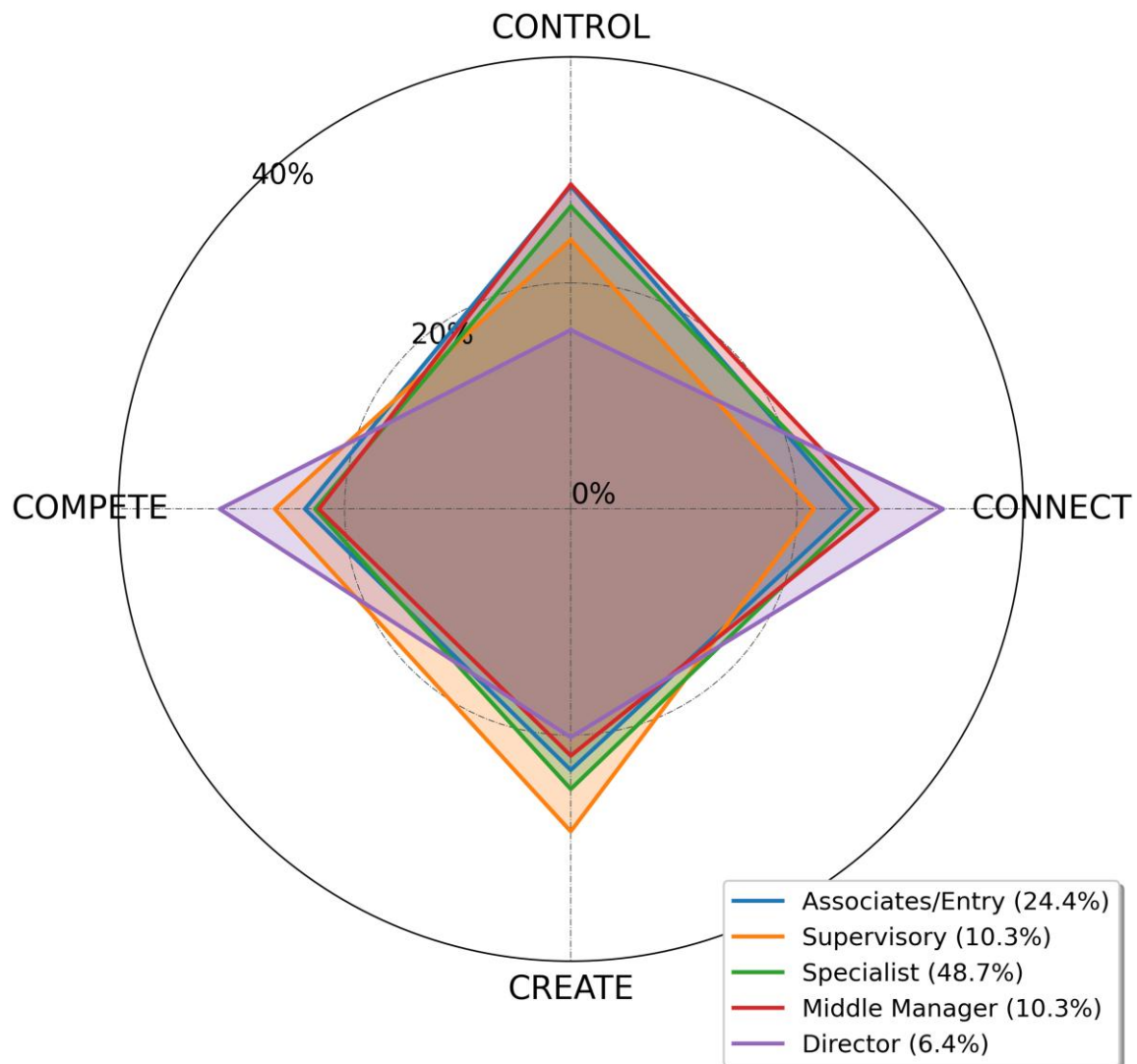
Finance (3.8%): highest in CONSOLIDATION (score: 45.8%), lowest in CLARITY (score: 33.8%).

Digital Marketing (2.6%): highest in CONSOLIDATION (score: 38.1%), lowest in CONSISTENCY (score: 25.6%).

Marketing (1.3%): highest in CONSOLIDATION (score: 63.8%), lowest in CLARITY (score: 30.0%).
The largest gap in perception between groups is in CONSOLIDATION with a difference of 44.0%.
The second largest gap is in CONSISTENCY with a difference of 40.8%.

Position Level

Culture - Conflict Resolution (Position Level)



Associates/Entry (24.4%): highest in CONTROL (score: 28.6%), lowest in CREATE (score: 23.1%).

Supervisory (10.3%): highest in CREATE (score: 28.5%), lowest in CONNECT (score: 21.5%).

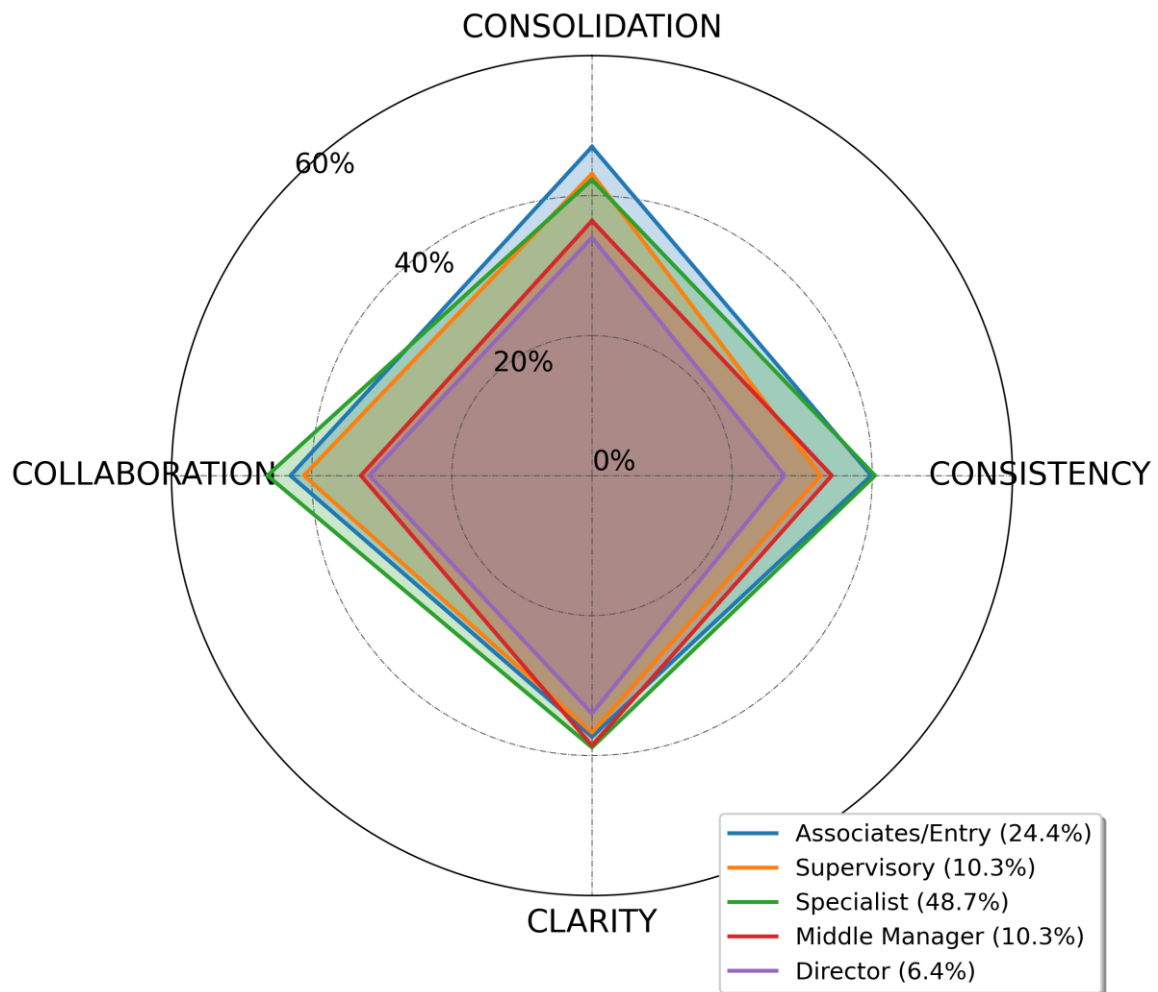
Specialist (48.7%): highest in CONTROL (score: 26.8%), lowest in COMPETE (score: 22.6%).

Middle Manager (10.3%): highest in CONTROL (score: 28.7%), lowest in CREATE (score: 21.8%).

Director (6.4%): highest in CONNECT (score: 32.9%), lowest in CONTROL (score: 15.8%).

The largest gap in perception between groups is in CONTROL with a difference of 12.9%. The second largest gap is in CONNECT with a difference of 11.4%.

Dynamics - Conflict Resolution (Position Level)



Associates/Entry (24.4%): highest in CONSOLIDATION (score: 47.0%), lowest in CLARITY (score: 37.3%).

Supervisory (10.3%): highest in CONSOLIDATION (score: 43.1%), lowest in CONSISTENCY (score: 32.7%).

Specialist (48.7%): highest in COLLABORATION (score: 46.3%), lowest in CLARITY (score: 38.8%).

Middle Manager (10.3%): highest in CLARITY (score: 38.6%), lowest in COLLABORATION (score: 33.0%).

Director (6.4%): highest in CONSOLIDATION (score: 34.0%), lowest in CONSISTENCY (score: 27.5%).

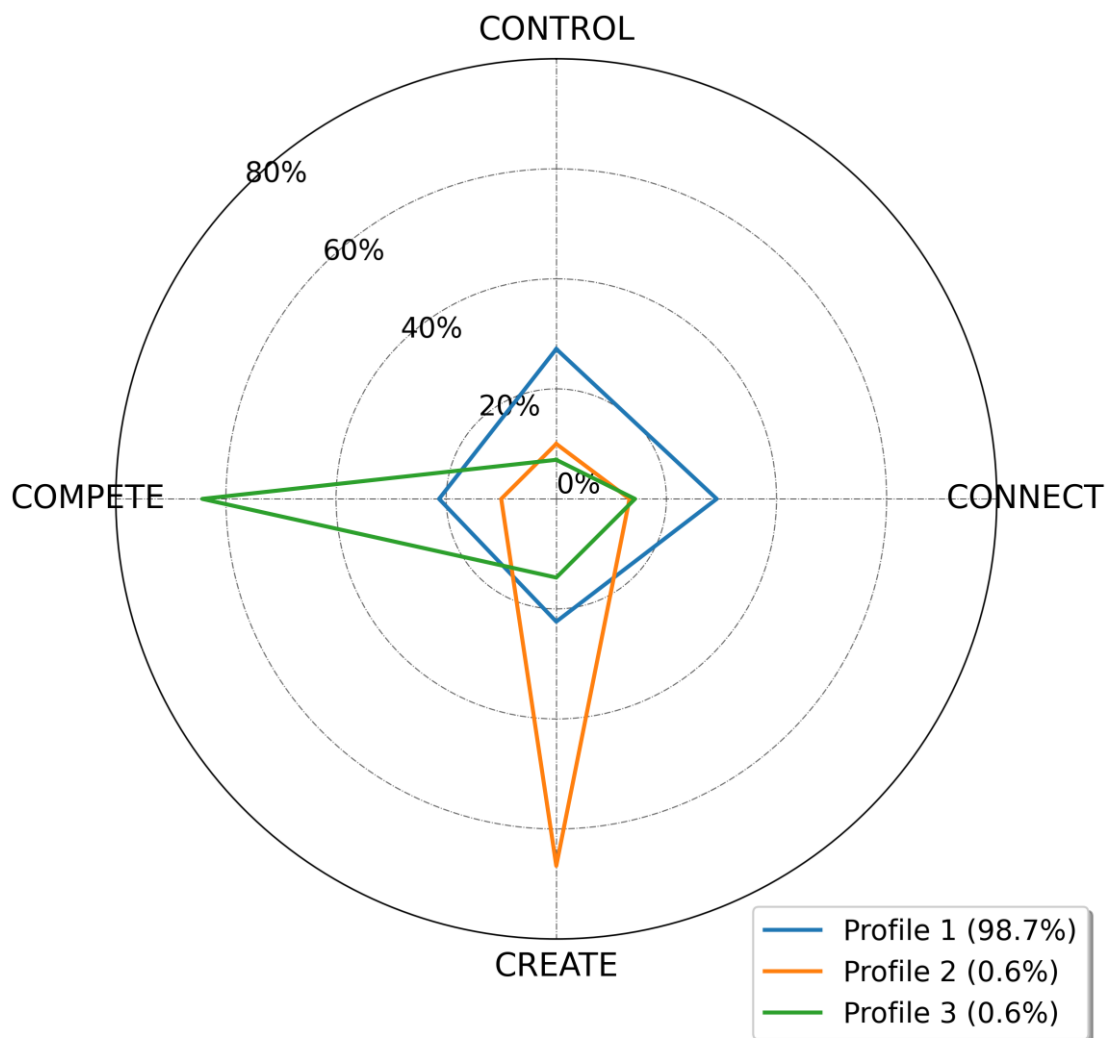
The largest gap in perception between groups is in COLLABORATION with a difference of 14.6%. The second largest gap is in CONSOLIDATION with a difference of 13.0%.

Communication

Culture

- Profile 1 (98.7% of your team) scores highest in CONNECT (29.1%) and lowest in COMPETE (21.3%).
- Profile 2 (0.6% of your team) scores highest in CREATE (66.7%) and lowest in CONTROL (10.0%).
- Profile 3 (0.6% of your team) scores highest in COMPETE (64.3%) and lowest in CONTROL (7.1%).
- The largest variability is observed in the CREATE dimension, achieving scores as high as 66.7%.
- In contrast, CONTROL scores the lowest at 7.1%, indicating significant disparity in practices.

Communication - Culture Representative Profiles



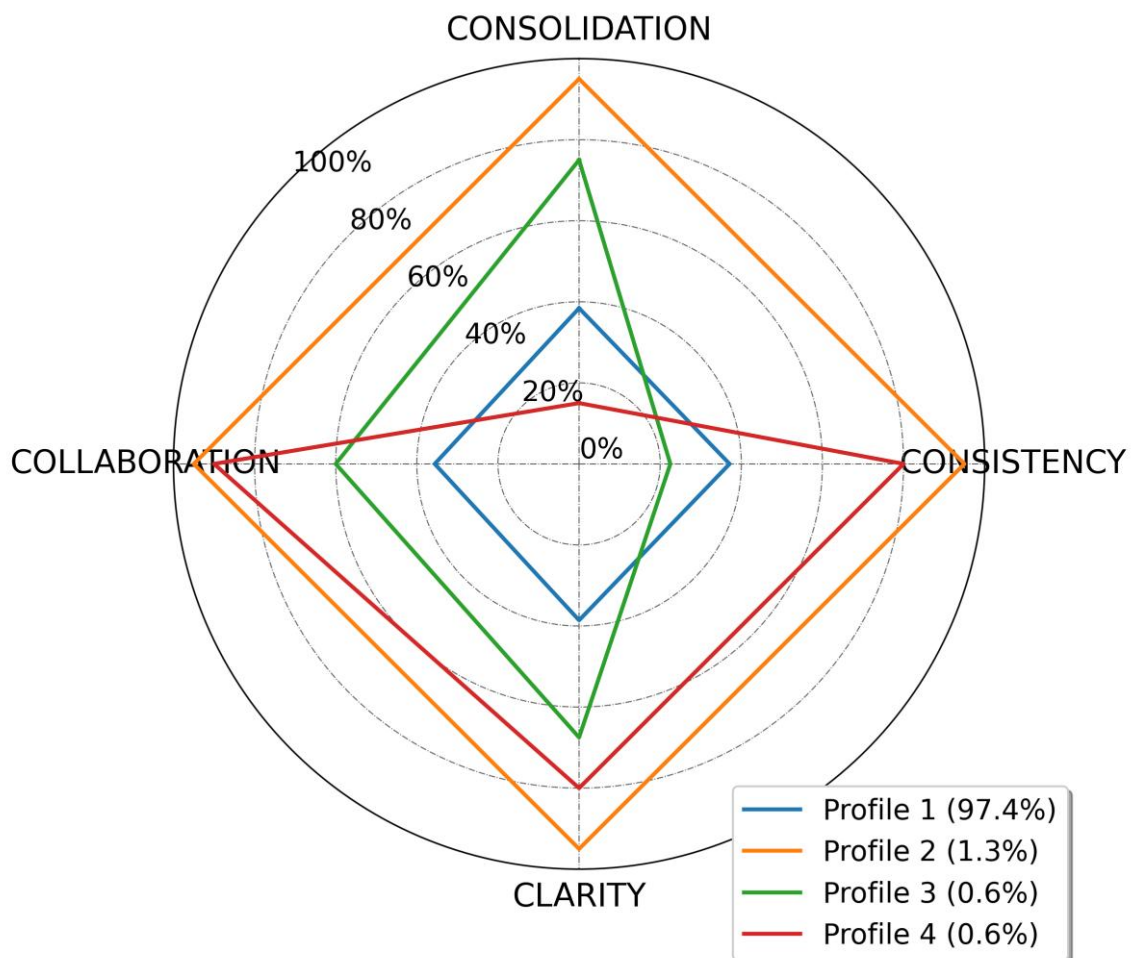
Dynamics

By Profile

- Profile 1 (97.4% of your team) scores highest in CLARITY (38.6%) and lowest in COLLABORATION (35.6%).

- Profile 2 (1.3% of your team) scores highest in CONSOLIDATION (95.0%) and lowest in CONSISTENCY (95.0%).
- Profile 3 (0.6% of your team) scores highest in CONSOLIDATION (75.0%) and lowest in CONSISTENCY (22.5%).
- Profile 4 (0.6% of your team) scores highest in COLLABORATION (90.0%) and lowest in CONSOLIDATION (15.0%).
- The largest variability is observed in the CONSOLIDATION dimension, achieving scores as high as 95.0%.
- In contrast, CONSOLIDATION scores the lowest at 15.0%, indicating significant disparity in practices.

Communication - Dynamics Representative Profiles

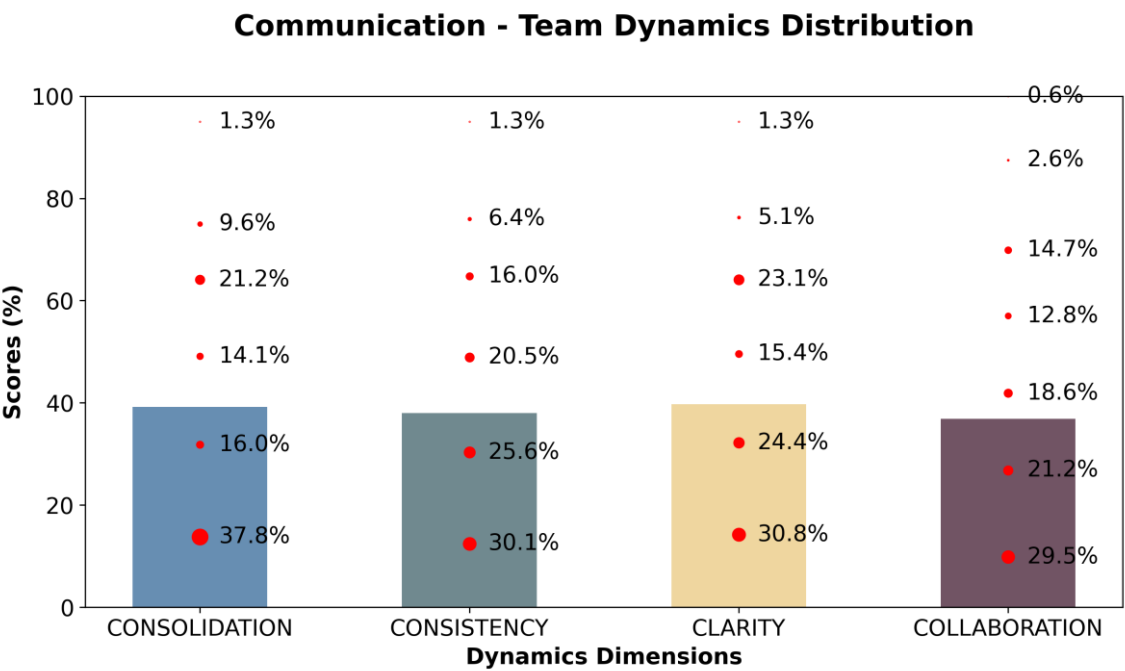


By Dimension

CONSOLIDATION: overall average is 39.2%, ranging from 2.5% to 100.0% (gap: 97.5%).

CONSISTENCY: overall average is 38.0%, ranging from 5.0% to 100.0% (gap: 95.0%). CLARITY: overall average is 39.8%, ranging from 2.5% to 100.0% (gap: 97.5%). COLLABORATION: overall average is 36.9%, ranging from 2.5% to 100.0% (gap: 97.5%).

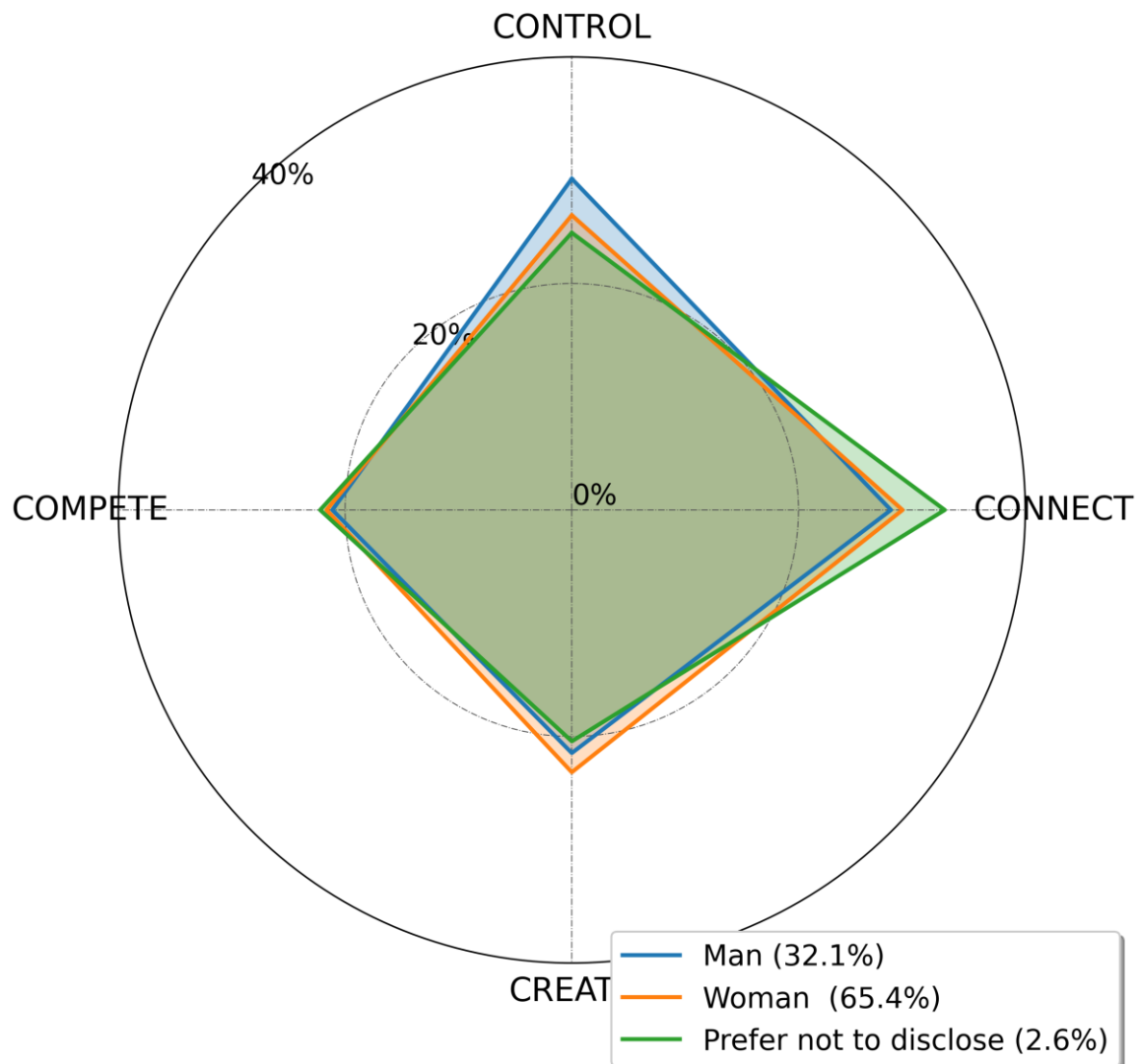
In Communication dynamics, the largest discrepancy is in CONSOLIDATION (gap: 97.5%), suggesting an area for improvement, while CONSISTENCY shows high alignment (gap: 95.0%).



Diversity

Gender

Culture - Communication (Gender)



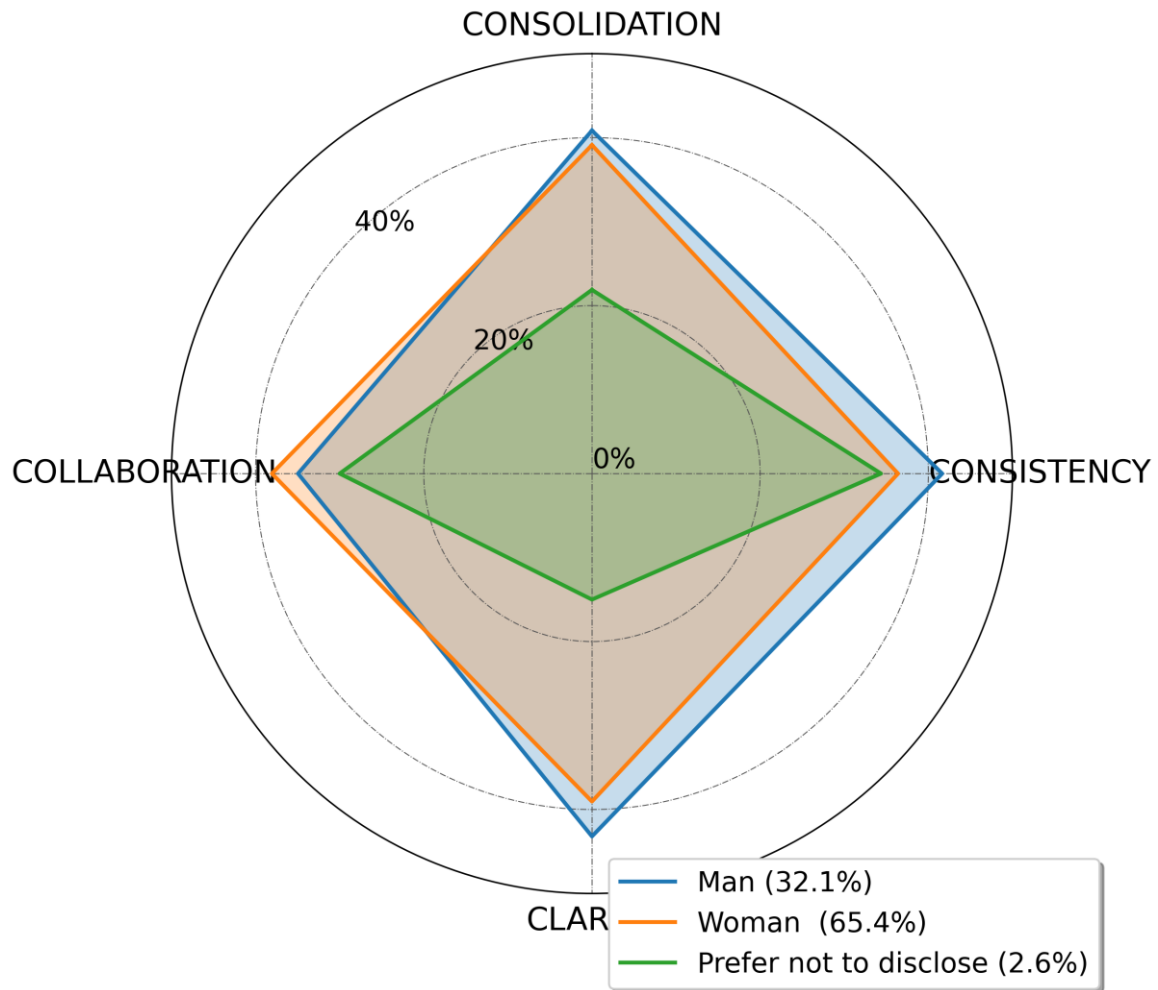
Man (32.1%): highest in CONTROL (score: 29.2%), lowest in COMPETE (score: 21.1%).

Woman (65.4%): highest in CONNECT (score: 29.2%), lowest in COMPETE (score: 21.6%).

Prefer not to disclose (2.6%): highest in CONNECT (score: 32.9%), lowest in CREATE (score: 20.4%).

The largest gap in perception between groups is in CONTROL with a difference of 4.8%. The second largest gap is in CONNECT with a difference of 4.7%.

Dynamics - Communication (Gender)



Man (32.1%): highest in CLARITY (score: 43.2%), lowest in COLLABORATION (score: 35.0%).

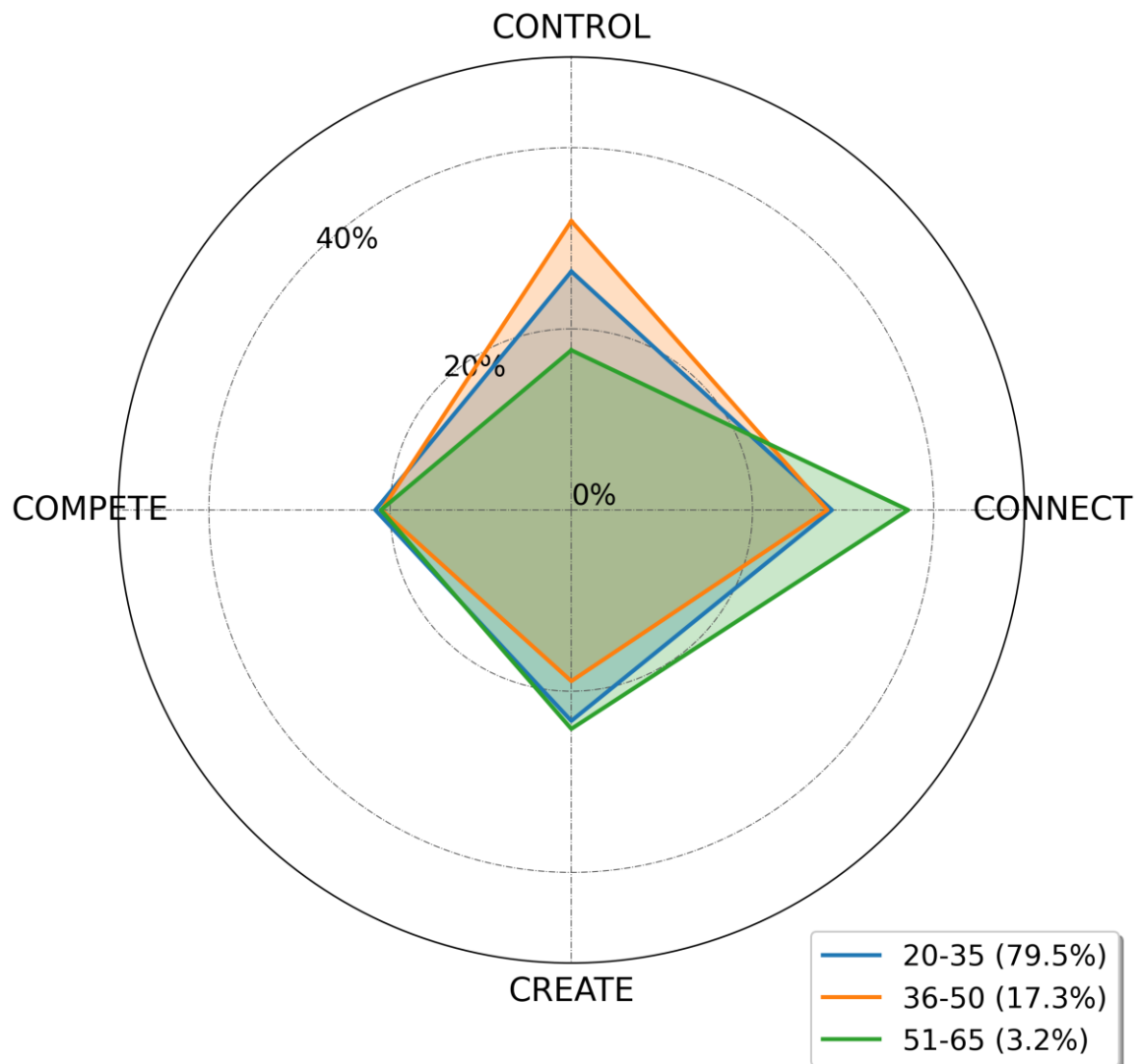
Woman (65.4%): highest in CONSOLIDATION (score: 39.1%), lowest in CONSISTENCY (score: 36.4%).

Prefer not to disclose (2.6%): highest in CONSISTENCY (score: 34.4%), lowest in CLARITY (score: 15.0%).

The largest gap in perception between groups is in CLARITY with a difference of 28.2%. The second largest gap is in CONSOLIDATION with a difference of 19.0%.

Age

Culture - Communication (Age)



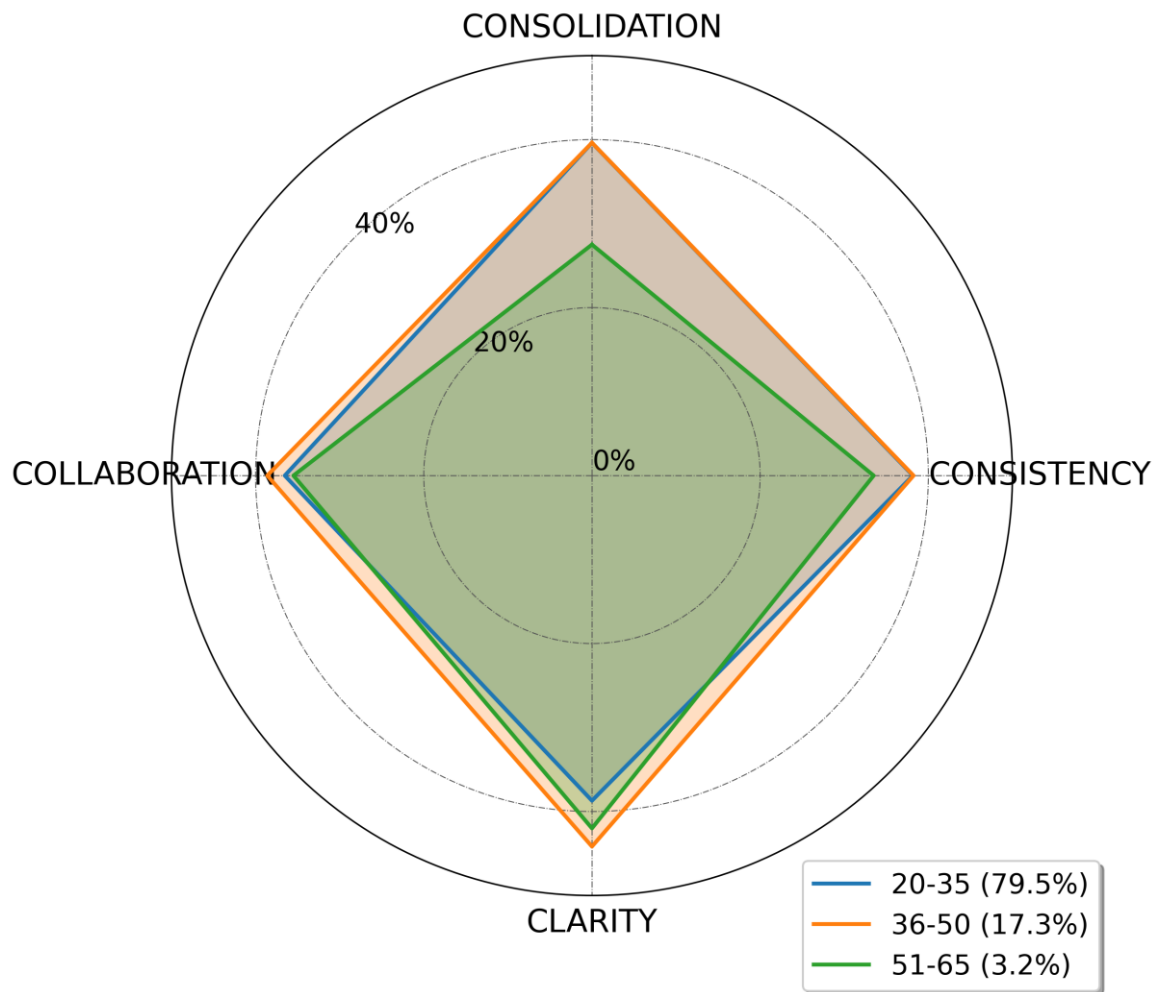
20-35 (79.5%): highest in CONNECT (score: 28.8%), lowest in COMPETE (score: 21.6%).

36-50 (17.3%): highest in CONTROL (score: 31.9%), lowest in CREATE (score: 18.9%).

51-65 (3.2%): highest in CONNECT (score: 37.2%), lowest in CONTROL (score: 17.6%).

The largest gap in perception between groups is in CONTROL with a difference of 14.3%. The second largest gap is in CONNECT with a difference of 8.9%.

Dynamics - Communication (Age)



20-35 (79.5%): highest in CONSOLIDATION (score: 39.6%), lowest in COLLABORATION (score: 36.5%).

36-50 (17.3%): highest in CLARITY (score: 44.2%), lowest in CONSISTENCY (score: 38.2%).

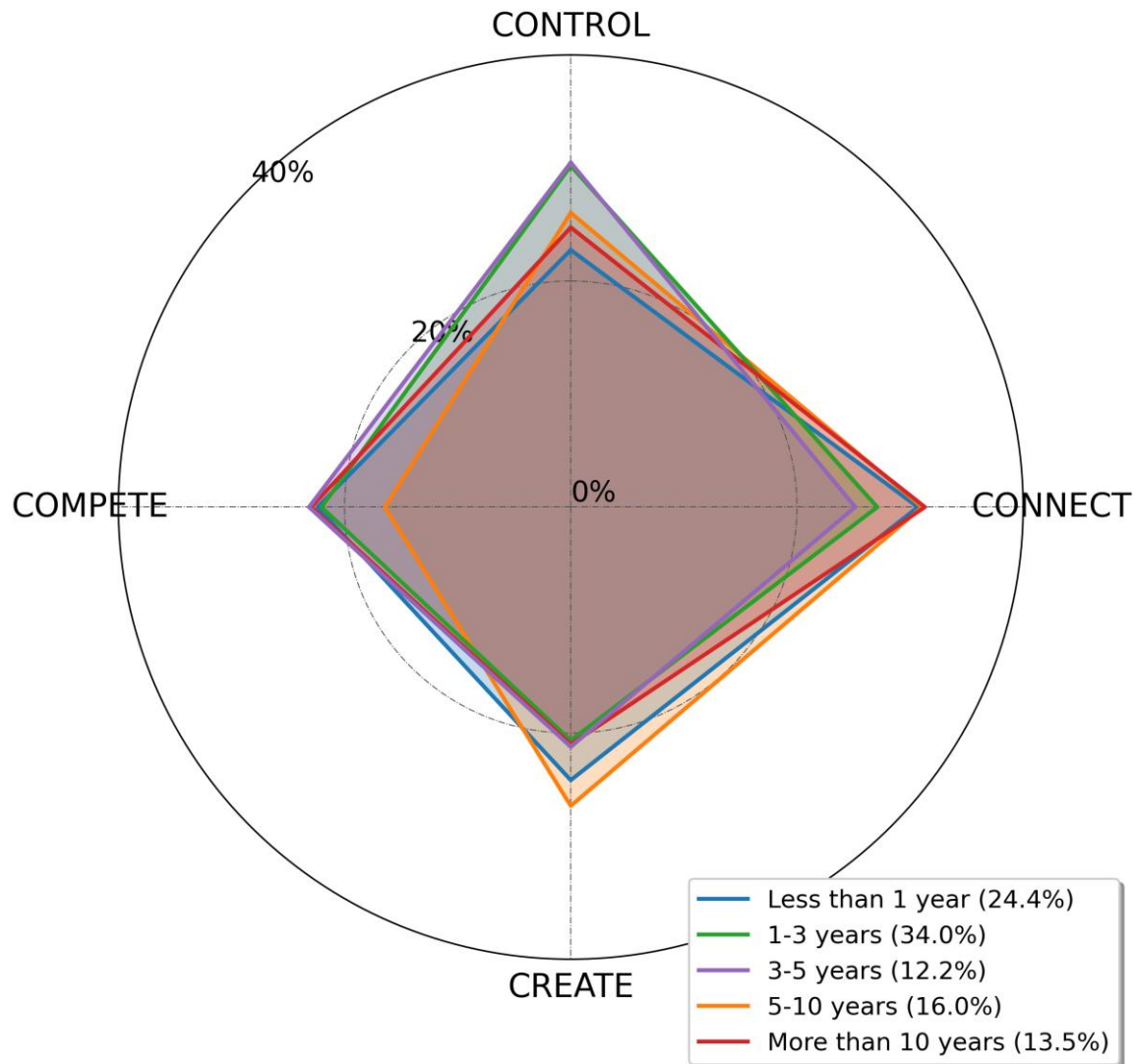
51-65 (3.2%): highest in CLARITY (score: 42.0%), lowest in CONSOLIDATION (score: 27.5%).

The largest gap in perception between groups is in CONSOLIDATION with a difference of 12.1%.

The second largest gap is in CLARITY with a difference of 5.5%.

Employment

Culture - Communication (Employment)



Less than 1 year (24.4%): highest in CONNECT (score: 30.7%), lowest in COMPETE (score: 22.4%).

1-3 years (34.0%): highest in CONTROL (score: 30.2%), lowest in CREATE (score: 20.6%).

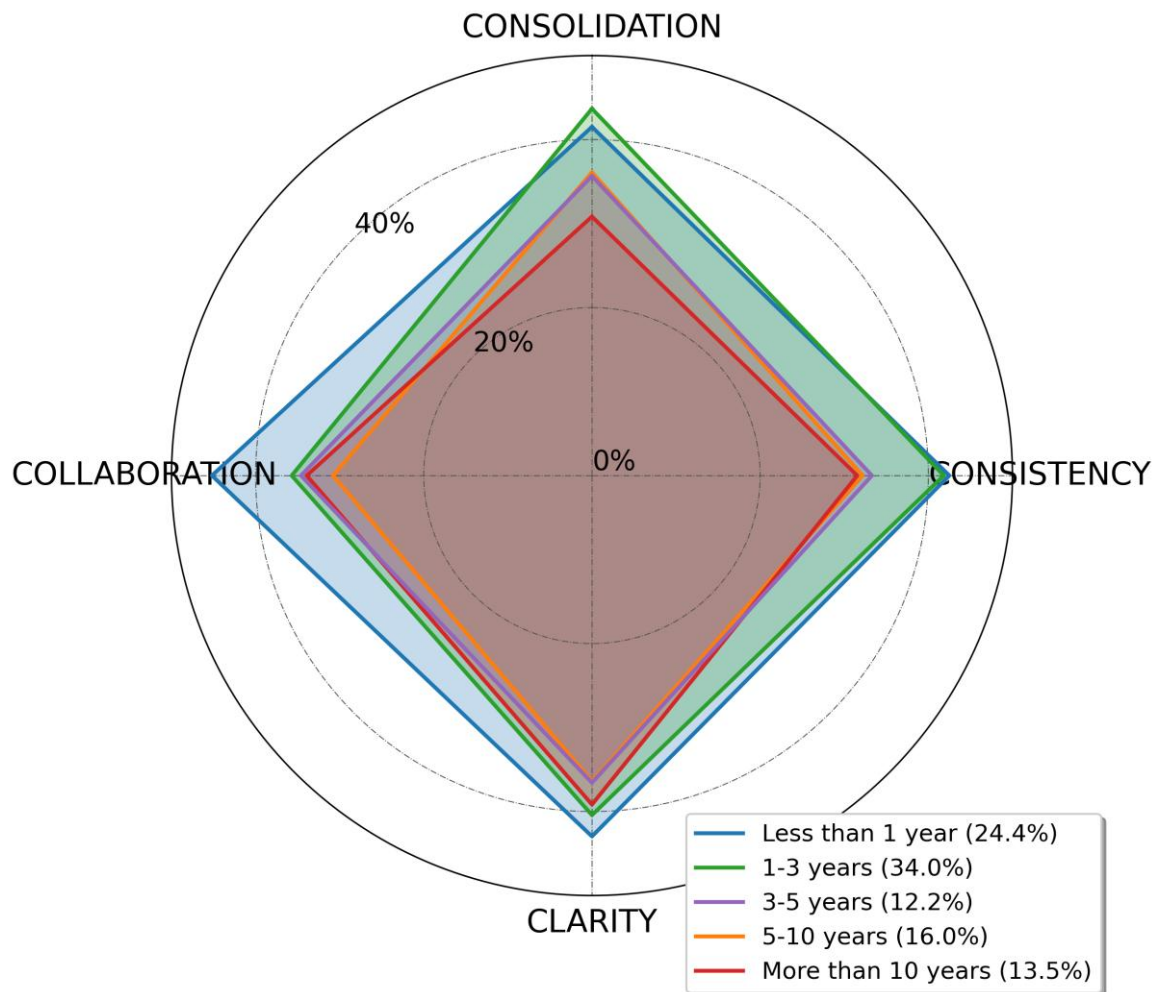
3-5 years (12.2%): highest in CONTROL (score: 30.5%), lowest in CREATE (score: 21.2%).

5-10 years (16.0%): highest in CONNECT (score: 31.1%), lowest in COMPETE (score: 16.4%).

More than 10 years (13.5%): highest in CONNECT (score: 31.3%), lowest in CREATE (score: 21.0%).

The largest gap in perception between groups is in CONTROL with a difference of 7.7%. The second largest gap is in COMPETE with a difference of 6.7%.

Dynamics - Communication (Employment)



Less than 1 year (24.4%): highest in COLLABORATION (score: 45.2%), lowest in CONSOLIDATION (score: 41.5%).

1-3 years (34.0%): highest in CONSOLIDATION (score: 43.7%), lowest in COLLABORATION (score: 35.7%).

3-5 years (12.2%): highest in CLARITY (score: 36.6%), lowest in CONSISTENCY (score: 33.3%).

5-10 years (16.0%): highest in CLARITY (score: 36.4%), lowest in COLLABORATION (score: 30.8%).

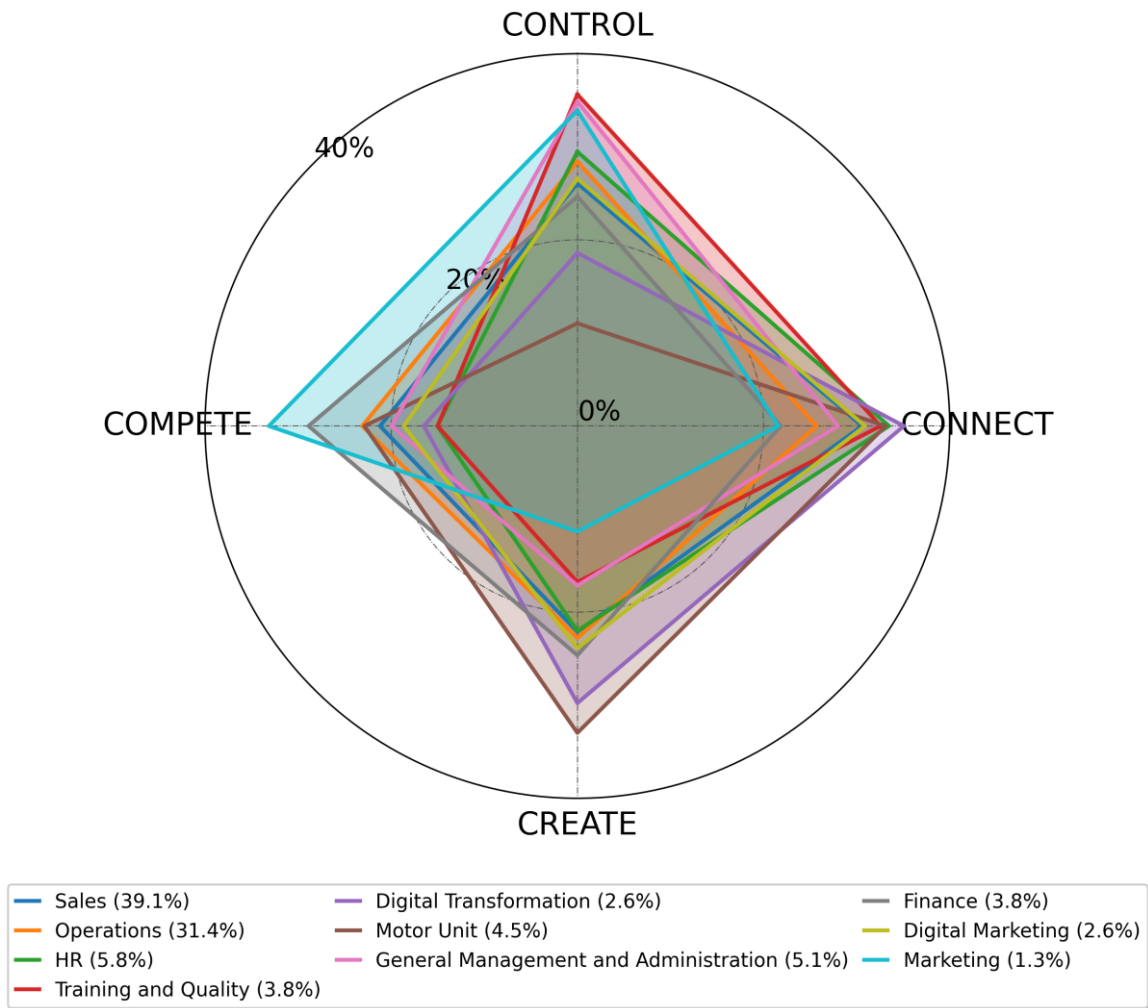
More than 10 years (13.5%): highest in CLARITY (score: 39.2%), lowest in CONSOLIDATION (score: 30.8%).

The largest gap in perception between groups is in COLLABORATION with a difference of 14.4%.

The second largest gap is in CONSOLIDATION with a difference of 12.8%.

Department

Culture - Communication (Department)



Sales (39.1%): highest in CONNECT (score: 30.6%), lowest in COMPETE (score: 21.2%).

Operations (31.4%): highest in CONTROL (score: 28.4%), lowest in CREATE (score: 22.8%).

HR (5.8%): highest in CONNECT (score: 33.5%), lowest in COMPETE (score: 15.0%).

Training and Quality (3.8%): highest in CONTROL (score: 35.6%), lowest in COMPETE (score: 15.0%).

Digital Transformation (2.6%): highest in CONNECT (score: 35.1%), lowest in COMPETE (score: 16.5%).

Motor Unit (4.5%): highest in CONNECT (score: 33.1%), lowest in CONTROL (score: 11.0%).

General Management and Administration (5.1%): highest in CONTROL (score: 34.9%), lowest in CREATE (score: 17.1%).

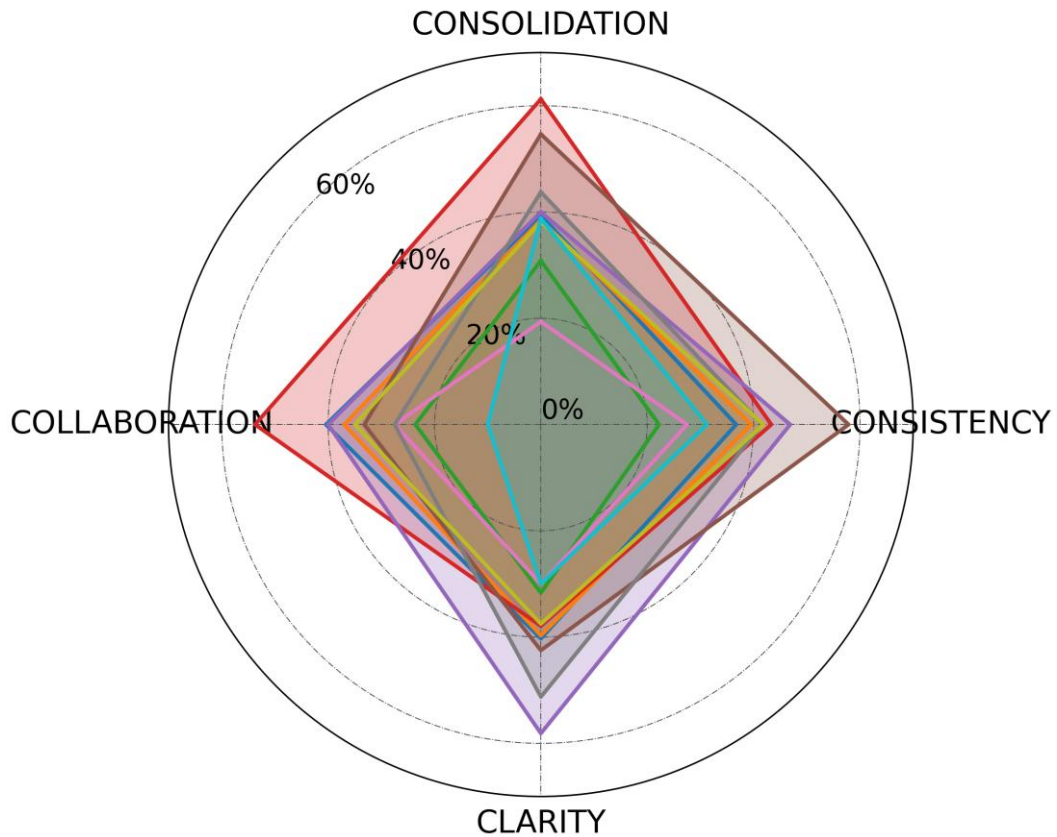
Finance (3.8%): highest in COMPETE (score: 28.9%), lowest in CONNECT (score: 21.8%).

Digital Marketing (2.6%): highest in CONNECT (score: 30.9%), lowest in COMPETE (score: 18.6%).

Marketing (1.3%): highest in CONTROL (score: 33.9%), lowest in CREATE (score: 11.3%).

The largest gap in perception between groups is in CONTROL with a difference of 24.6%. The second largest gap is in CREATE with a difference of 21.6%.

Dynamics - Communication (Department)



Sales (39.1%): highest in COLLABORATION (score: 40.4%), lowest in CONSISTENCY (score: 36.7%).

Operations (31.4%): highest in CLARITY (score: 39.7%), lowest in COLLABORATION (score: 37.0%).

HR (5.8%): highest in CLARITY (score: 31.7%), lowest in CONSISTENCY (score: 22.2%).

Training and Quality (3.8%): highest in CONSOLIDATION (score: 61.2%), lowest in CLARITY (score: 37.9%).

Digital Transformation (2.6%): highest in CLARITY (score: 58.1%), lowest in CONSOLIDATION (score: 40.0%).

Motor Unit (4.5%): highest in CONSISTENCY (score: 57.9%), lowest in COLLABORATION (score: 33.2%).

General Management and Administration (5.1%): highest in CLARITY (score: 30.0%), lowest in CONSOLIDATION (score: 19.4%).

Finance (3.8%): highest in CLARITY (score: 51.2%), lowest in COLLABORATION (score: 27.5%).

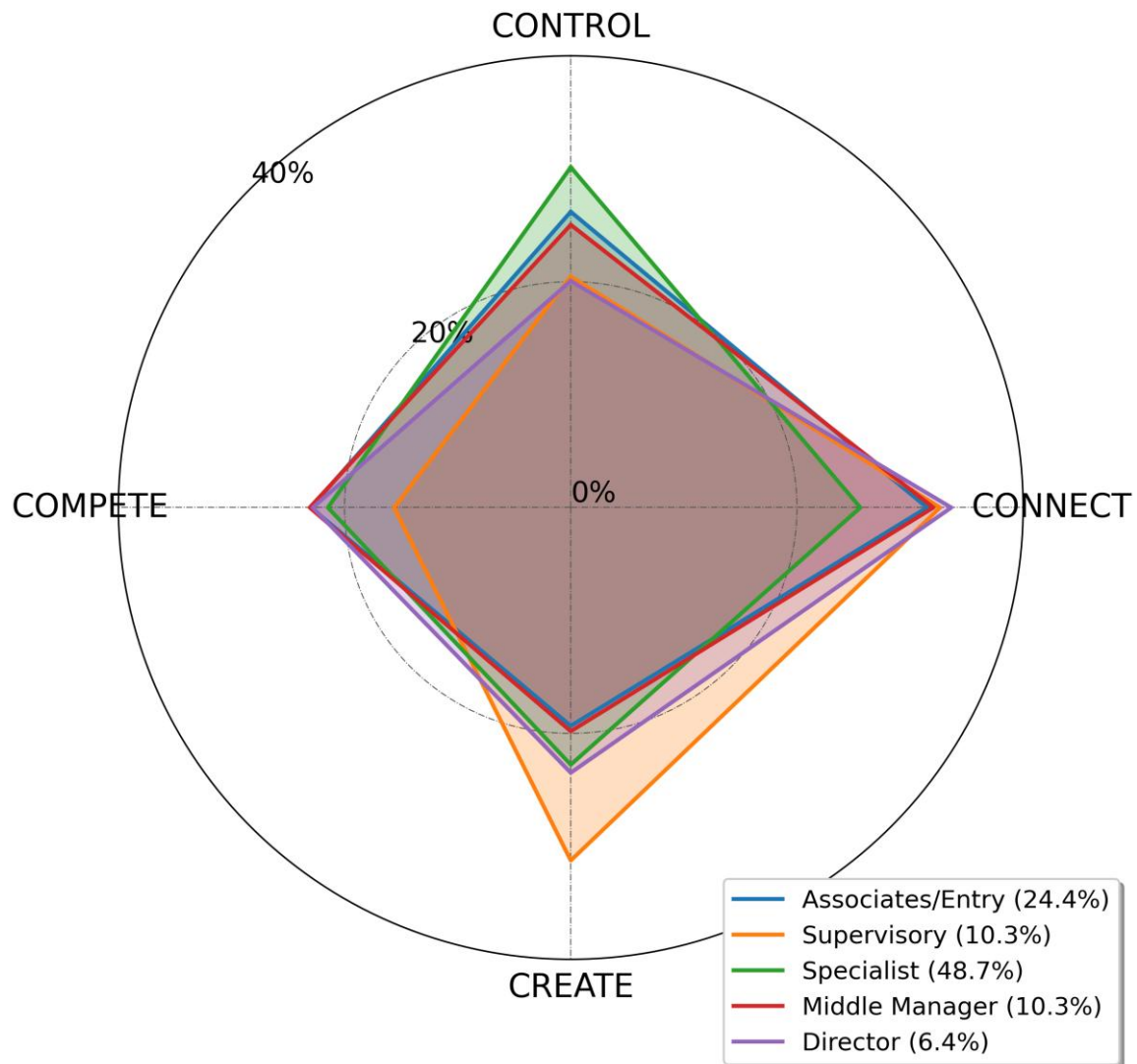
Digital Marketing (2.6%): highest in CONSISTENCY (score: 41.9%), lowest in COLLABORATION (score: 35.0%).

Marketing (1.3%): highest in CONSOLIDATION (score: 38.8%), lowest in COLLABORATION (score: 10.0%).

The largest gap in perception between groups is in COLLABORATION with a difference of 43.8%.
The second largest gap is in CONSOLIDATION with a difference of 41.9%.

Position Level

Culture - Communication (Position Level)



Associates/Entry (24.4%): highest in CONNECT (score: 31.5%), lowest in CREATE (score: 19.3%).

Supervisory (10.3%): highest in CONNECT (score: 32.7%), lowest in COMPETE (score: 15.6%).

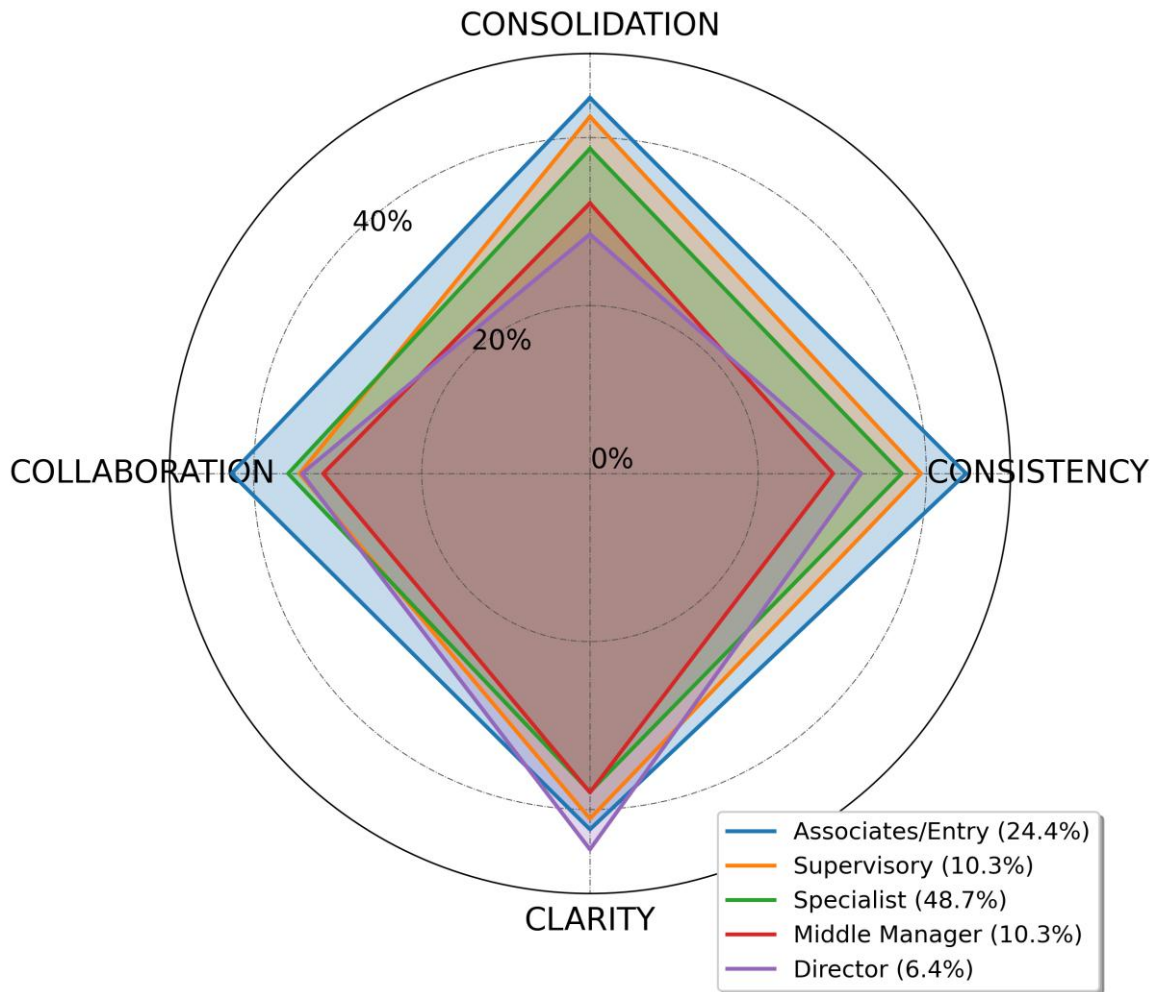
Specialist (48.7%): highest in CONTROL (score: 30.1%), lowest in COMPETE (score: 21.5%).

Middle Manager (10.3%): highest in CONNECT (score: 32.1%), lowest in CREATE (score: 19.8%).

Director (6.4%): highest in CONNECT (score: 33.6%), lowest in CONTROL (score: 20.1%).

The largest gap in perception between groups is in CREATE with a difference of 11.9%. The second largest gap is in CONTROL with a difference of 10.1%.

Dynamics - Communication (Position Level)



Associates/Entry (24.4%): highest in CONSOLIDATION (score: 44.7%), lowest in CLARITY (score: 42.4%).

Supervisory (10.3%): highest in CONSOLIDATION (score: 42.5%), lowest in COLLABORATION (score: 34.5%).

Specialist (48.7%): highest in CONSOLIDATION (score: 38.7%), lowest in COLLABORATION (score: 35.9%).

Middle Manager (10.3%): highest in CLARITY (score: 38.0%), lowest in CONSISTENCY (score: 28.9%).

Director (6.4%): highest in CLARITY (score: 44.8%), lowest in CONSOLIDATION (score: 28.5%).

The largest gap in perception between groups is in CONSOLIDATION with a difference of 16.2%.

The second largest gap is in CONSISTENCY with a difference of 15.8%.

Goal Setting

Culture

- Profile 1 (96.2% of your team) scores highest in CONTROL (36.4%) and lowest in CREATE (18.6%).
- Profile 2 (3.2% of your team) scores highest in CREATE (51.1%) and lowest in COMPETE

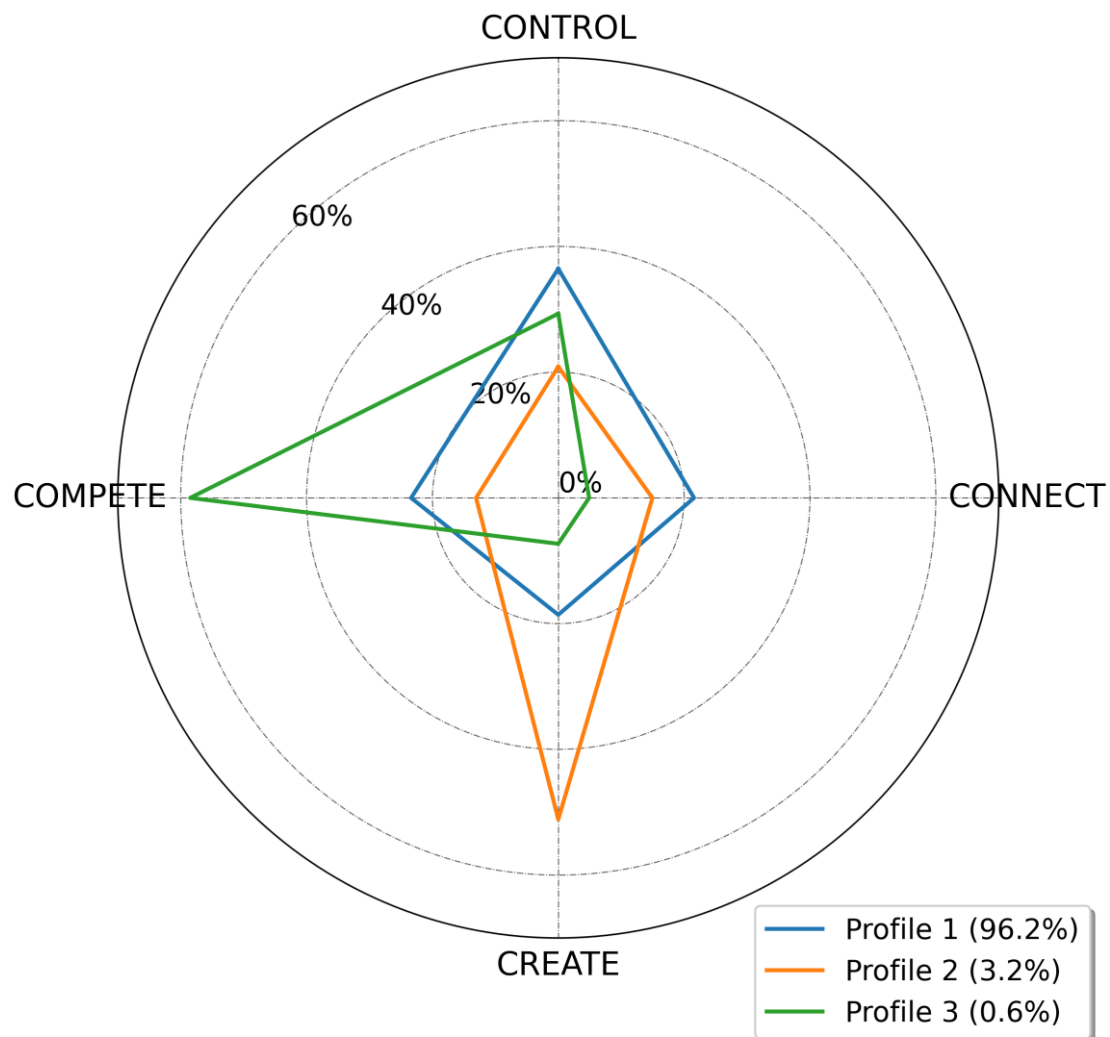
(13.1%).

- Profile 3 (0.6% of your team) scores highest in COMPETE (58.5%) and lowest in CONNECT (4.9%).

- The largest variability is observed in the COMPETE dimension, achieving scores as high as 58.5%.

- In contrast, CONNECT scores the lowest at 4.9%, indicating significant disparity in practices.

Goal Setting - Culture Representative Profiles



Dynamics

By Profile

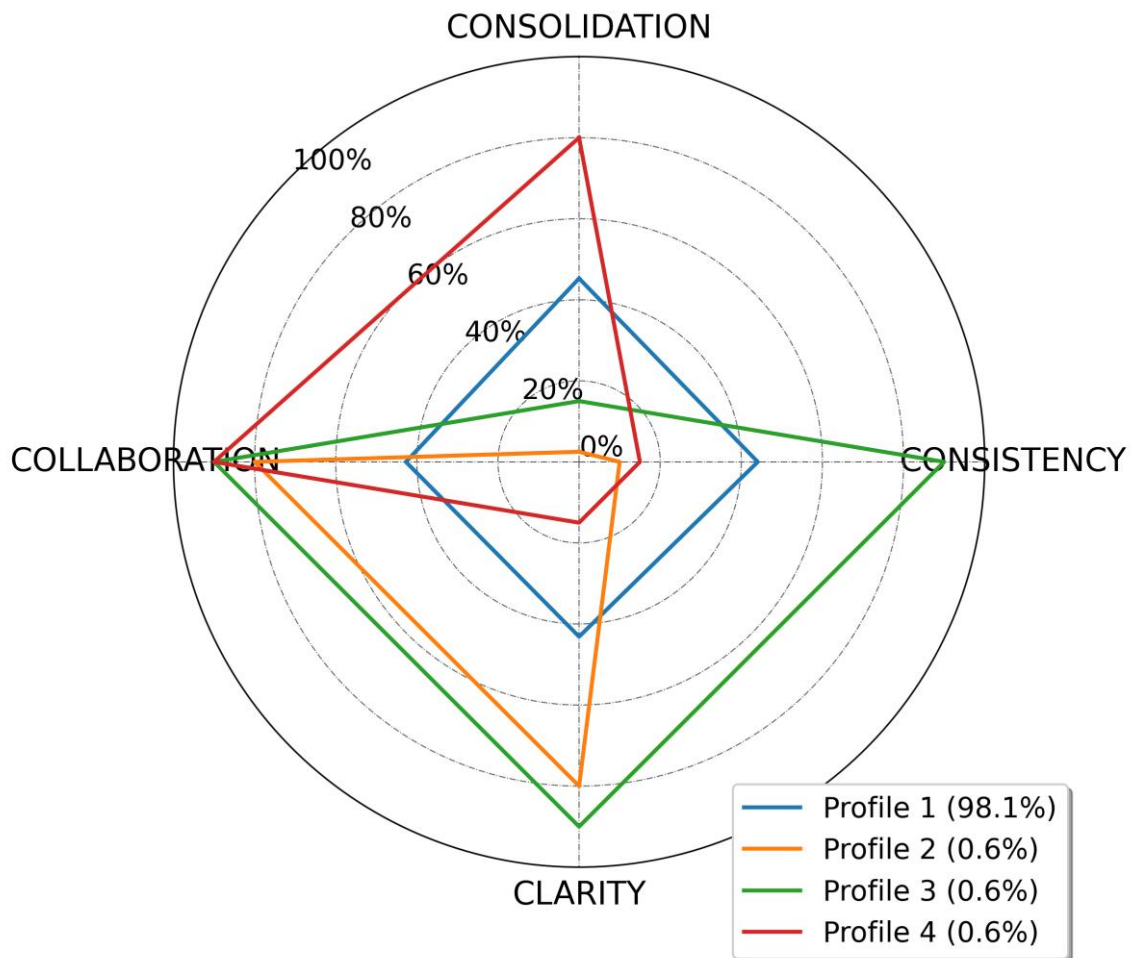
- Profile 1 (98.1% of your team) scores highest in CONSOLIDATION (45.3%) and lowest in COLLABORATION (42.7%).

- Profile 2 (0.6% of your team) scores highest in CLARITY (80.0%) and lowest in CONSOLIDATION (2.5%).

- Profile 3 (0.6% of your team) scores highest in CONSISTENCY (90.0%) and lowest in CONSOLIDATION (15.0%).

- Profile 4 (0.6% of your team) scores highest in COLLABORATION (90.0%) and lowest in CONSISTENCY (15.0%).
- The largest variability is observed in the CONSISTENCY dimension, achieving scores as high as 90.0%.
- In contrast, CONSOLIDATION scores the lowest at 2.5%, indicating significant disparity in practices.

Goal Setting - Dynamics Representative Profiles



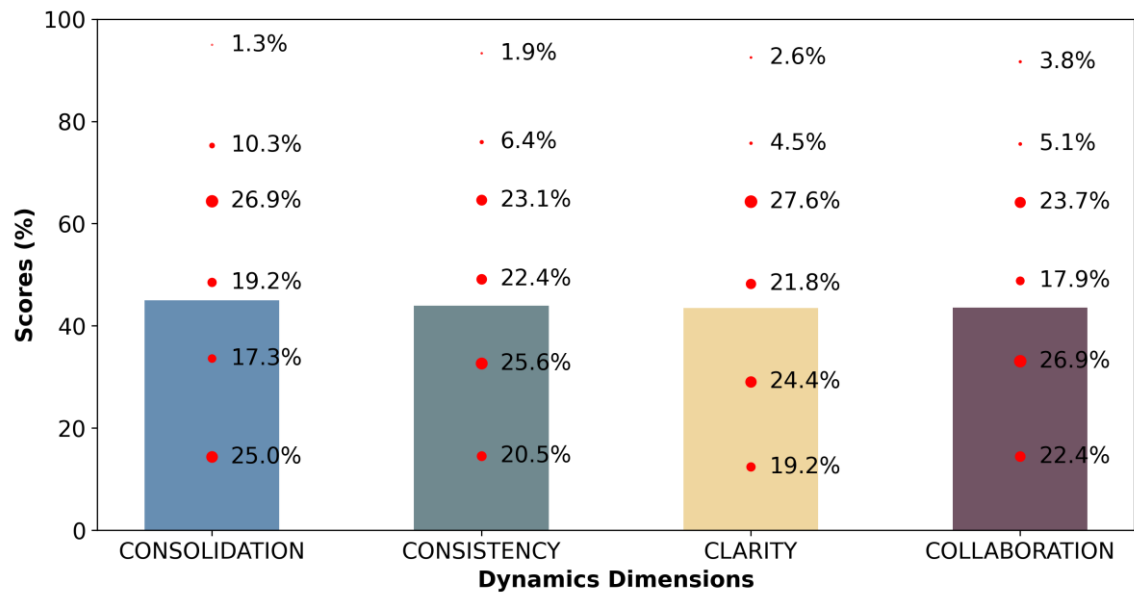
By Dimension

CONSOLIDATION: overall average is 45.0%, ranging from 2.5% to 100.0% (gap: 97.5%).

CONSISTENCY: overall average is 43.9%, ranging from 2.5% to 100.0% (gap: 97.5%). CLARITY: overall average is 43.5%, ranging from 2.5% to 100.0% (gap: 97.5%). COLLABORATION: overall average is 43.5%, ranging from 5.0% to 100.0% (gap: 95.0%).

In Goal Setting dynamics, the largest discrepancy is in CONSOLIDATION (gap: 97.5%), suggesting an area for improvement, while COLLABORATION shows high alignment (gap: 95.0%).

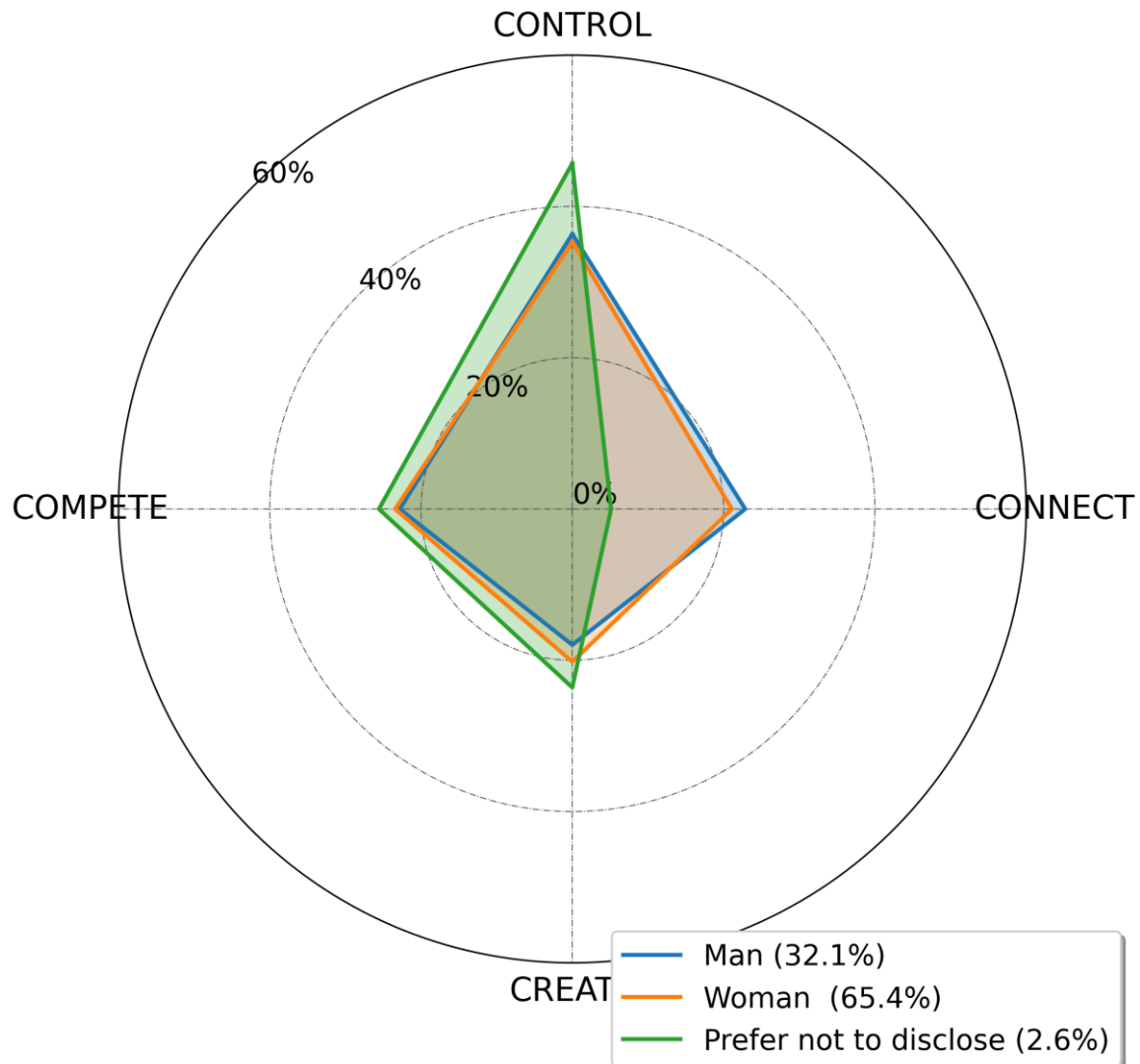
Goal Setting - Team Dynamics Distribution



Diversity

Gender

Culture - Goal Setting (Gender)



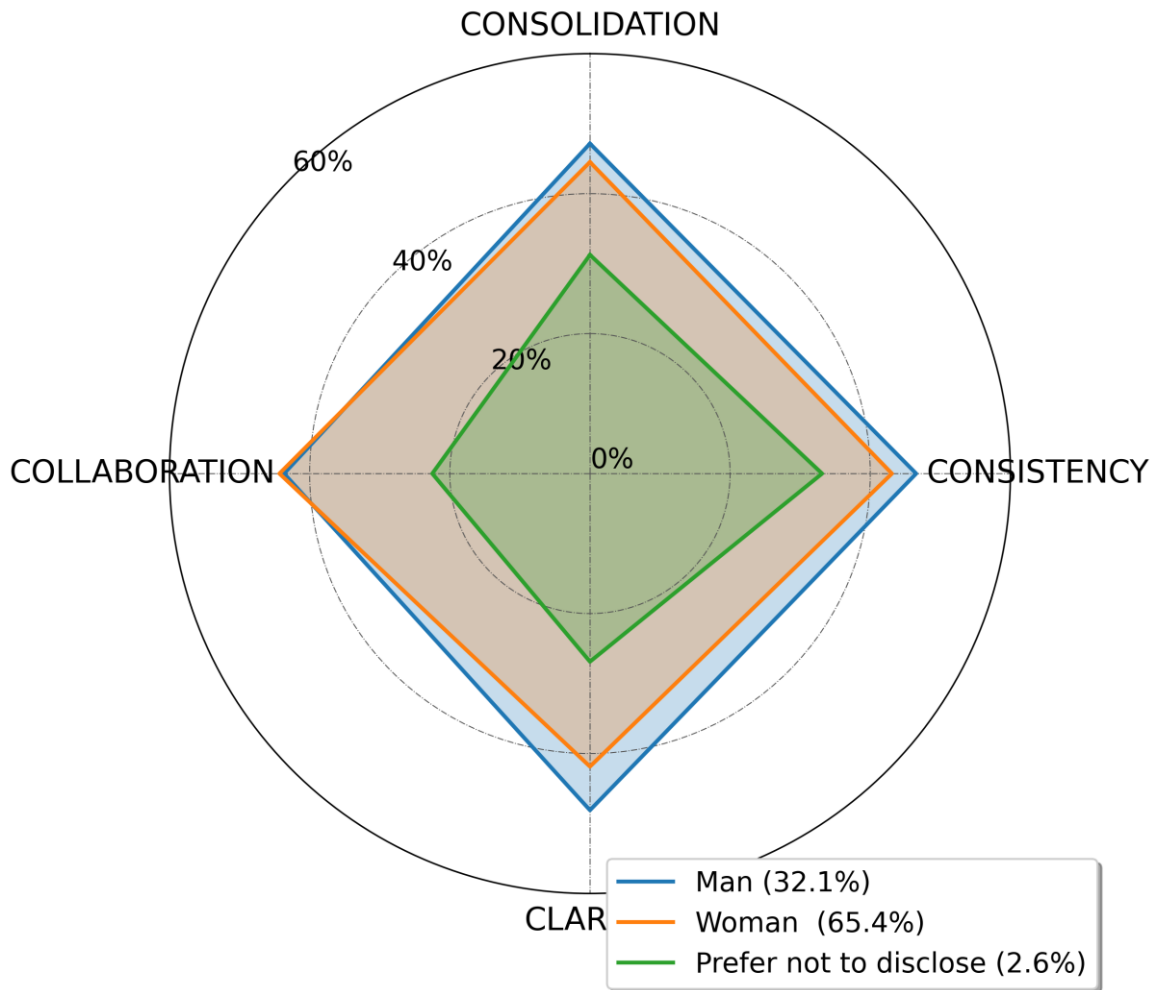
Man (32.1%): highest in CONTROL (score: 36.4%), lowest in CREATE (score: 18.0%).

Woman (65.4%): highest in CONTROL (score: 35.3%), lowest in CREATE (score: 20.2%).

Prefer not to disclose (2.6%): highest in CONTROL (score: 45.7%), lowest in CONNECT (score: 5.1%).

The largest gap in perception between groups is in CONNECT with a difference of 17.7%. The second largest gap is in CONTROL with a difference of 10.4%.

Dynamics - Goal Setting (Gender)



Man (32.1%): highest in CLARITY (score: 48.1%), lowest in COLLABORATION (score: 43.6%).

Woman (65.4%): highest in CONSOLIDATION (score: 44.5%), lowest in CLARITY (score: 41.9%).

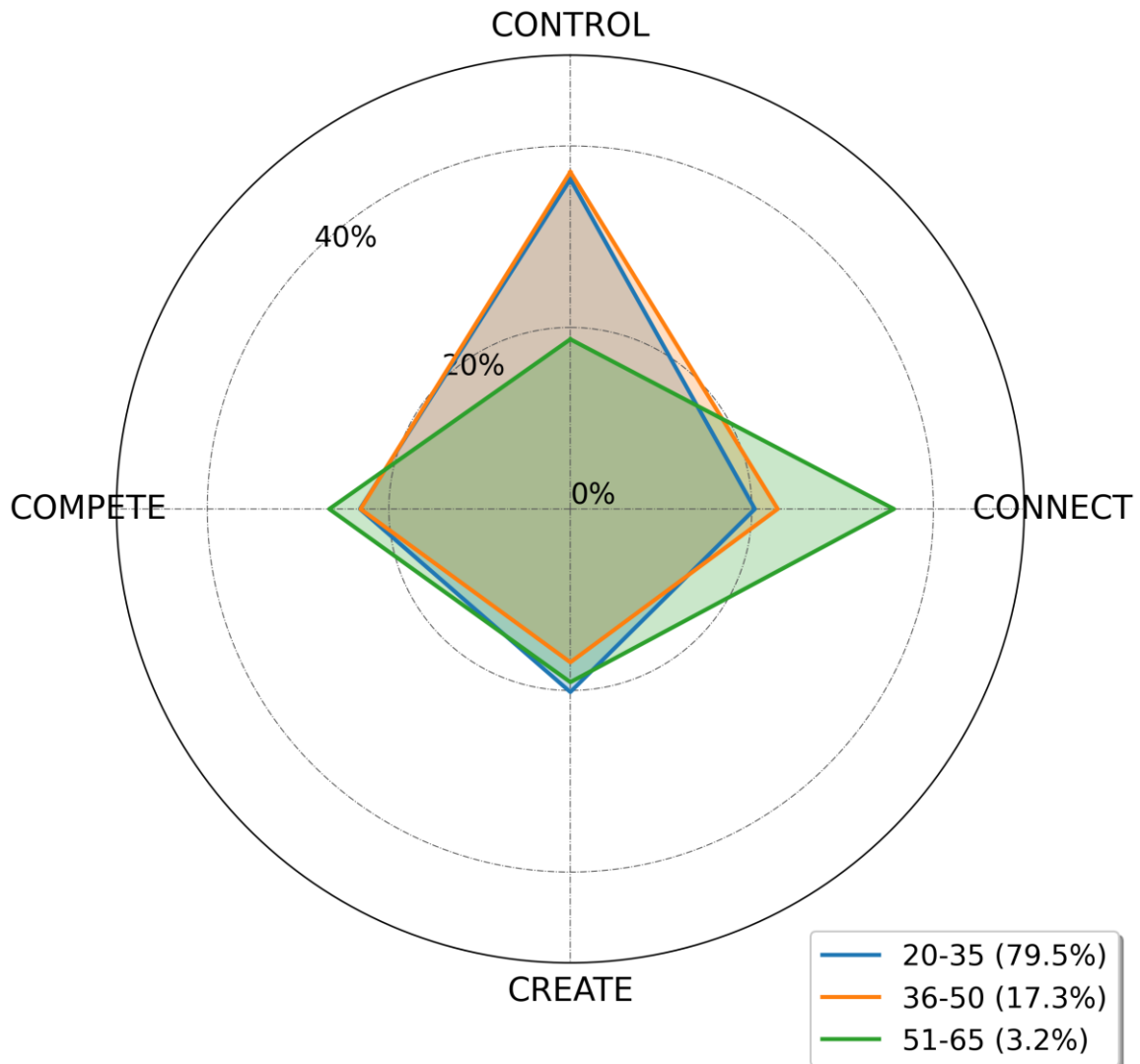
Prefer not to disclose (2.6%): highest in CONSISTENCY (score: 33.1%), lowest in COLLABORATION (score: 22.5%).

The largest gap in perception between groups is in COLLABORATION with a difference of 21.8%.

The second largest gap is in CLARITY with a difference of 21.2%.

Age

Culture - Goal Setting (Age)



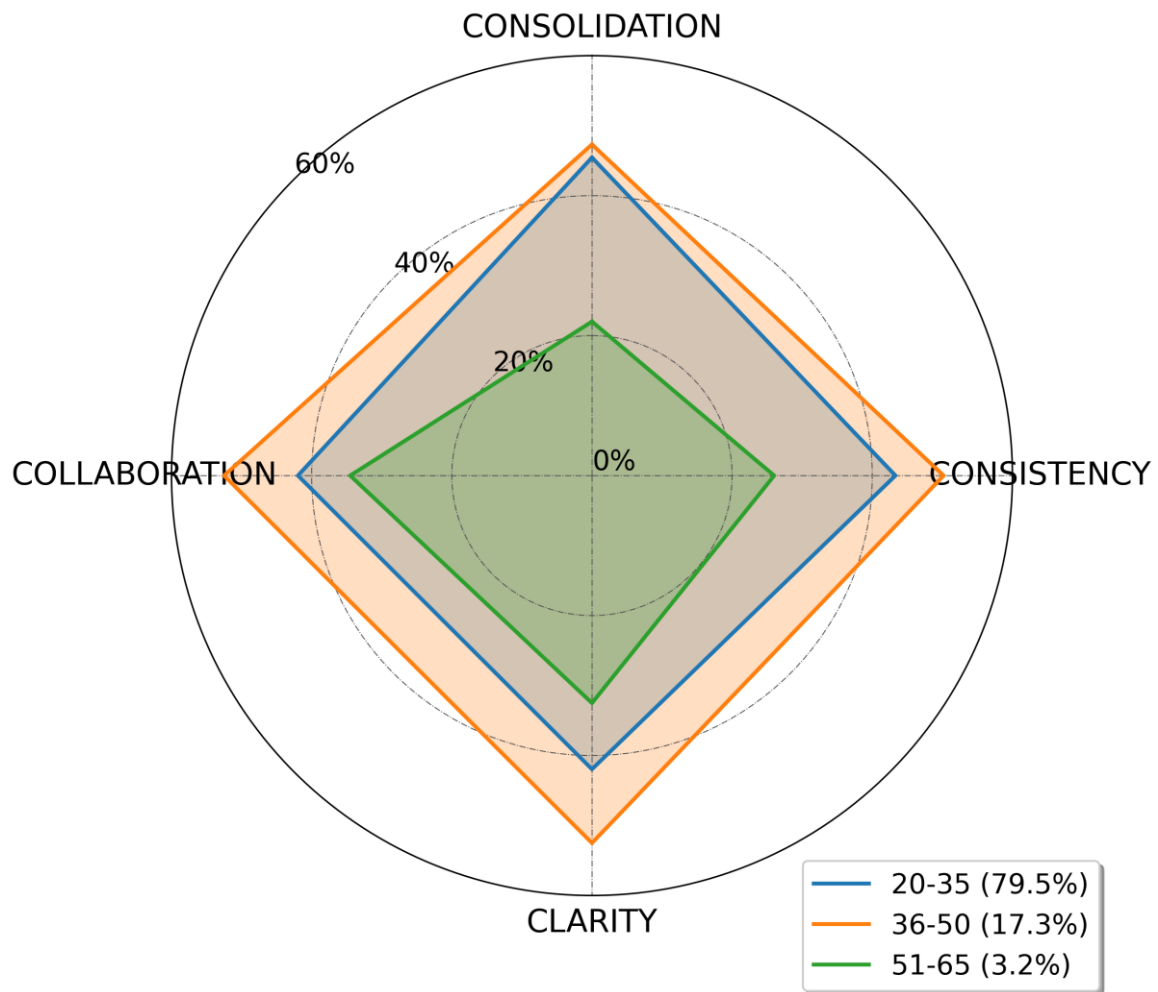
20-35 (79.5%): highest in CONTROL (score: 36.3%), lowest in CREATE (score: 20.2%).

36-50 (17.3%): highest in CONTROL (score: 37.1%), lowest in CREATE (score: 16.9%).

51-65 (3.2%): highest in CONNECT (score: 35.7%), lowest in CONTROL (score: 18.7%).

The largest gap in perception between groups is in CONTROL with a difference of 18.4%. The second largest gap is in CONNECT with a difference of 15.3%.

Dynamics - Goal Setting (Age)



20-35 (79.5%): highest in CONSOLIDATION (score: 45.4%), lowest in CLARITY (score: 42.0%).

36-50 (17.3%): highest in CLARITY (score: 52.5%), lowest in CONSOLIDATION (score: 47.3%).

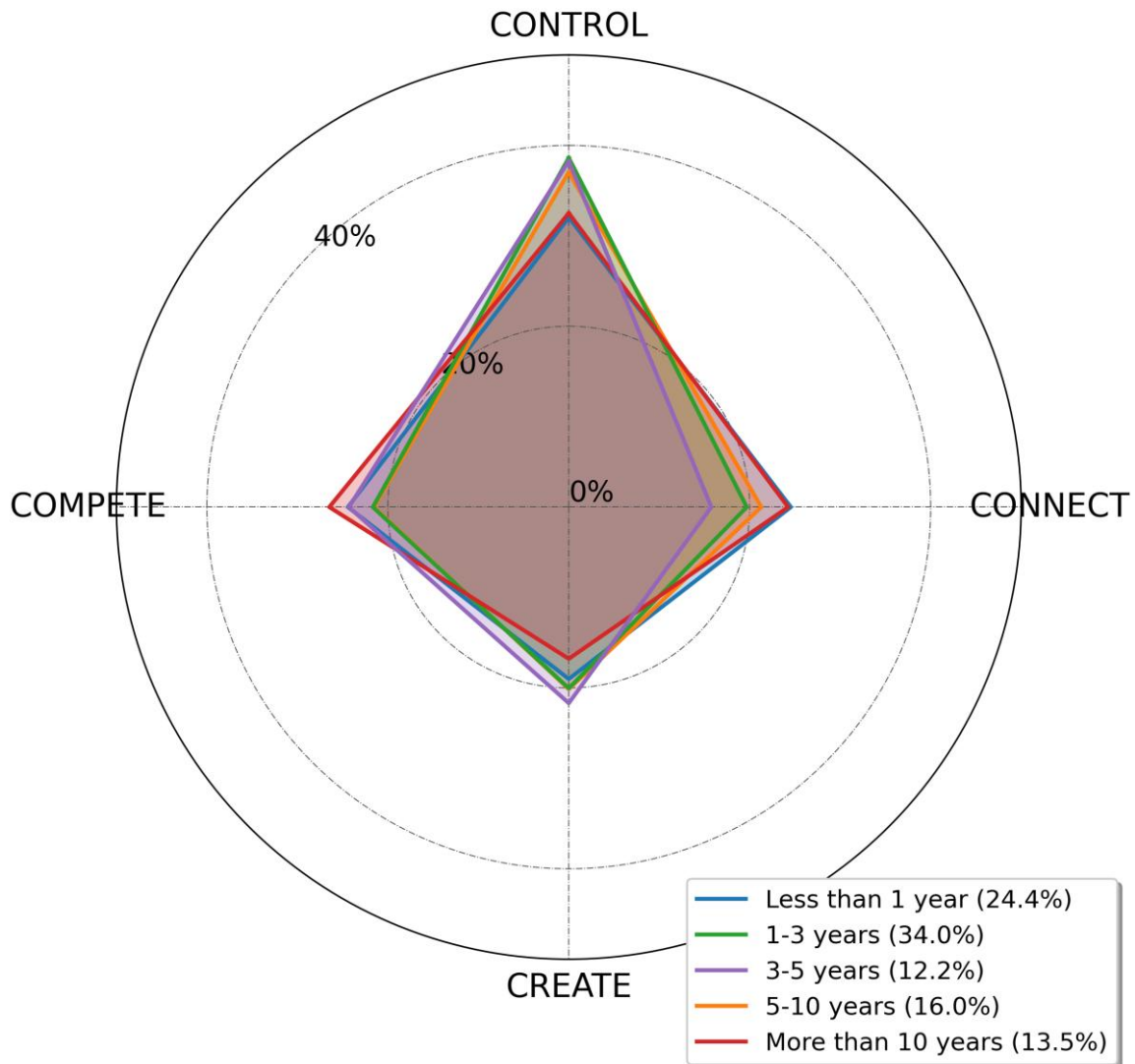
51-65 (3.2%): highest in COLLABORATION (score: 34.5%), lowest in CONSOLIDATION (score: 22.0%).

The largest gap in perception between groups is in CONSOLIDATION with a difference of 25.3%.

The second largest gap is in CONSISTENCY with a difference of 24.2%.

Employment

Culture - Goal Setting (Employment)



Less than 1 year (24.4%): highest in CONTROL (score: 32.0%), lowest in CREATE (score: 19.0%).

1-3 years (34.0%): highest in CONTROL (score: 38.6%), lowest in CONNECT (score: 19.7%).

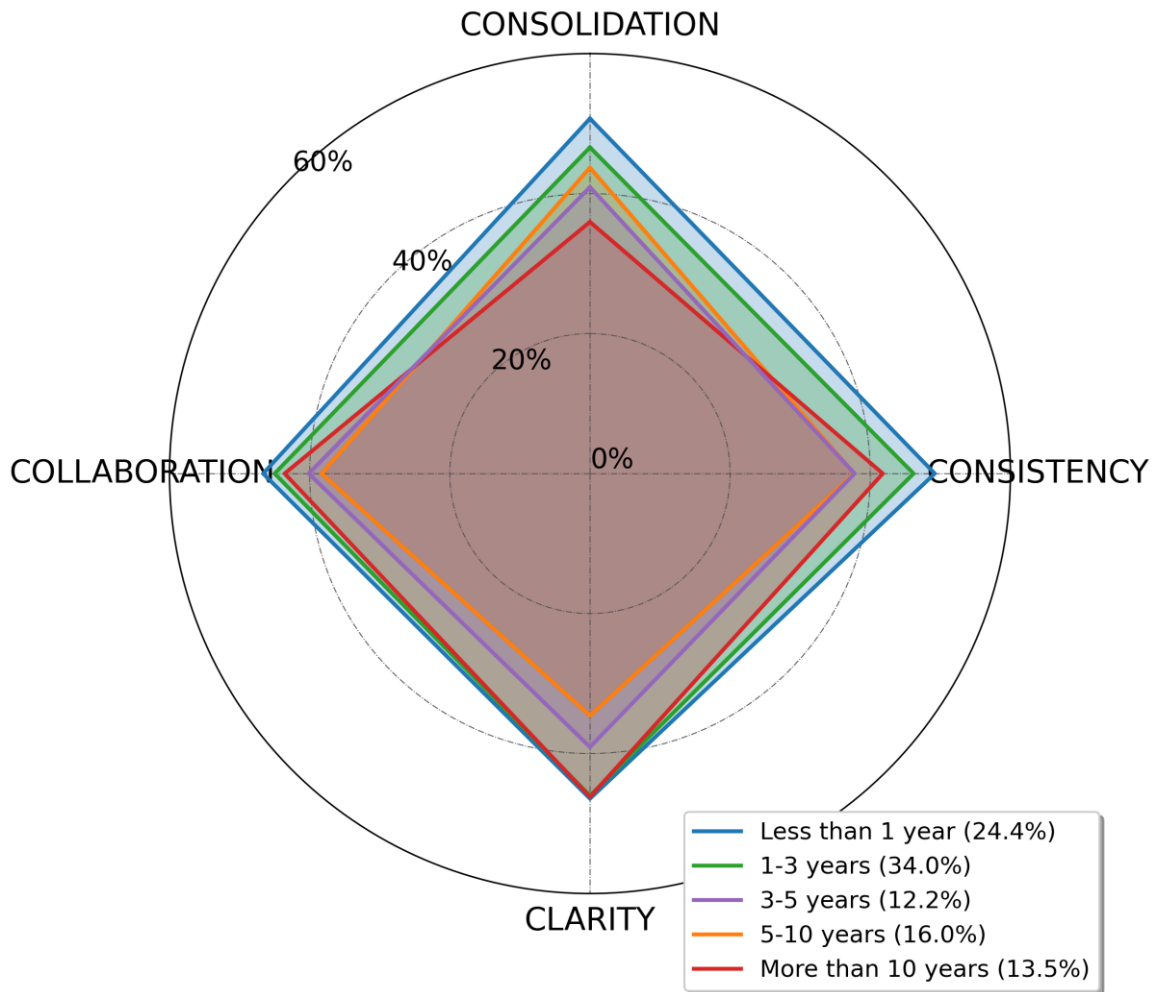
3-5 years (12.2%): highest in CONTROL (score: 38.2%), lowest in CONNECT (score: 15.8%).

5-10 years (16.0%): highest in CONTROL (score: 37.0%), lowest in CREATE (score: 20.1%).

More than 10 years (13.5%): highest in CONTROL (score: 32.5%), lowest in CREATE (score: 16.8%).

The largest gap in perception between groups is in CONNECT with a difference of 8.8%. The second largest gap is in CONTROL with a difference of 6.6%.

Dynamics - Goal Setting (Employment)



Less than 1 year (24.4%): highest in CONSOLIDATION (score: 50.7%), lowest in CLARITY (score: 46.4%).

1-3 years (34.0%): highest in CONSOLIDATION (score: 46.6%), lowest in COLLABORATION (score: 45.0%).

3-5 years (12.2%): highest in CONSOLIDATION (score: 40.9%), lowest in CONSISTENCY (score: 37.8%).

5-10 years (16.0%): highest in CONSOLIDATION (score: 43.7%), lowest in CLARITY (score: 34.6%).

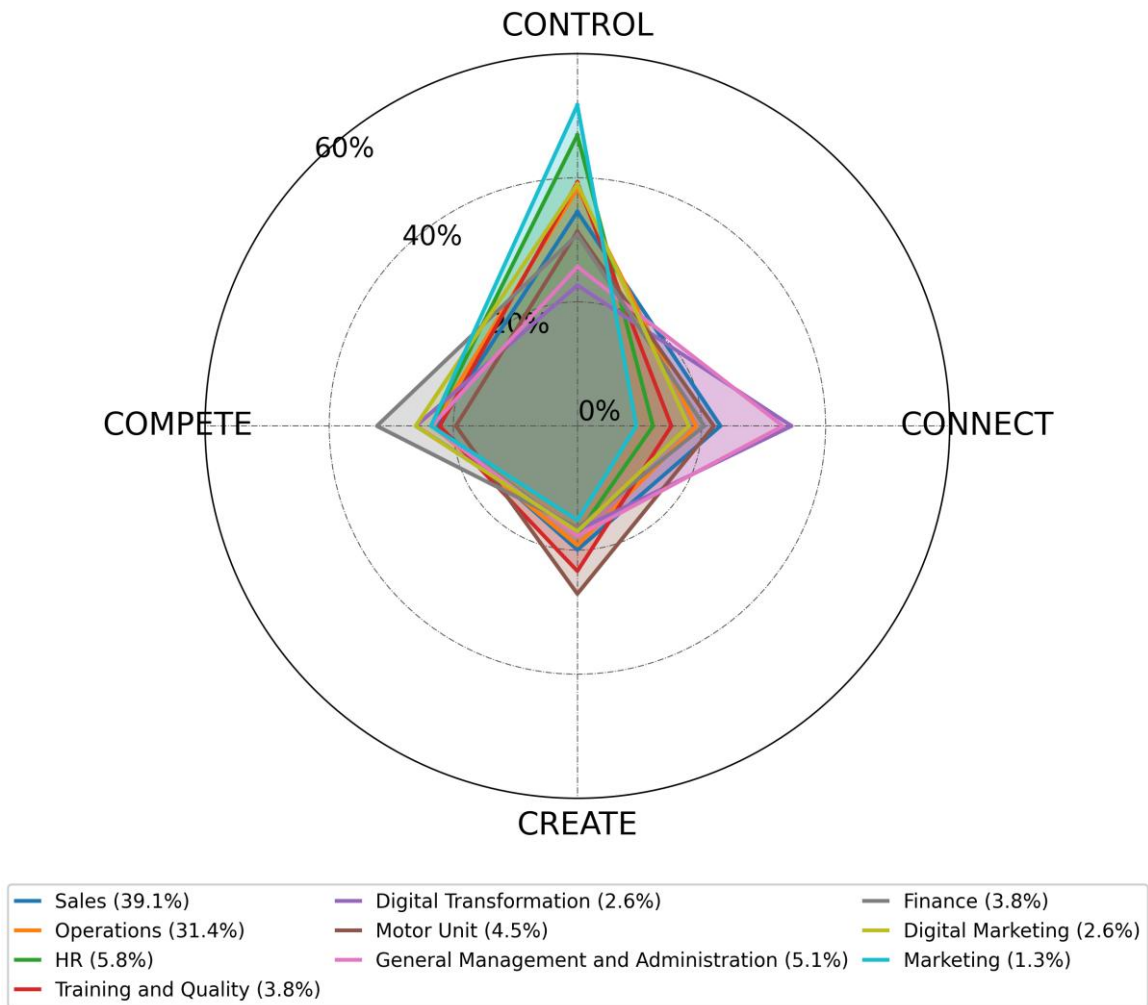
More than 10 years (13.5%): highest in CLARITY (score: 46.2%), lowest in CONSOLIDATION (score: 36.0%).

The largest gap in perception between groups is in CONSOLIDATION with a difference of 14.8%.

The second largest gap is in CLARITY with a difference of 11.8%.

Department

Culture - Goal Setting (Department)



Sales (39.1%): highest in CONTROL (score: 34.5%), lowest in CREATE (score: 20.0%).

Operations (31.4%): highest in CONTROL (score: 38.3%), lowest in CONNECT (score: 19.2%).

HR (5.8%): highest in CONTROL (score: 46.9%), lowest in CONNECT (score: 12.2%).

Training and Quality (3.8%): highest in CONTROL (score: 39.3%), lowest in CONNECT (score: 15.2%).

Digital Transformation (2.6%): highest in CONNECT (score: 34.5%), lowest in CREATE (score: 16.8%).

Motor Unit (4.5%): highest in CONTROL (score: 31.4%), lowest in COMPETE (score: 19.6%).

General Management and Administration (5.1%): highest in CONNECT (score: 33.1%), lowest in CREATE (score: 17.7%).

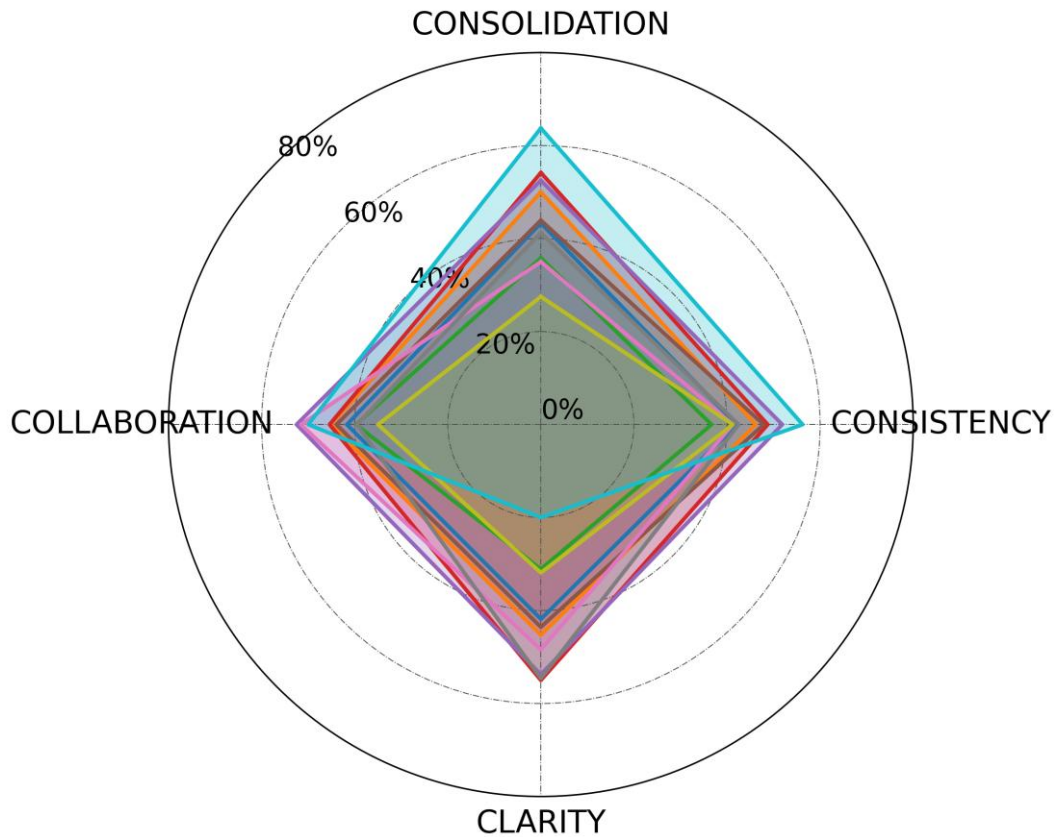
Finance (3.8%): highest in COMPETE (score: 32.3%), lowest in CREATE (score: 16.4%).

Digital Marketing (2.6%): highest in CONTROL (score: 39.0%), lowest in CREATE (score: 17.0%).

Marketing (1.3%): highest in CONTROL (score: 51.7%), lowest in CONNECT (score: 9.5%).

The largest gap in perception between groups is in CONTROL with a difference of 29.0%. The second largest gap is in CONNECT with a difference of 25.0%.

Dynamics - Goal Setting (Department)



Sales (39.1%): highest in CONSOLIDATION (score: 43.3%), lowest in COLLABORATION (score: 41.7%).

Operations (31.4%): highest in CONSOLIDATION (score: 50.0%), lowest in COLLABORATION (score: 45.2%).

HR (5.8%): highest in COLLABORATION (score: 39.7%), lowest in CLARITY (score: 31.1%).

Training and Quality (3.8%): highest in CLARITY (score: 55.0%), lowest in COLLABORATION (score: 45.4%).

Digital Transformation (2.6%): highest in CLARITY (score: 53.8%), lowest in CONSISTENCY (score: 51.9%).

Motor Unit (4.5%): highest in CONSISTENCY (score: 47.9%), lowest in CLARITY (score: 43.6%).

General Management and Administration (5.1%): highest in COLLABORATION (score: 51.6%), lowest in CONSOLIDATION (score: 35.0%).

Finance (3.8%): highest in CLARITY (score: 54.6%), lowest in COLLABORATION (score: 39.6%).

Digital Marketing (2.6%): highest in CONSISTENCY (score: 41.2%), lowest in CONSOLIDATION (score: 27.5%).

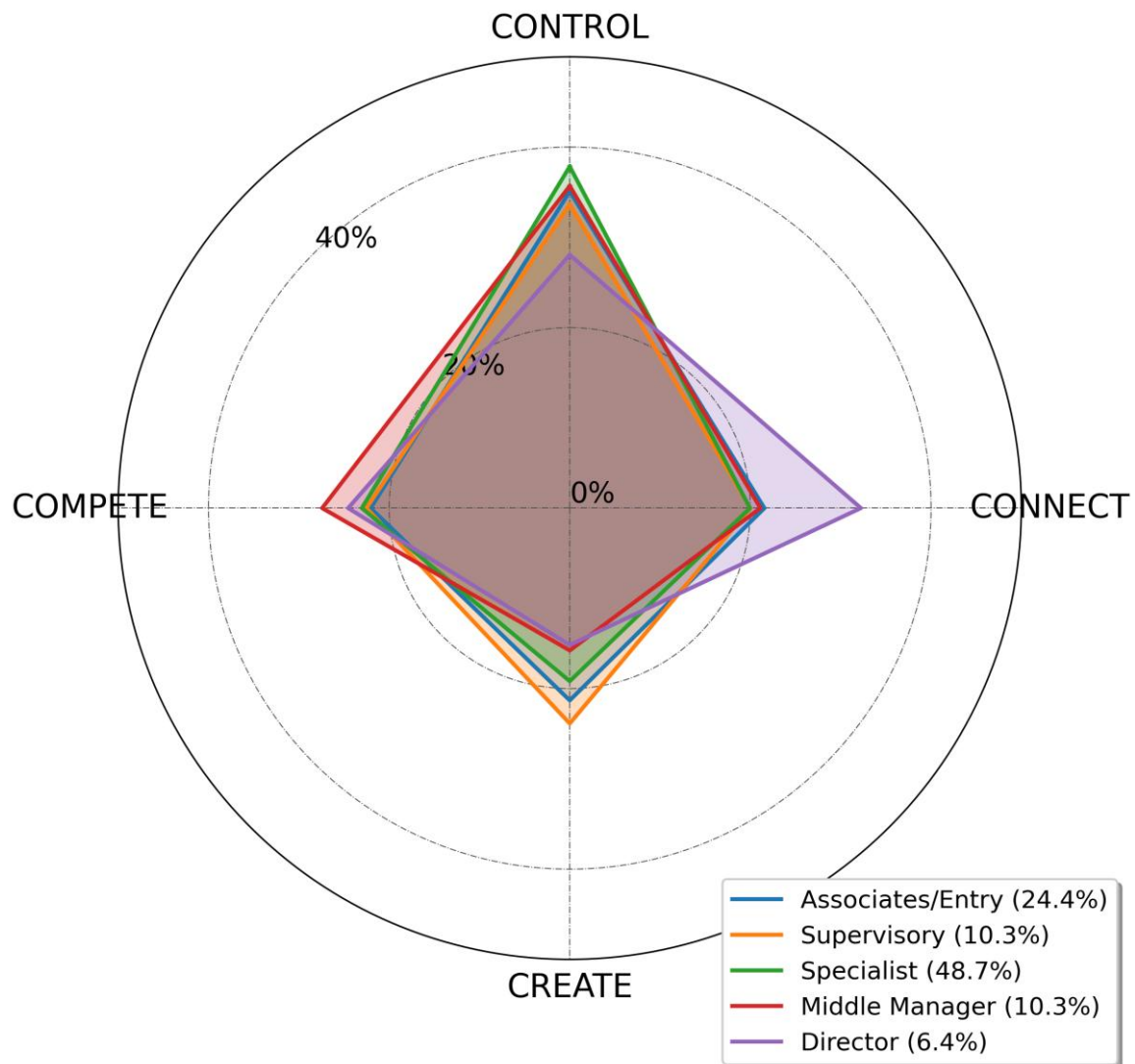
Marketing (1.3%): highest in CONSOLIDATION (score: 63.8%), lowest in CLARITY (score: 20.0%).

The largest gap in perception between groups is in CONSOLIDATION with a difference of 36.2%.

The second largest gap is in CLARITY with a difference of 35.0%.

Position Level

Culture - Goal Setting (Position Level)



Associates/Entry (24.4%): highest in CONTROL (score: 35.1%), lowest in CREATE (score: 21.3%).

Supervisory (10.3%): highest in CONTROL (score: 33.7%), lowest in CONNECT (score: 20.0%).

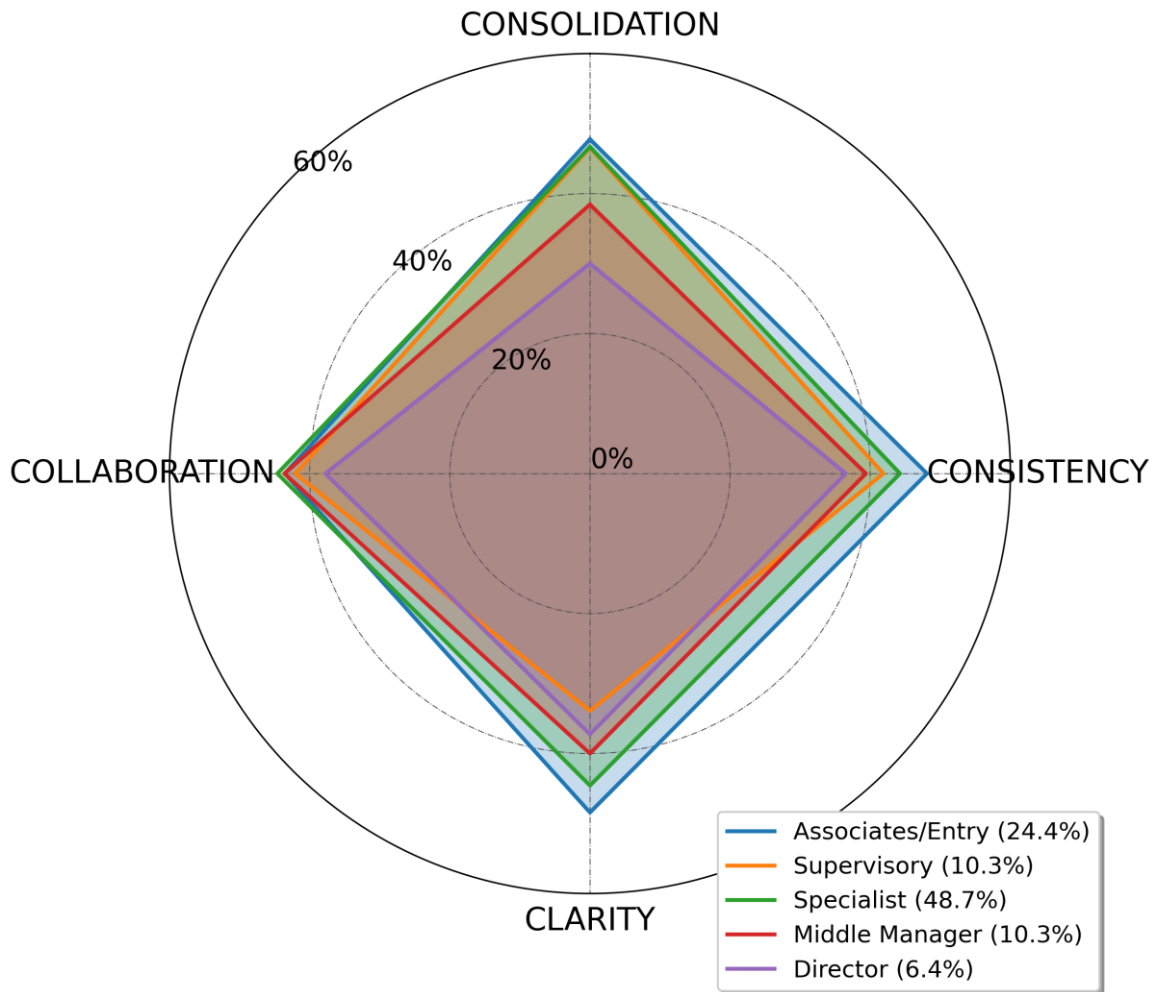
Specialist (48.7%): highest in CONTROL (score: 37.8%), lowest in CREATE (score: 19.2%).

Middle Manager (10.3%): highest in CONTROL (score: 35.7%), lowest in CREATE (score: 15.8%).

Director (6.4%): highest in CONNECT (score: 32.2%), lowest in CREATE (score: 15.2%).

The largest gap in perception between groups is in CONNECT with a difference of 12.3%. The second largest gap is in CONTROL with a difference of 9.8%.

Dynamics - Goal Setting (Position Level)



Associates/Entry (24.4%): highest in CLARITY (score: 48.4%), lowest in COLLABORATION (score: 43.6%).

Supervisory (10.3%): highest in CONSOLIDATION (score: 46.6%), lowest in CLARITY (score: 33.9%).

Specialist (48.7%): highest in CONSOLIDATION (score: 46.7%), lowest in CONSISTENCY (score: 44.2%).

Middle Manager (10.3%): highest in COLLABORATION (score: 43.6%), lowest in CONSOLIDATION (score: 38.4%).

Director (6.4%): highest in COLLABORATION (score: 37.8%), lowest in CONSOLIDATION (score: 30.0%).

The largest gap in perception between groups is in CONSOLIDATION with a difference of 17.8%. The second largest gap is in CLARITY with a difference of 14.5%.

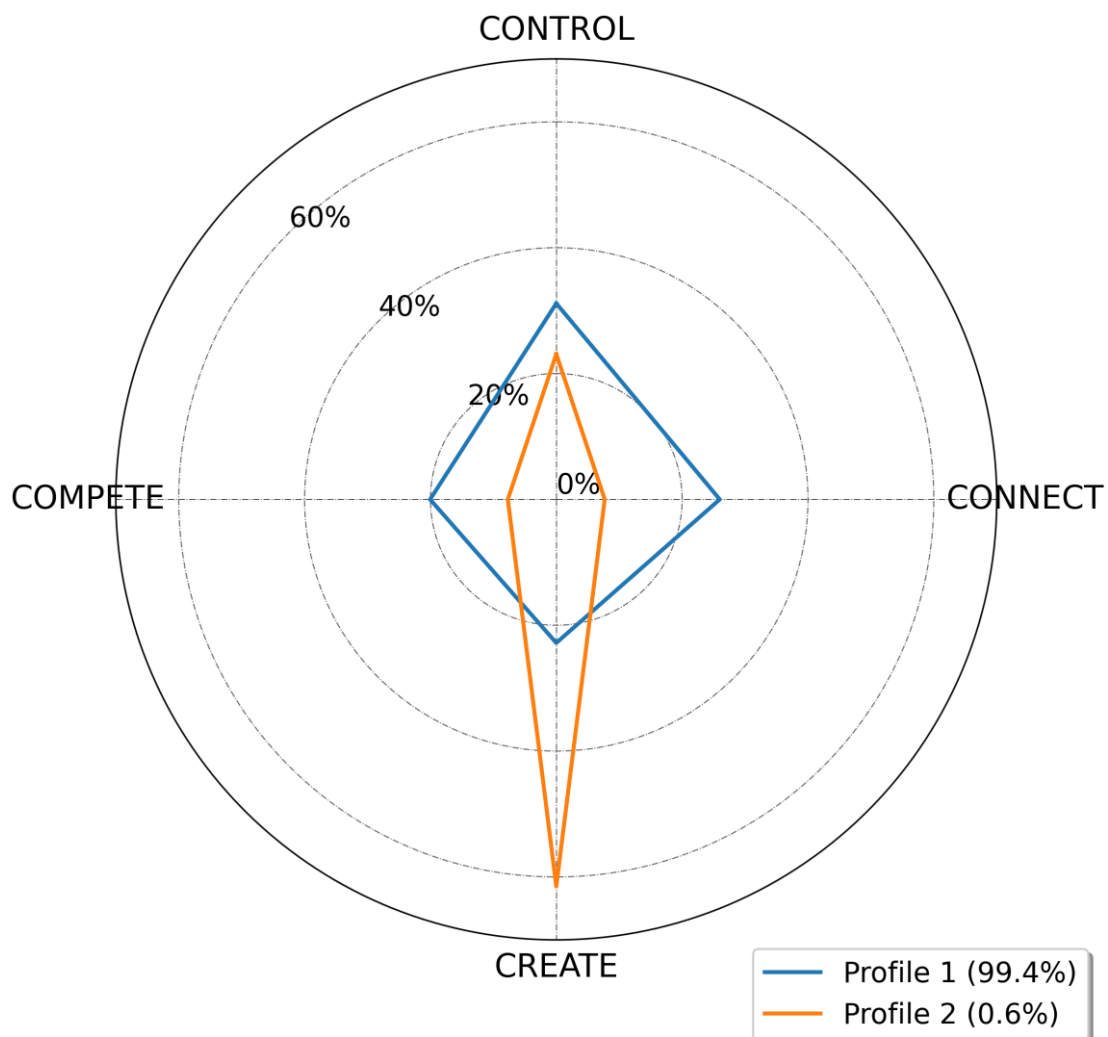
Feedback

Culture

- Profile 1 (99.4% of your team) scores highest in CONTROL (31.2%) and lowest in COMPETE (20.1%).

- Profile 2 (0.6% of your team) scores highest in CREATE (61.5%) and lowest in CONNECT (7.7%).
- The largest variability is observed in the CREATE dimension, achieving scores as high as 61.5%.
- In contrast, CONNECT scores the lowest at 7.7%, indicating significant disparity in practices.

Feedback - Culture Representative Profiles



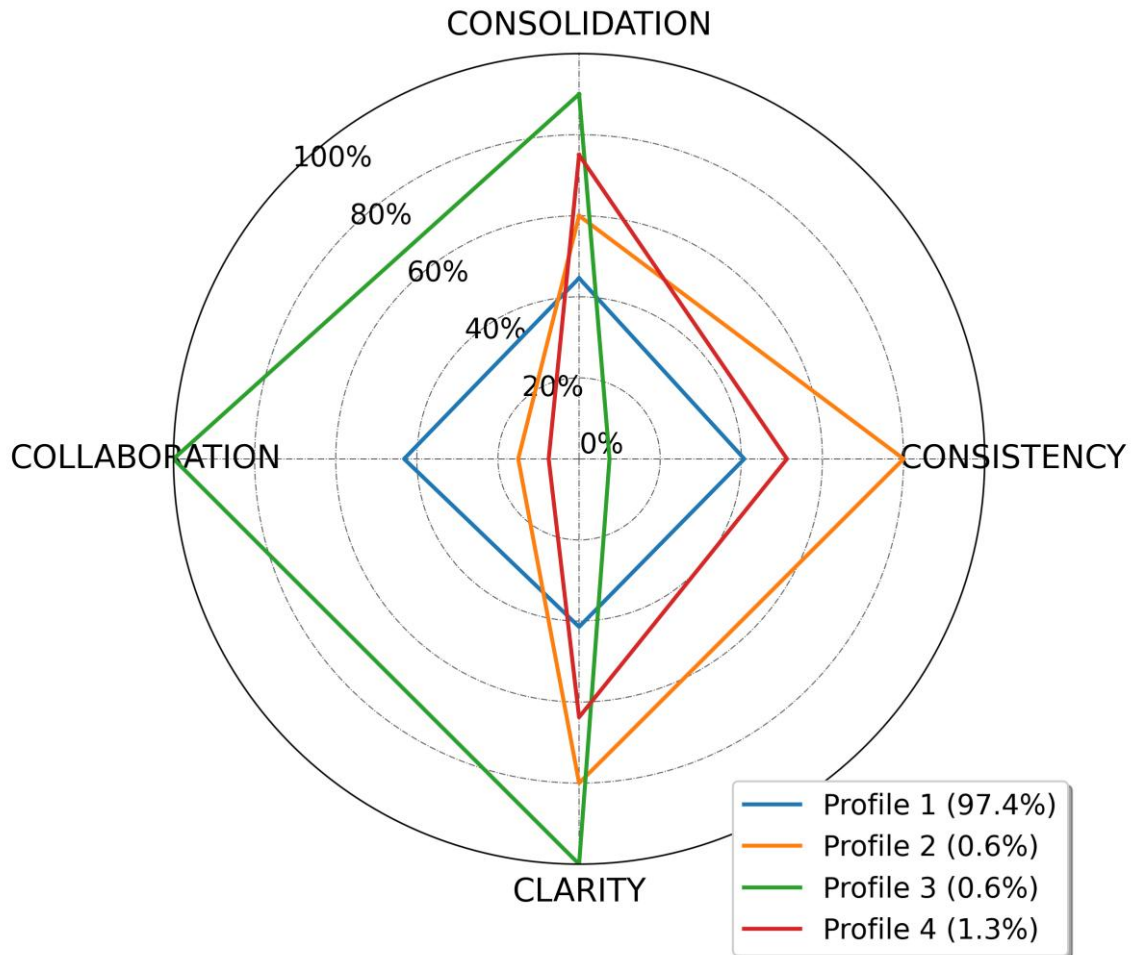
Dynamics

By Profile

- Profile 1 (97.4% of your team) scores highest in CONSOLIDATION (44.6%) and lowest in CONSISTENCY (40.7%).
- Profile 2 (0.6% of your team) scores highest in CONSISTENCY (80.0%) and lowest in COLLABORATION (15.0%).
- Profile 3 (0.6% of your team) scores highest in CLARITY (100.0%) and lowest in CONSISTENCY (7.5%).
- Profile 4 (1.3% of your team) scores highest in CONSOLIDATION (75.0%) and lowest in COLLABORATION (7.5%).

- The largest variability is observed in the CLARITY dimension, achieving scores as high as 100.0%.
- In contrast, CONSISTENCY scores the lowest at 7.5%, indicating significant disparity in practices.

Feedback - Dynamics Representative Profiles



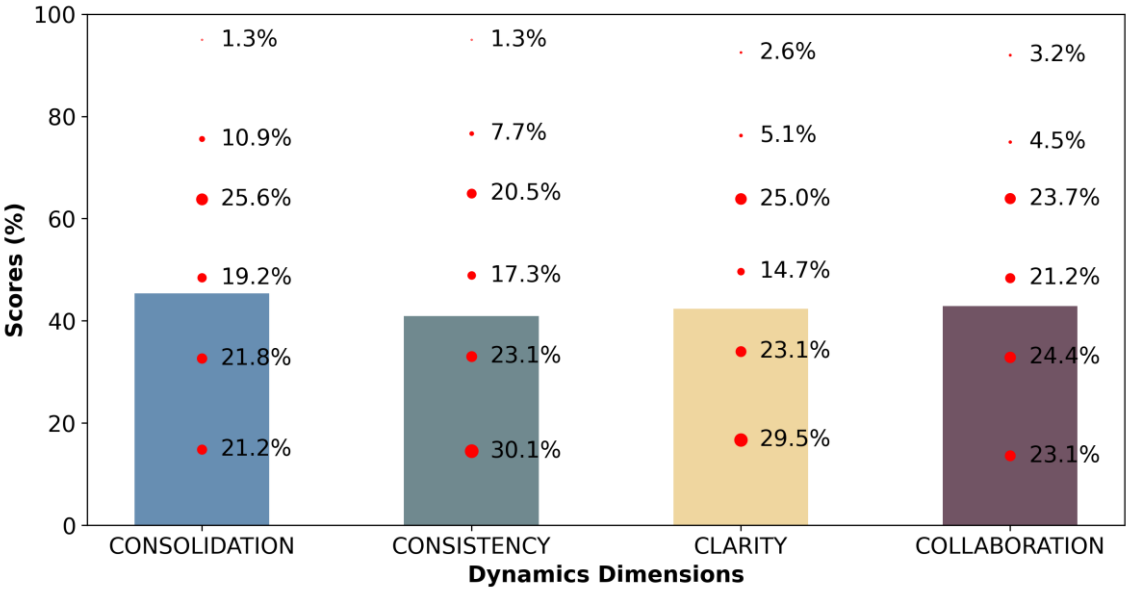
By Dimension

CONSOLIDATION: overall average is 45.4%, ranging from 5.0% to 100.0% (gap: 95.0%).

CONSISTENCY: overall average is 40.9%, ranging from 2.5% to 100.0% (gap: 97.5%). CLARITY: overall average is 42.4%, ranging from 5.0% to 100.0% (gap: 95.0%). COLLABORATION: overall average is 42.9%, ranging from 5.0% to 100.0% (gap: 95.0%).

In Feedback dynamics, the largest discrepancy is in CONSISTENCY (gap: 97.5%), suggesting an area for improvement, while CONSOLIDATION shows high alignment (gap: 95.0%).

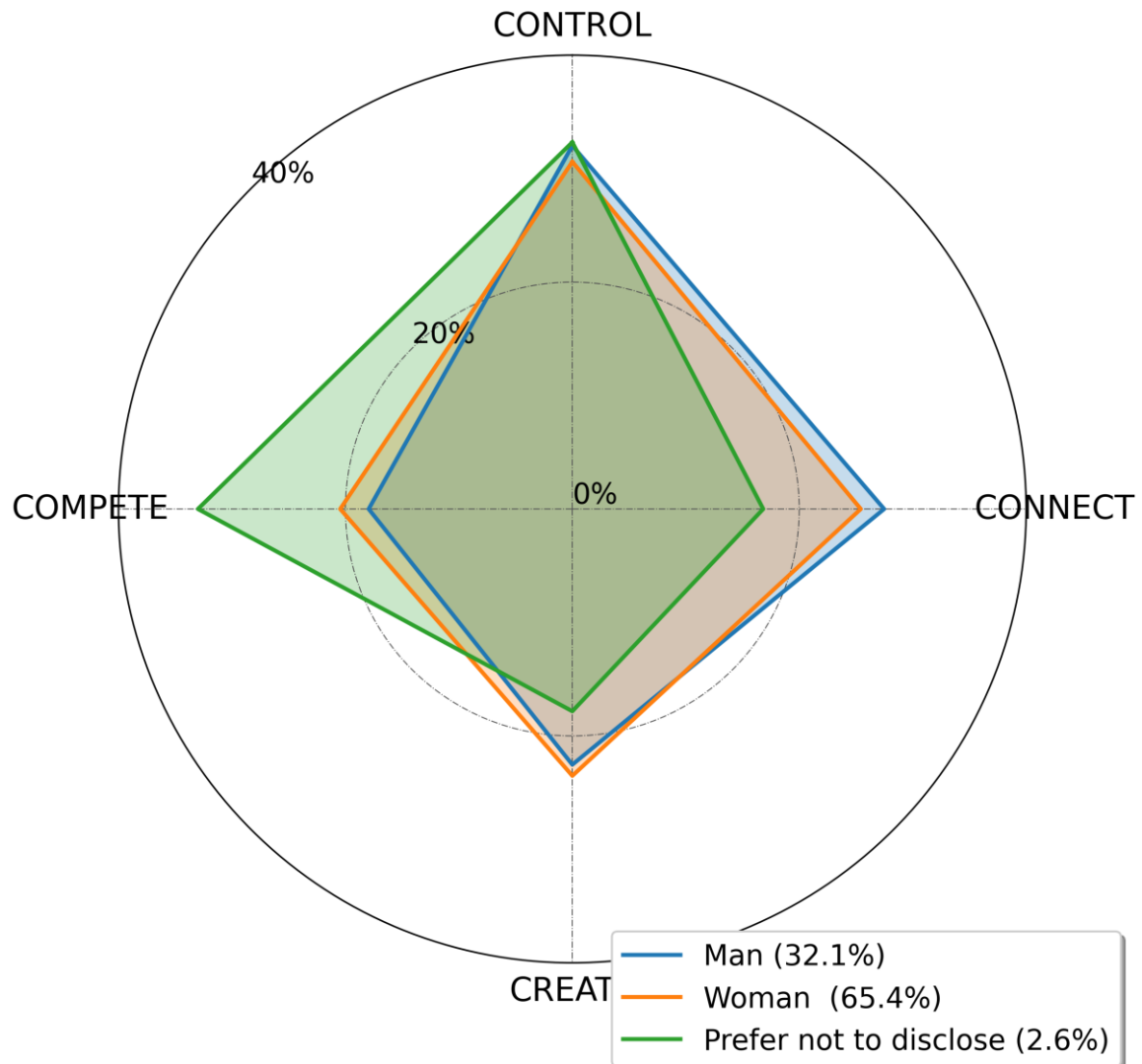
Feedback - Team Dynamics Distribution



Diversity

Gender

Culture - Feedback (Gender)



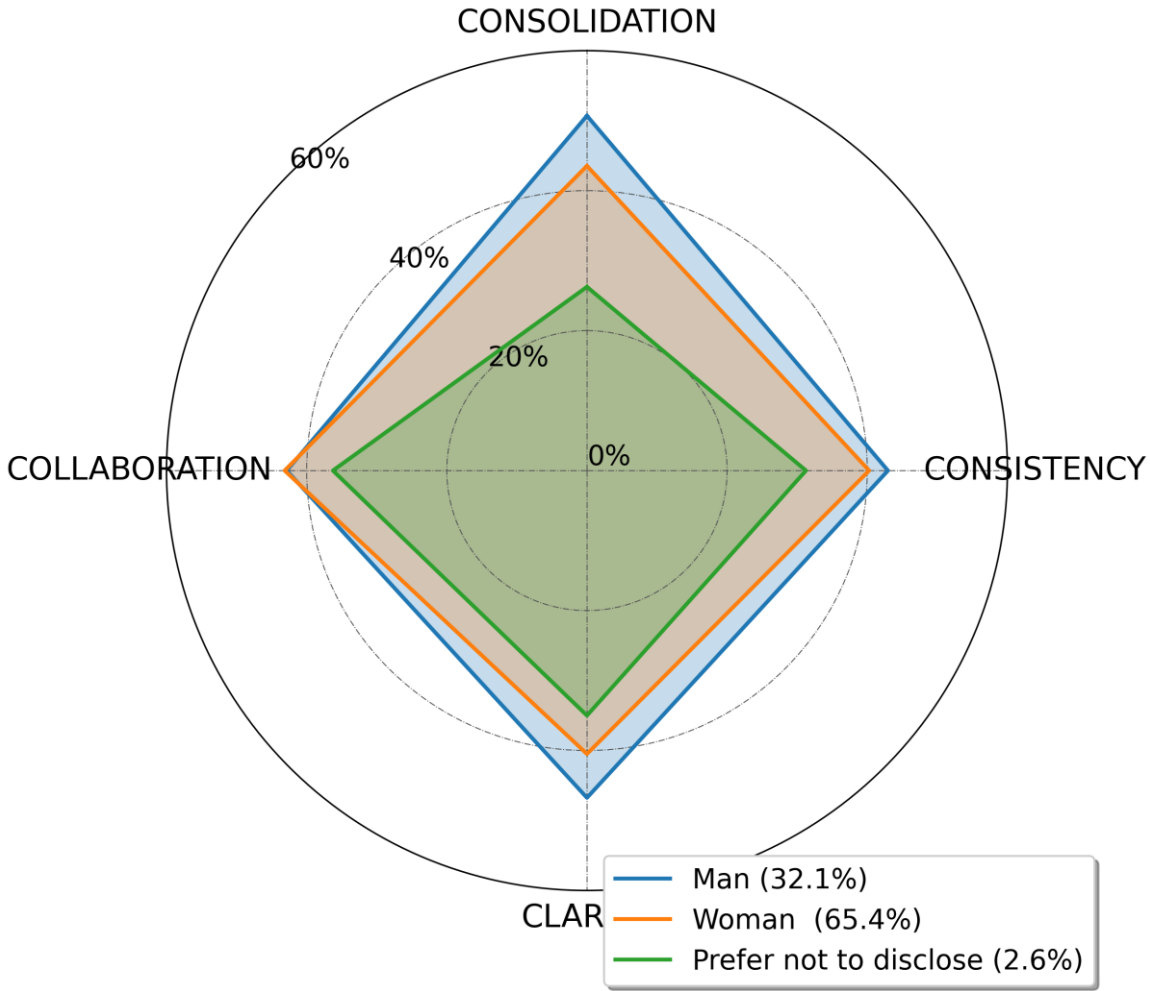
Man (32.1%): highest in CONTROL (score: 32.0%), lowest in COMPETE (score: 17.9%).

Woman (65.4%): highest in CONTROL (score: 30.6%), lowest in COMPETE (score: 20.5%).

Prefer not to disclose (2.6%): highest in COMPETE (score: 33.0%), lowest in CONNECT (score: 16.8%).

The largest gap in perception between groups is in COMPETE with a difference of 15.1%. The second largest gap is in CONNECT with a difference of 10.7%.

Dynamics - Feedback (Gender)



Man (32.1%): highest in CONSOLIDATION (score: 50.7%), lowest in COLLABORATION (score: 42.9%).

Woman (65.4%): highest in CONSOLIDATION (score: 43.5%), lowest in CONSISTENCY (score: 40.3%).

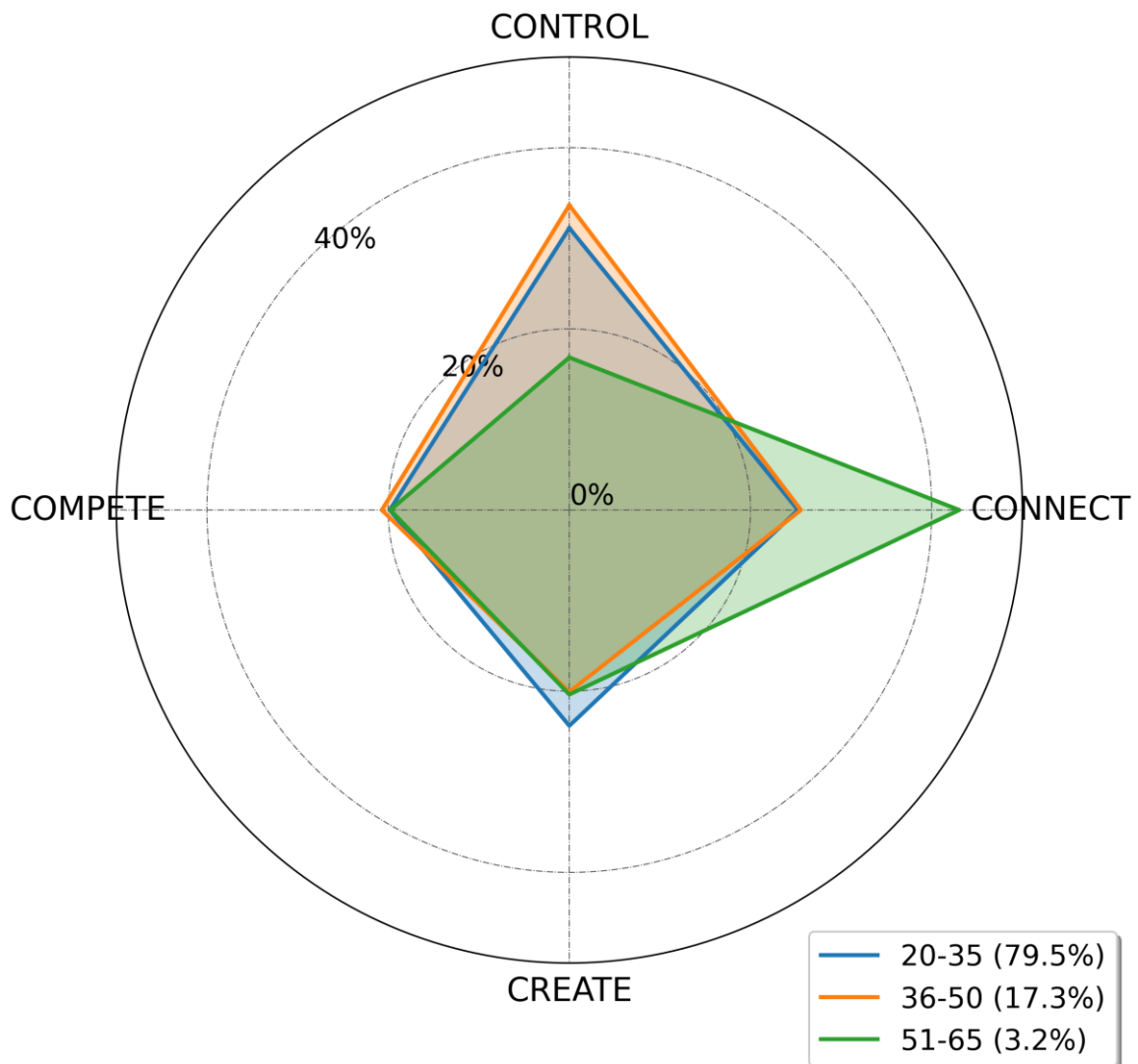
Prefer not to disclose (2.6%): highest in COLLABORATION (score: 36.2%), lowest in CONSOLIDATION (score: 26.2%).

The largest gap in perception between groups is in CONSOLIDATION with a difference of 24.5%.

The second largest gap is in CLARITY with a difference of 11.8%.

Age

Culture - Feedback (Age)



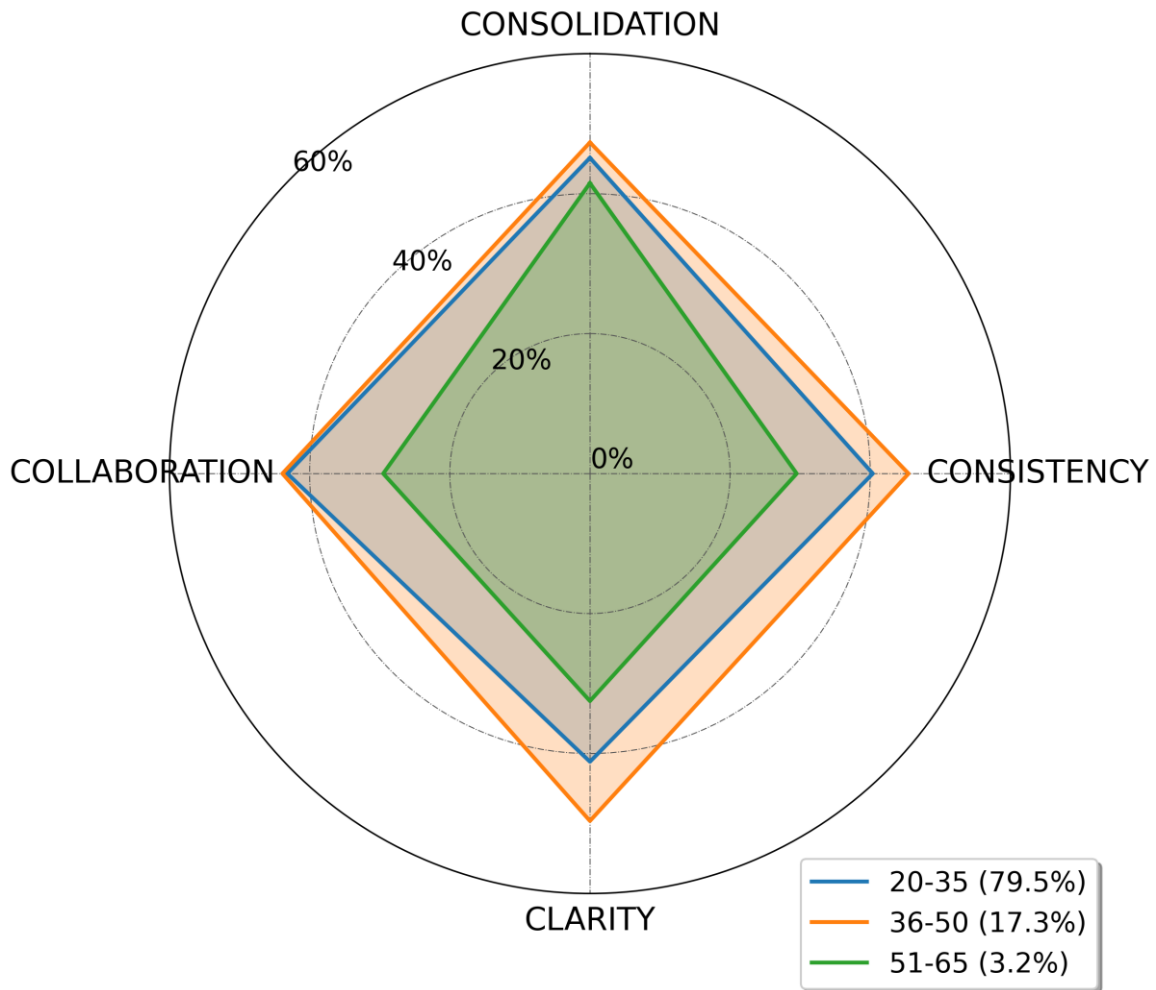
20-35 (79.5%): highest in CONTROL (score: 31.1%), lowest in COMPETE (score: 19.8%).

36-50 (17.3%): highest in CONTROL (score: 33.6%), lowest in CREATE (score: 20.1%).

51-65 (3.2%): highest in CONNECT (score: 43.0%), lowest in CONTROL (score: 16.8%).

The largest gap in perception between groups is in CONNECT with a difference of 17.8%. The second largest gap is in CONTROL with a difference of 16.8%.

Dynamics - Feedback (Age)



20-35 (79.5%): highest in CONSOLIDATION (score: 45.1%), lowest in CONSISTENCY (score: 40.4%).

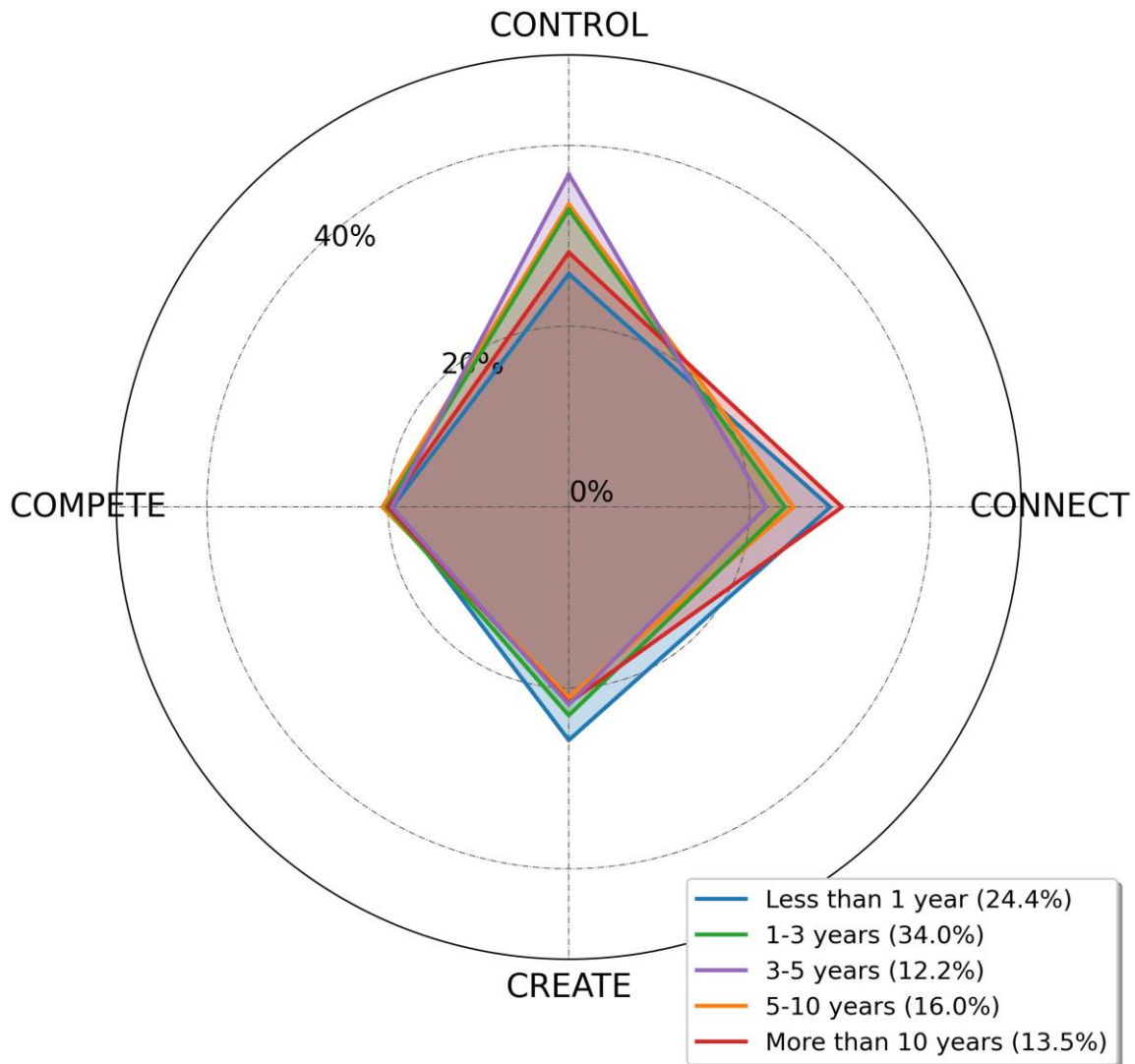
36-50 (17.3%): highest in CLARITY (score: 49.6%), lowest in COLLABORATION (score: 43.9%).

51-65 (3.2%): highest in CONSOLIDATION (score: 41.5%), lowest in CONSISTENCY (score: 29.5%).

The largest gap in perception between groups is in CLARITY with a difference of 17.1%. The second largest gap is in CONSISTENCY with a difference of 16.0%.

Employment

Culture - Feedback (Employment)



Less than 1 year (24.4%): highest in CONNECT (score: 28.9%), lowest in COMPETE (score: 19.5%).

1-3 years (34.0%): highest in CONTROL (score: 32.9%), lowest in COMPETE (score: 20.2%).

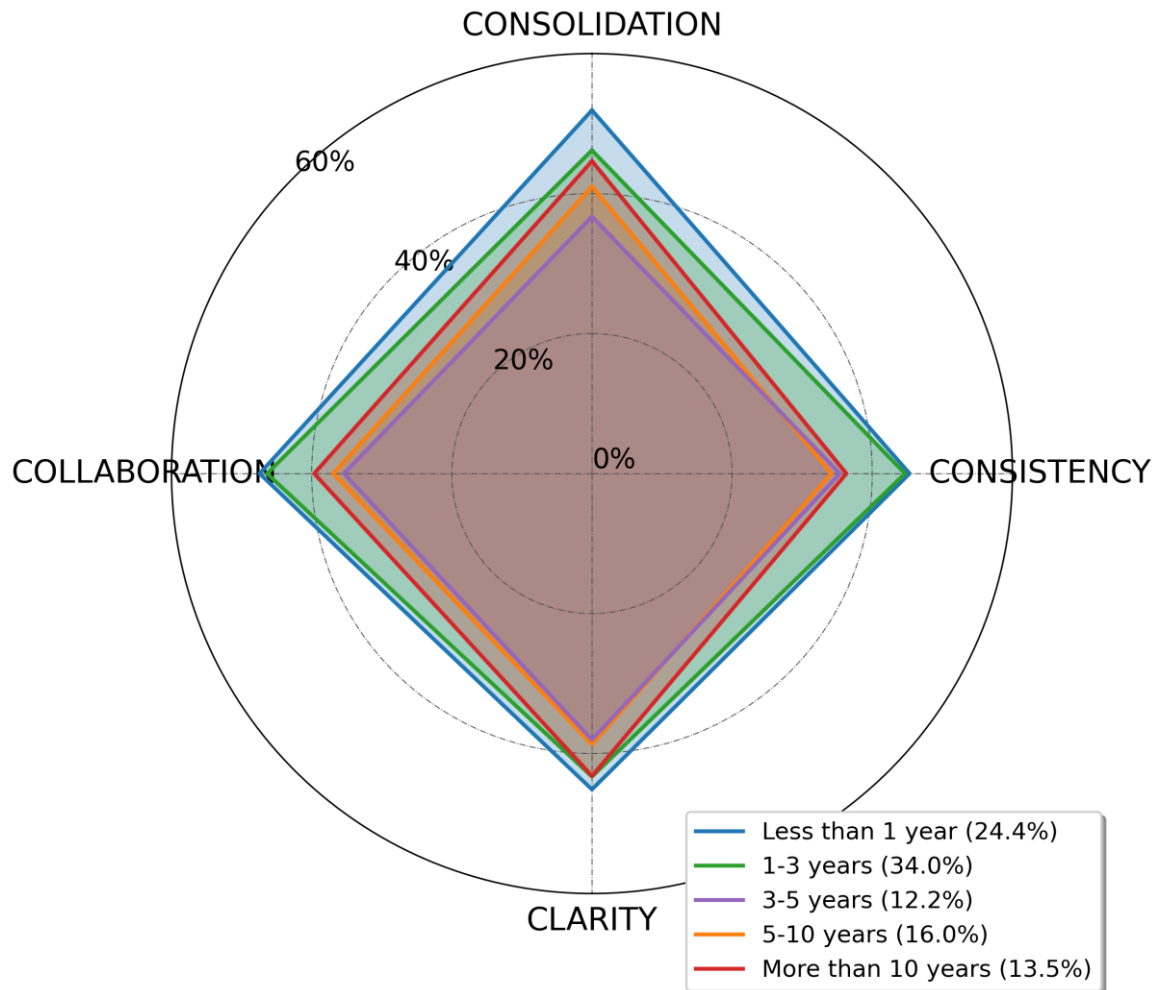
3-5 years (12.2%): highest in CONTROL (score: 36.8%), lowest in COMPETE (score: 19.6%).

5-10 years (16.0%): highest in CONTROL (score: 33.5%), lowest in COMPETE (score: 20.6%).

More than 10 years (13.5%): highest in CONNECT (score: 30.2%), lowest in COMPETE (score: 20.0%).

The largest gap in perception between groups is in CONTROL with a difference of 11.0%. The second largest gap is in CONNECT with a difference of 8.4%.

Dynamics - Feedback (Employment)



Less than 1 year (24.4%): highest in CONSOLIDATION (score: 51.9%), lowest in CLARITY (score: 45.1%).

1-3 years (34.0%): highest in COLLABORATION (score: 46.4%), lowest in CLARITY (score: 43.3%).

3-5 years (12.2%): highest in CLARITY (score: 38.0%), lowest in CONSISTENCY (score: 35.4%).

5-10 years (16.0%): highest in CONSOLIDATION (score: 41.0%), lowest in CONSISTENCY (score: 34.2%).

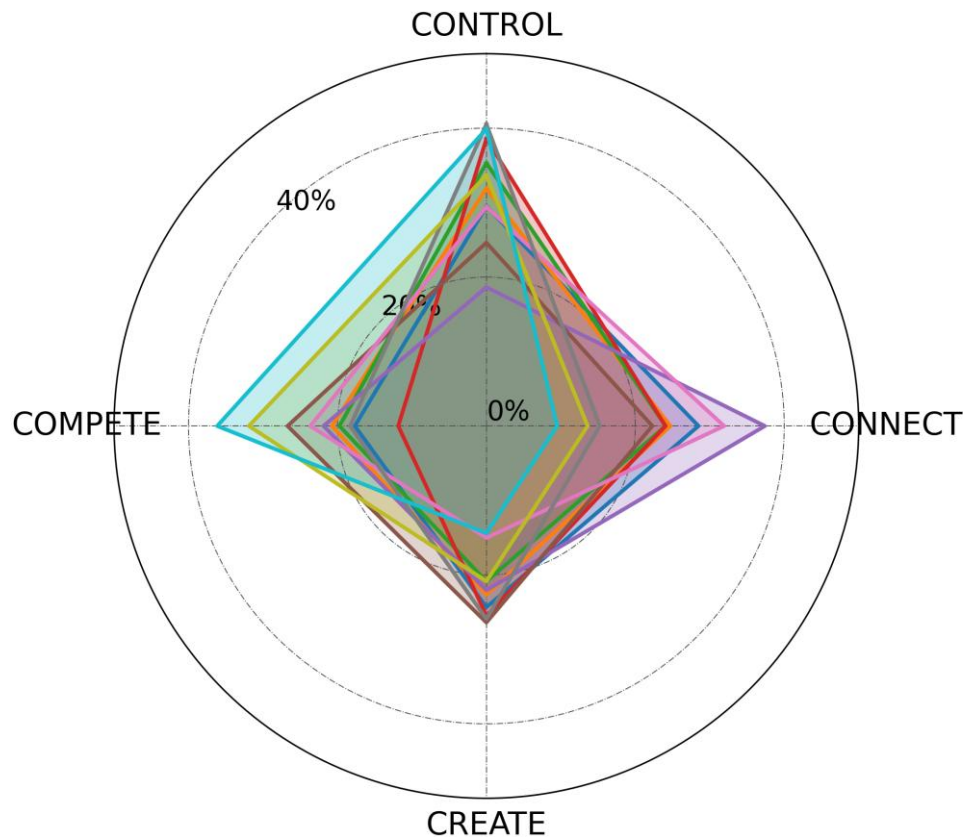
More than 10 years (13.5%): highest in CONSOLIDATION (score: 44.6%), lowest in CONSISTENCY (score: 36.3%).

The largest gap in perception between groups is in CONSOLIDATION with a difference of 15.2%.

The second largest gap is in COLLABORATION with a difference of 12.0%.

Department

Culture - Feedback (Department)



Sales (39.1%): highest in CONTROL (score: 29.5%), lowest in COMPETE (score: 17.7%).

Operations (31.4%): highest in CONTROL (score: 31.9%), lowest in COMPETE (score: 20.7%).

HR (5.8%): highest in CONTROL (score: 35.3%), lowest in COMPETE (score: 19.7%).

Training and Quality (3.8%): highest in CONTROL (score: 38.6%), lowest in COMPETE (score: 11.8%).

Digital Transformation (2.6%): highest in CONNECT (score: 37.4%), lowest in CONTROL (score: 18.6%).

Motor Unit (4.5%): highest in COMPETE (score: 26.7%), lowest in CONNECT (score: 22.3%).

General Management and Administration (5.1%): highest in CONNECT (score: 31.9%), lowest in CREATE (score: 15.0%).

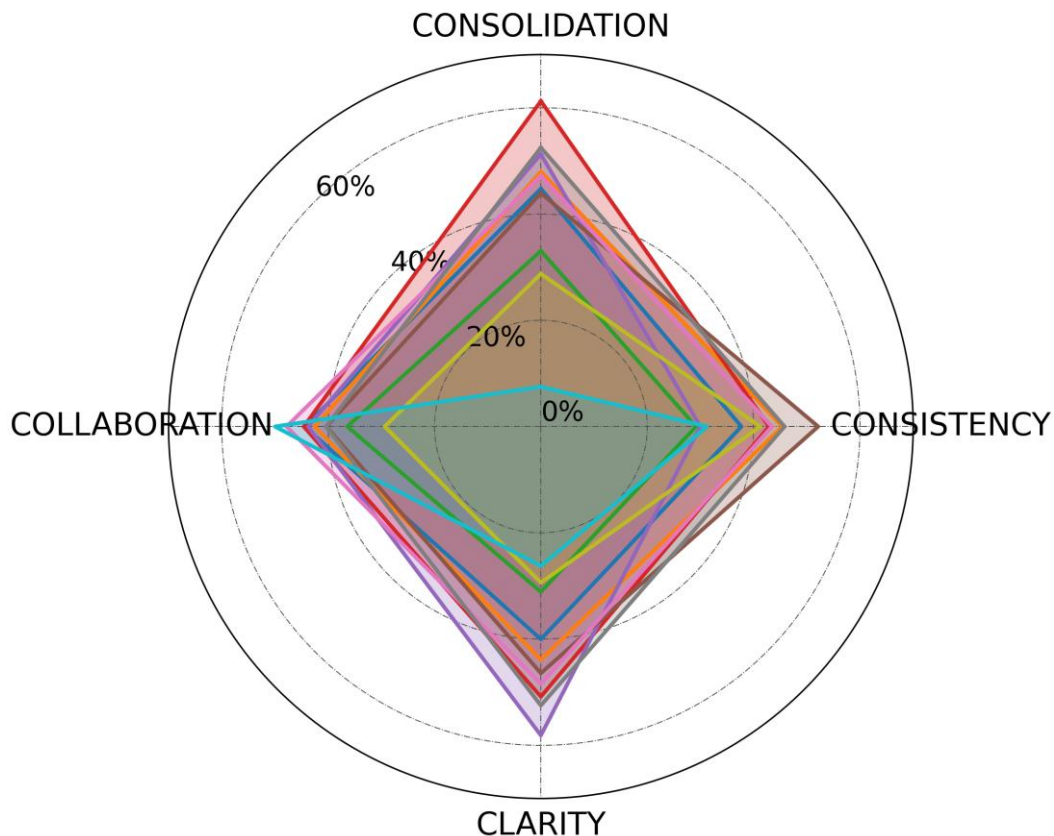
Finance (3.8%): highest in CONTROL (score: 40.5%), lowest in CONNECT (score: 15.2%).

Digital Marketing (2.6%): highest in CONTROL (score: 33.7%), lowest in CONNECT (score: 13.6%).

Marketing (1.3%): highest in CONTROL (score: 39.9%), lowest in CONNECT (score: 9.5%).

The largest gap in perception between groups is in CONNECT with a difference of 27.9%. The second largest gap is in COMPETE with a difference of 24.3%.

Dynamics - Feedback (Department)



Sales (39.1%): highest in CONSOLIDATION (score: 44.8%), lowest in CONSISTENCY (score: 37.7%).

Operations (31.4%): highest in CONSOLIDATION (score: 48.0%), lowest in COLLABORATION (score: 42.6%).

HR (5.8%): highest in COLLABORATION (score: 36.4%), lowest in CONSISTENCY (score: 29.2%).

Training and Quality (3.8%): highest in CONSOLIDATION (score: 61.2%), lowest in CONSISTENCY (score: 42.9%).

Digital Transformation (2.6%): highest in CLARITY (score: 58.1%), lowest in CONSISTENCY (score: 30.0%).

Motor Unit (4.5%): highest in CONSISTENCY (score: 52.1%), lowest in COLLABORATION (score: 40.4%).

General Management and Administration (5.1%): highest in CLARITY (score: 48.4%), lowest in CONSISTENCY (score: 43.4%).

Finance (3.8%): highest in CONSOLIDATION (score: 52.5%), lowest in COLLABORATION (score: 40.4%).

Digital Marketing (2.6%): highest in CONSISTENCY (score: 41.2%), lowest in CONSOLIDATION (score: 28.8%).

Marketing (1.3%): highest in COLLABORATION (score: 50.0%), lowest in CONSOLIDATION

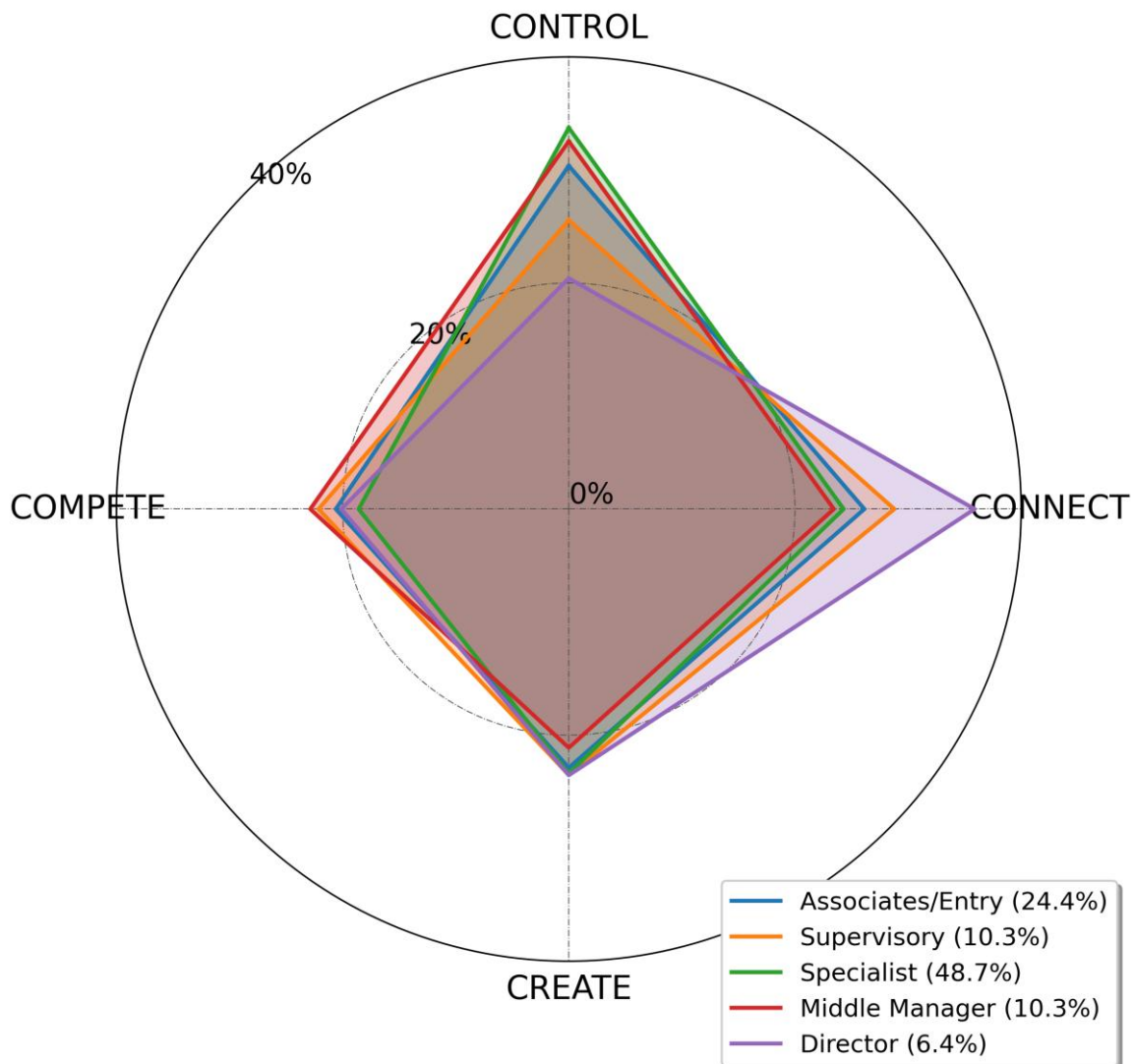
(score: 7.5%).

The largest gap in perception between groups is in CONSOLIDATION with a difference of 53.8%.

The second largest gap is in CLARITY with a difference of 31.9%.

Position Level

Culture - Feedback (Position Level)



Associates/Entry (24.4%): highest in CONTROL (score: 30.4%), lowest in COMPETE (score: 20.6%).

Supervisory (10.3%): highest in CONNECT (score: 28.8%), lowest in COMPETE (score: 22.1%).

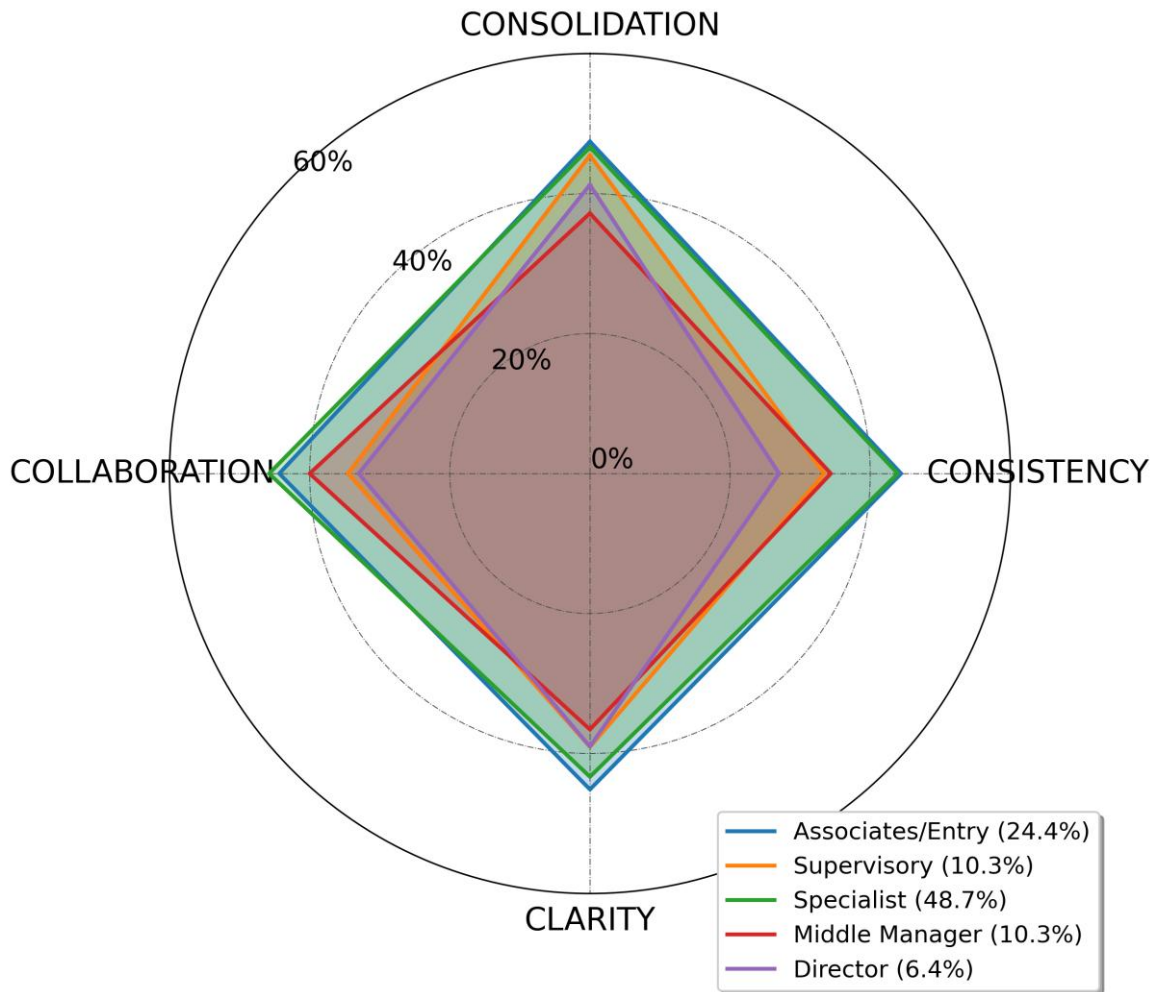
Specialist (48.7%): highest in CONTROL (score: 33.7%), lowest in COMPETE (score: 18.6%).

Middle Manager (10.3%): highest in CONTROL (score: 32.5%), lowest in CREATE (score: 21.1%).

Director (6.4%): highest in CONNECT (score: 35.9%), lowest in COMPETE (score: 20.1%).

The largest gap in perception between groups is in CONTROL with a difference of 13.3%. The second largest gap is in CONNECT with a difference of 12.5%.

Dynamics - Feedback (Position Level)



Associates/Entry (24.4%): highest in CONSOLIDATION (score: 47.4%), lowest in COLLABORATION (score: 44.3%).

Supervisory (10.3%): highest in CONSOLIDATION (score: 45.5%), lowest in CONSISTENCY (score: 33.4%).

Specialist (48.7%): highest in CONSOLIDATION (score: 46.6%), lowest in CLARITY (score: 43.3%).

Middle Manager (10.3%): highest in COLLABORATION (score: 40.0%), lowest in CONSISTENCY (score: 34.4%).

Director (6.4%): highest in CONSOLIDATION (score: 41.2%), lowest in CONSISTENCY (score: 27.0%).

The largest gap in perception between groups is in CONSISTENCY with a difference of 17.4%.

The second largest gap is in COLLABORATION with a difference of 12.8%.

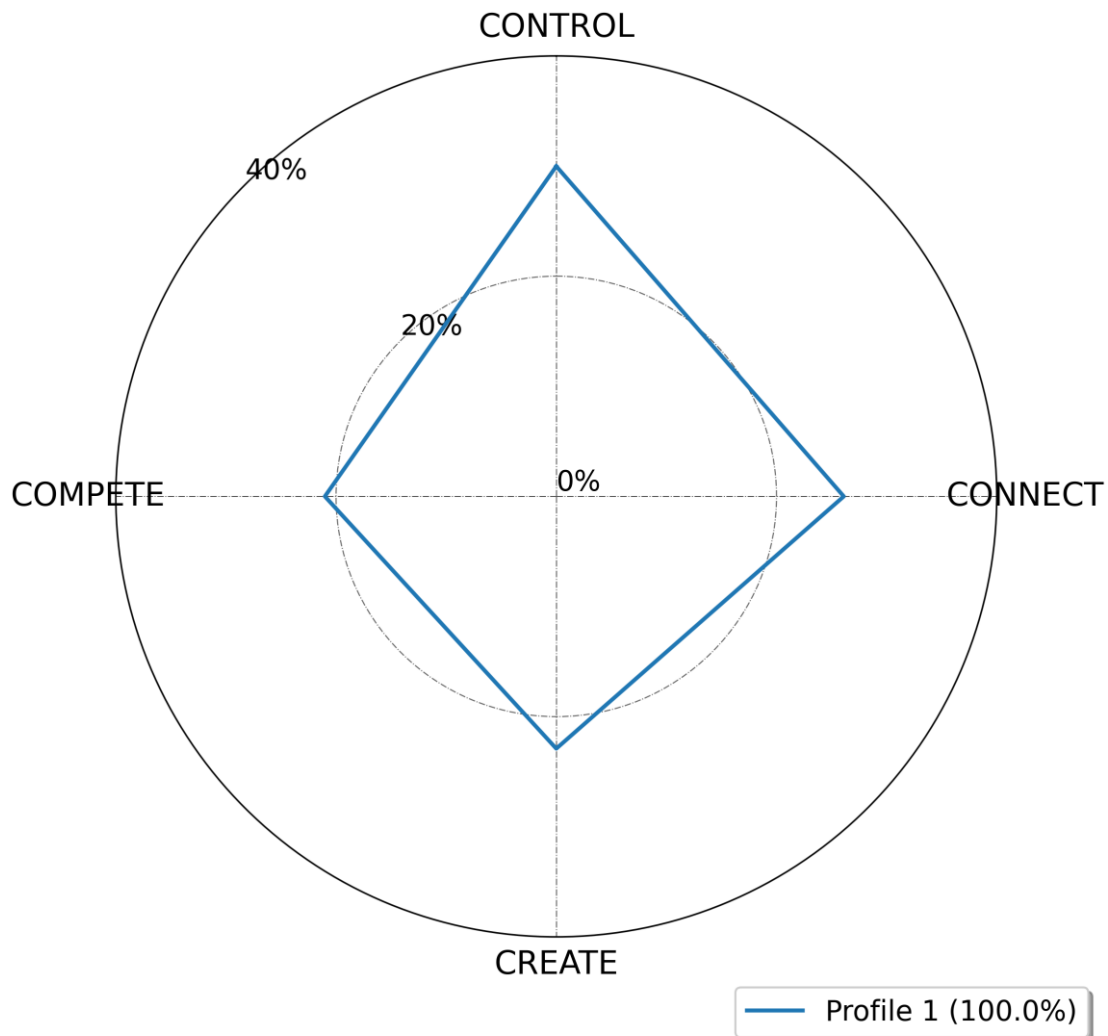
Adaptability

Culture

- Profile 1 (100.0% of your team) scores highest in CONTROL (30.0%) and lowest in COMPETE (21.0%).

- Profiles show minor variability across dimensions, with CONTROL achieving the highest scores at 30.0%.
- COMPETE, however, scores slightly lower at 21.0%, suggesting near alignment in practices.

Adaptability - Culture Representative Profiles



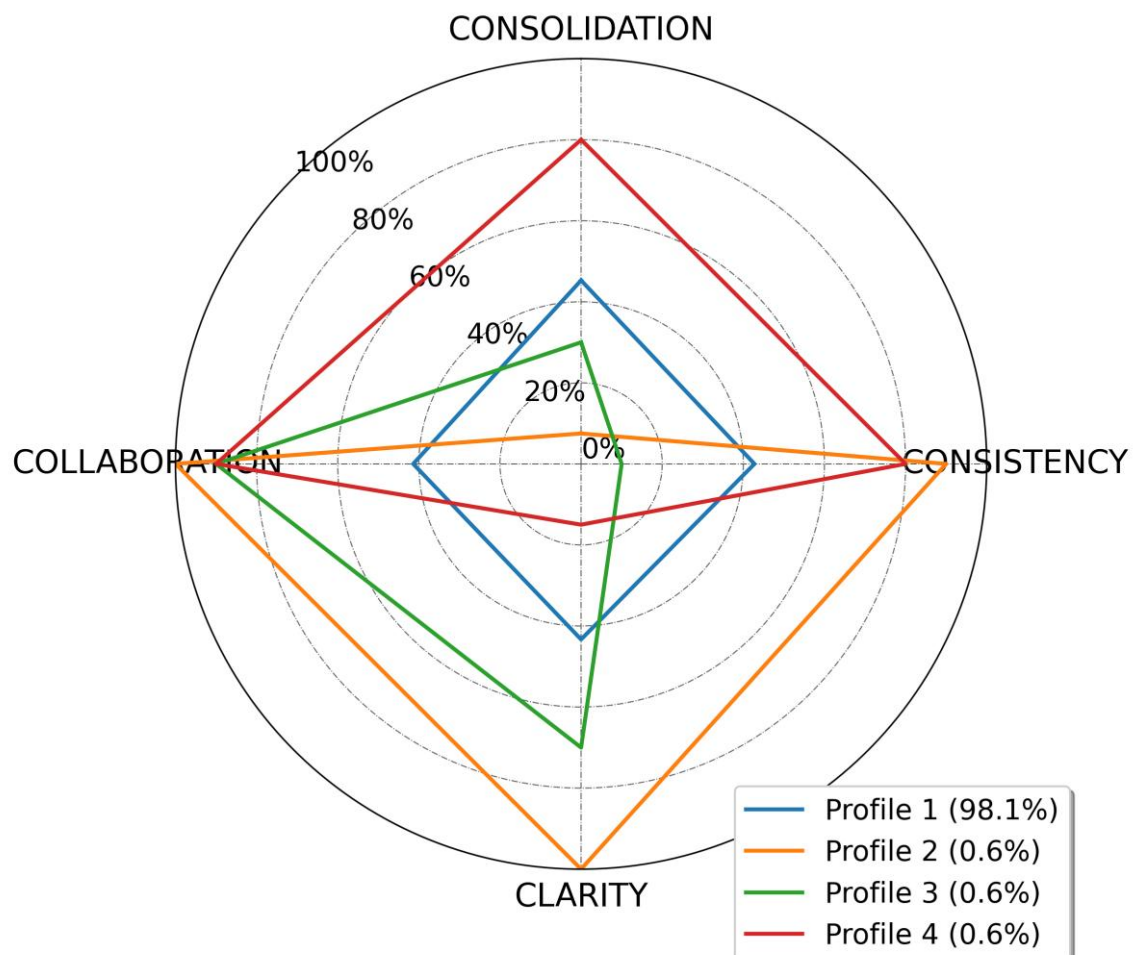
Dynamics

By Profile

- Profile 1 (98.1% of your team) scores highest in CONSOLIDATION (45.3%) and lowest in COLLABORATION (41.4%).
- Profile 2 (0.6% of your team) scores highest in CLARITY (100.0%) and lowest in CONSOLIDATION (7.5%).
- Profile 3 (0.6% of your team) scores highest in COLLABORATION (90.0%) and lowest in CONSISTENCY (10.0%).
- Profile 4 (0.6% of your team) scores highest in COLLABORATION (90.0%) and lowest in CLARITY (15.0%).
- The largest variability is observed in the CLARITY dimension, achieving scores as high as 100.0%.

- In contrast, CONSOLIDATION scores the lowest at 7.5%, indicating significant disparity in practices.

Adaptability - Dynamics Representative Profiles



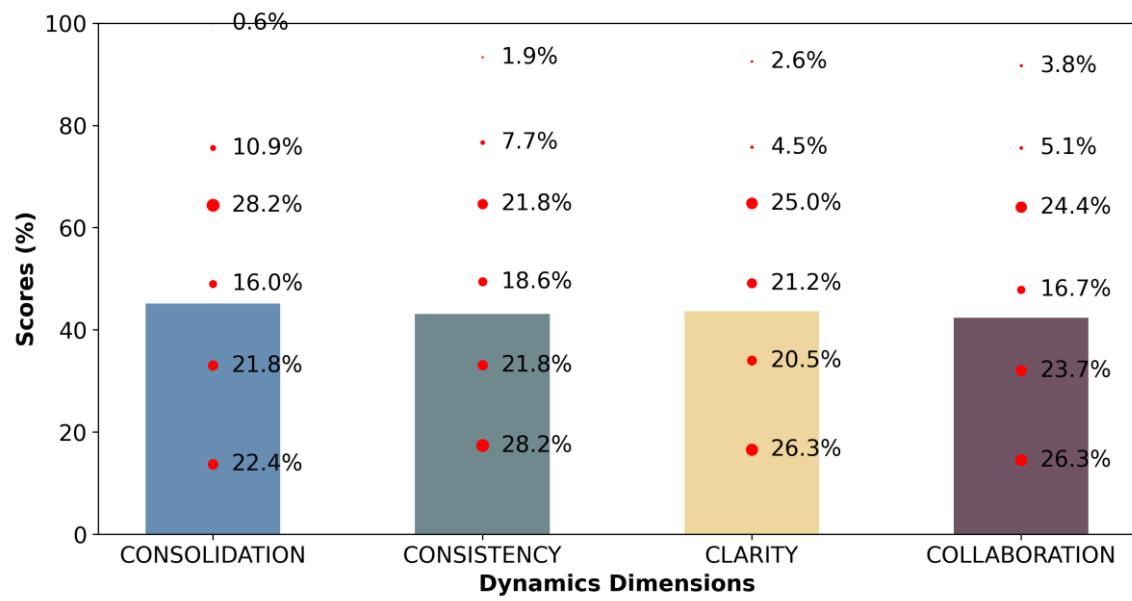
By Dimension

CONSOLIDATION: overall average is 45.2%, ranging from 2.5% to 100.0% (gap: 97.5%).

CONSISTENCY: overall average is 43.1%, ranging from 2.5% to 100.0% (gap: 97.5%). CLARITY: overall average is 43.7%, ranging from 2.5% to 100.0% (gap: 97.5%). COLLABORATION: overall average is 42.4%, ranging from 2.5% to 100.0% (gap: 97.5%).

In Adaptability dynamics, the largest discrepancy is in CONSOLIDATION (gap: 97.5%), suggesting an area for improvement, while CONSOLIDATION shows high alignment (gap: 97.5%).

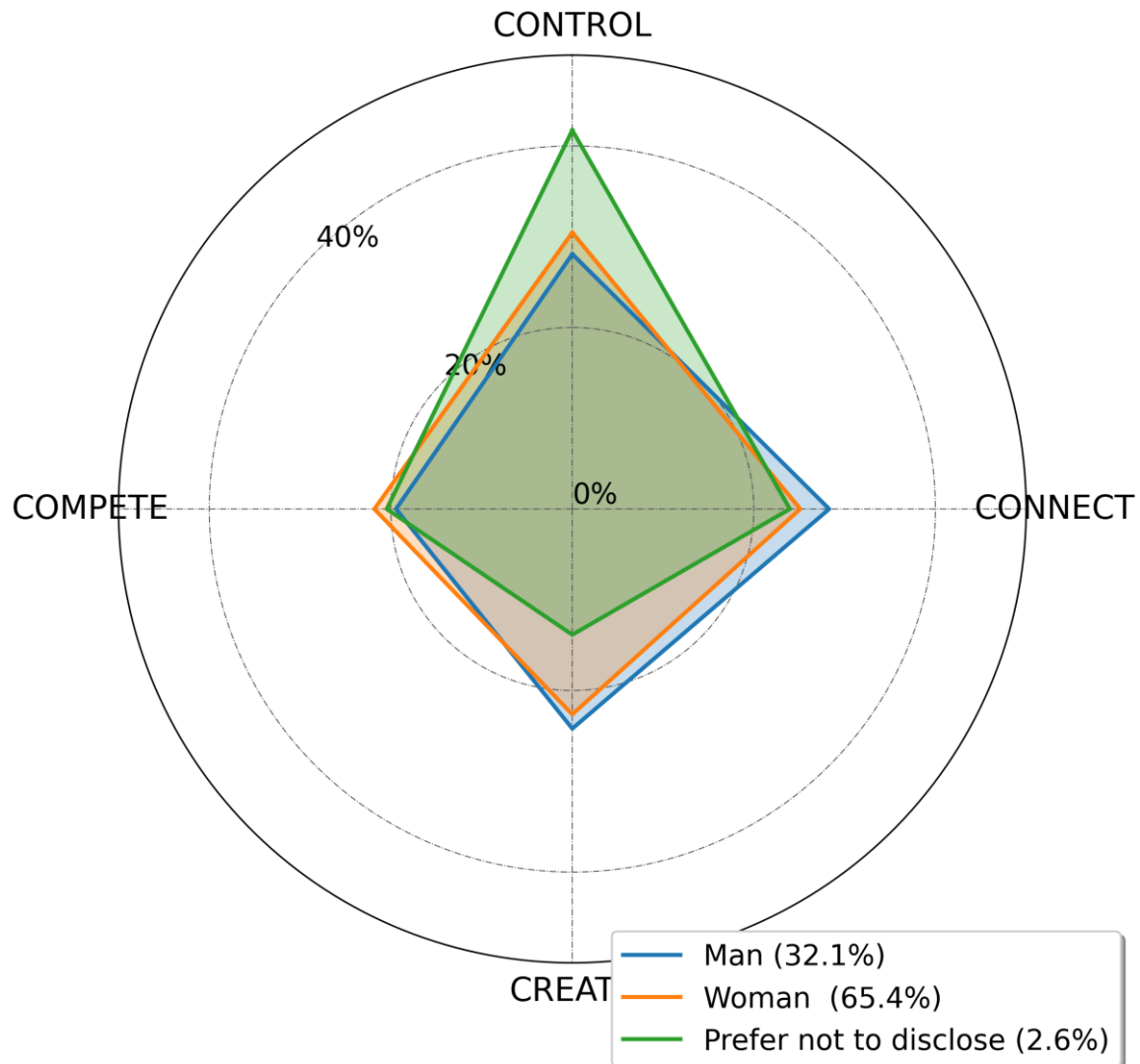
Adaptability - Team Dynamics Distribution



Diversity

Gender

Culture - Adaptability (Gender)



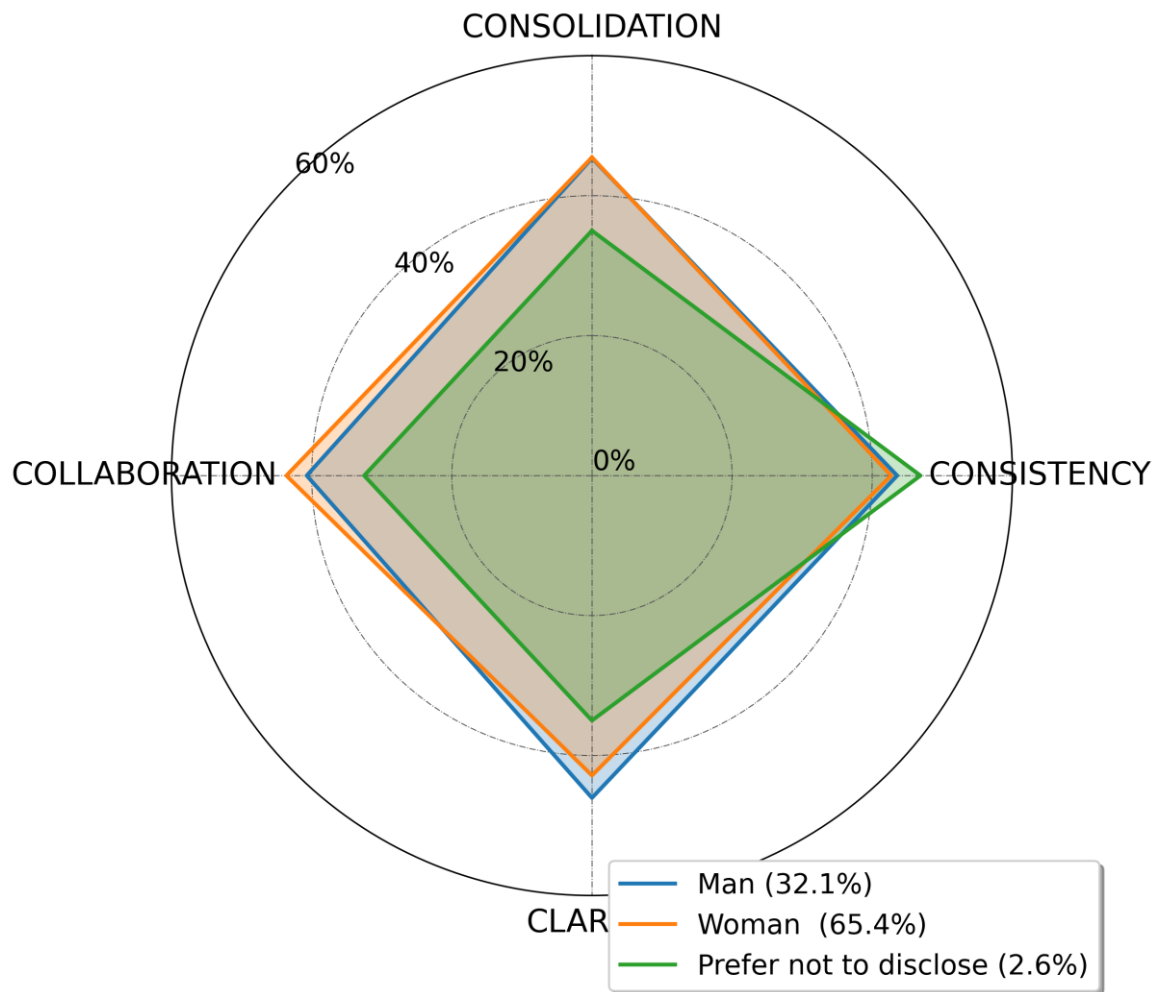
Man (32.1%): highest in CONNECT (score: 28.3%), lowest in COMPETE (score: 19.4%).

Woman (65.4%): highest in CONTROL (score: 30.5%), lowest in COMPETE (score: 21.8%).

Prefer not to disclose (2.6%): highest in CONTROL (score: 41.7%), lowest in CREATE (score: 13.8%).

The largest gap in perception between groups is in CONTROL with a difference of 13.6%. The second largest gap is in CREATE with a difference of 10.3%.

Dynamics - Adaptability (Gender)



Man (32.1%): highest in CLARITY (score: 46.0%), lowest in COLLABORATION (score: 40.7%).

Woman (65.4%): highest in CONSOLIDATION (score: 45.5%), lowest in CONSISTENCY (score: 42.7%).

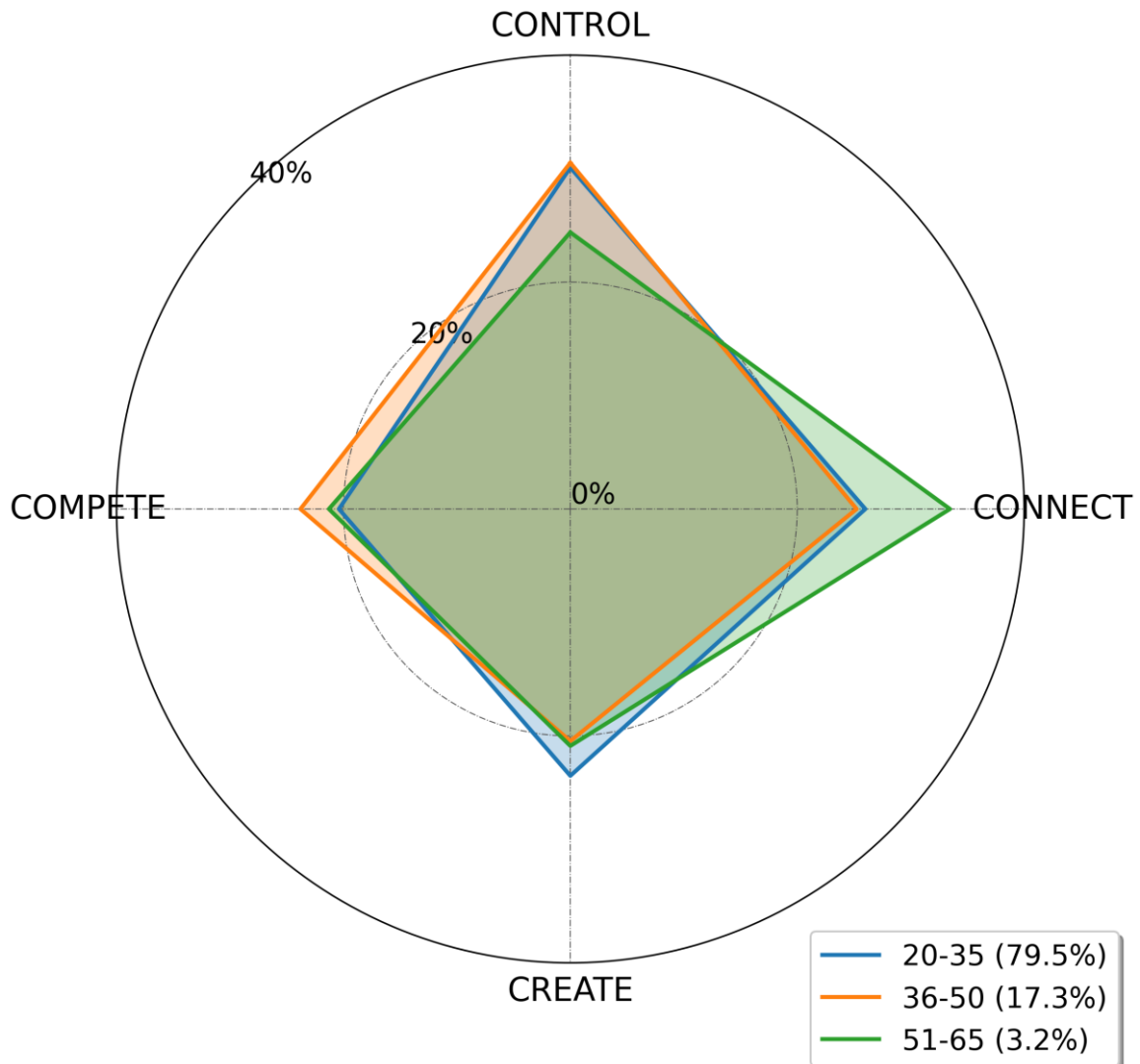
Prefer not to disclose (2.6%): highest in CONSISTENCY (score: 46.9%), lowest in COLLABORATION (score: 32.5%).

The largest gap in perception between groups is in COLLABORATION with a difference of 11.1%.

The second largest gap is in CLARITY with a difference of 11.0%.

Age

Culture - Adaptability (Age)



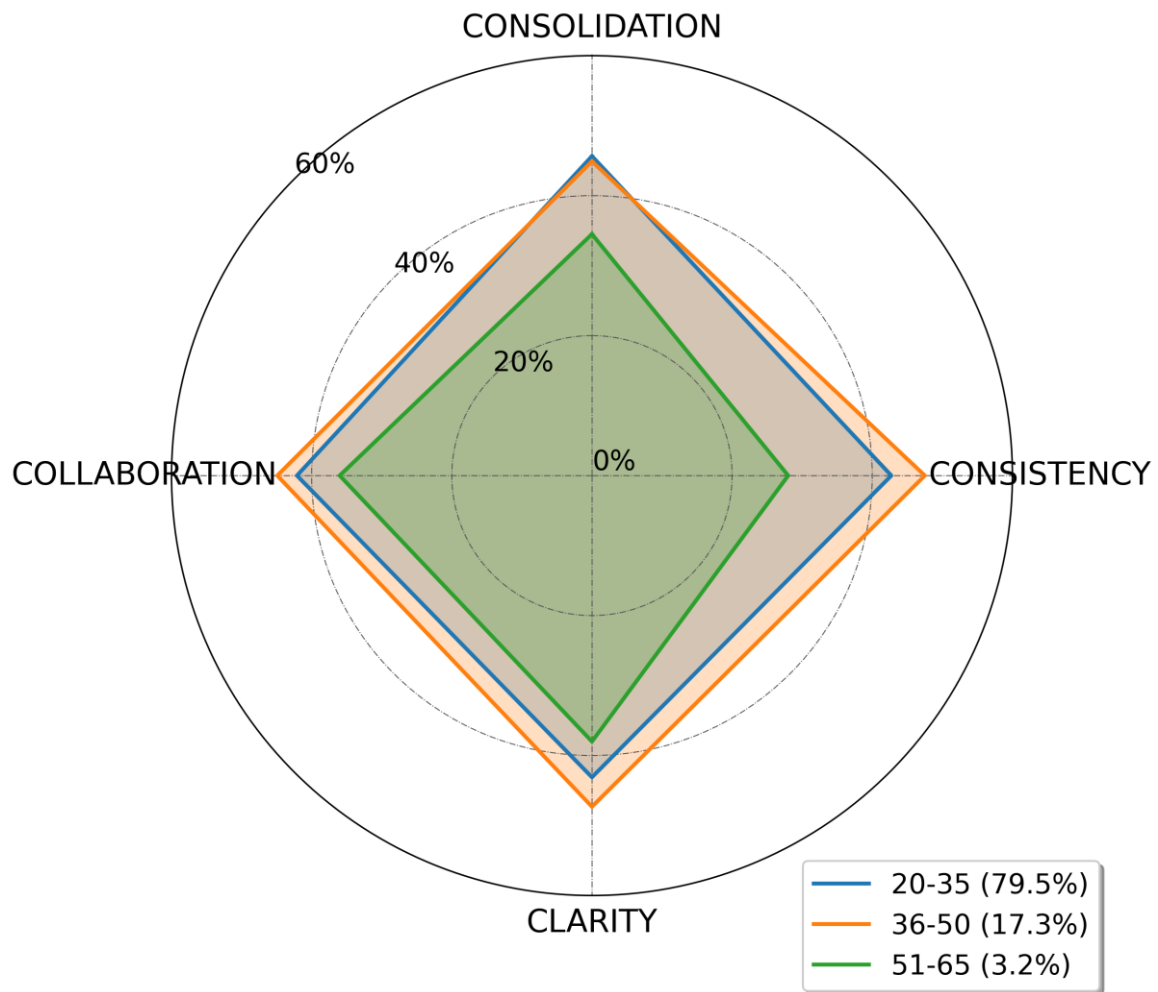
20-35 (79.5%): highest in CONTROL (score: 30.1%), lowest in COMPETE (score: 20.4%).

36-50 (17.3%): highest in CONTROL (score: 30.5%), lowest in CREATE (score: 20.5%).

51-65 (3.2%): highest in CONNECT (score: 33.5%), lowest in CREATE (score: 20.9%).

The largest gap in perception between groups is in CONNECT with a difference of 8.2%. The second largest gap is in CONTROL with a difference of 6.1%.

Dynamics - Adaptability (Age)



20-35 (79.5%): highest in CONSOLIDATION (score: 45.6%), lowest in COLLABORATION (score: 42.1%).

36-50 (17.3%): highest in CONSISTENCY (score: 47.5%), lowest in CONSOLIDATION (score: 44.9%).

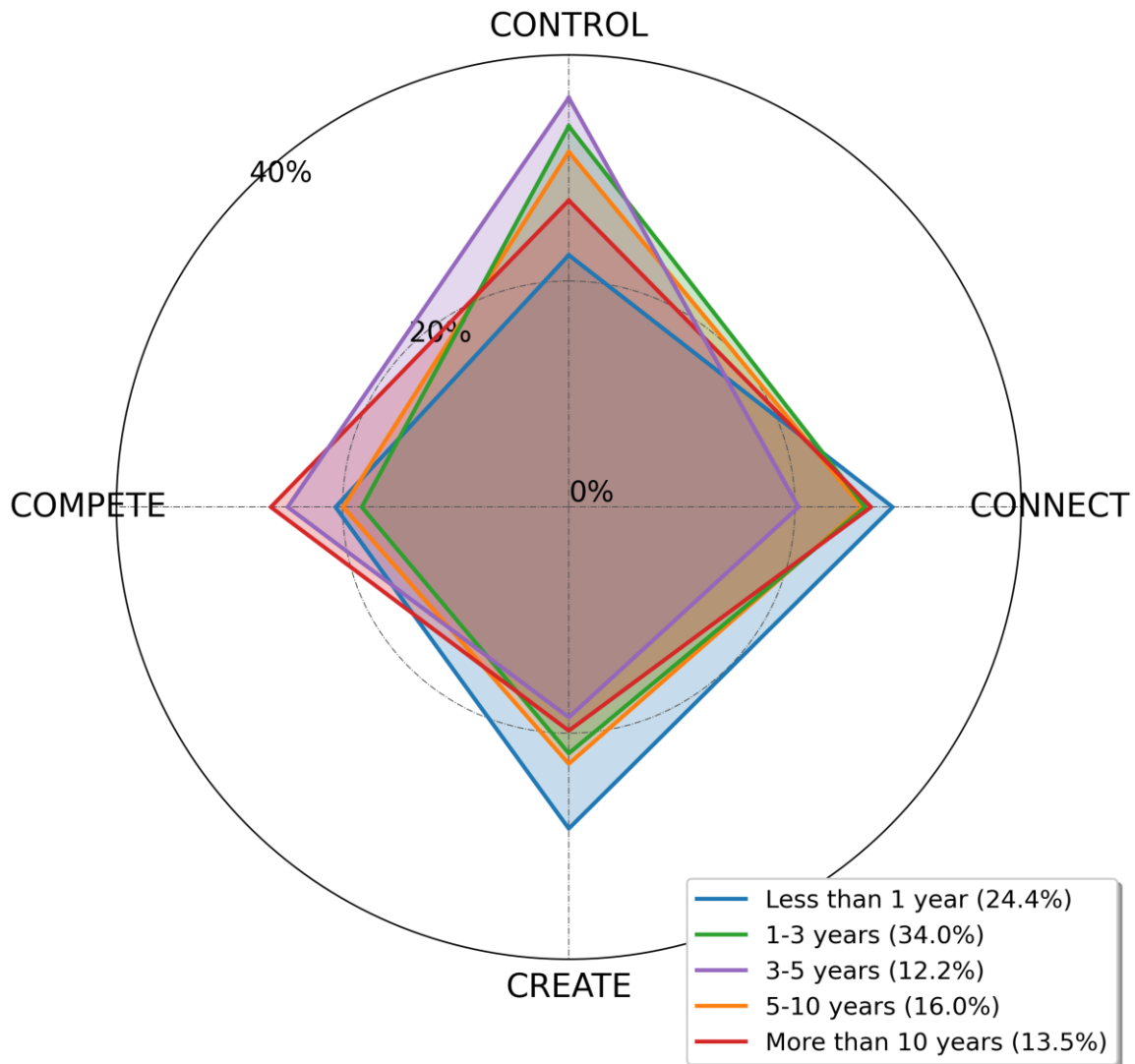
51-65 (3.2%): highest in CLARITY (score: 38.0%), lowest in CONSISTENCY (score: 28.0%).

The largest gap in perception between groups is in CONSISTENCY with a difference of 19.5%.

The second largest gap is in CONSOLIDATION with a difference of 11.1%.

Employment

Culture - Adaptability (Employment)



Less than 1 year (24.4%): highest in CONNECT (score: 28.6%), lowest in COMPETE (score: 20.6%).

1-3 years (34.0%): highest in CONTROL (score: 33.7%), lowest in COMPETE (score: 18.3%).

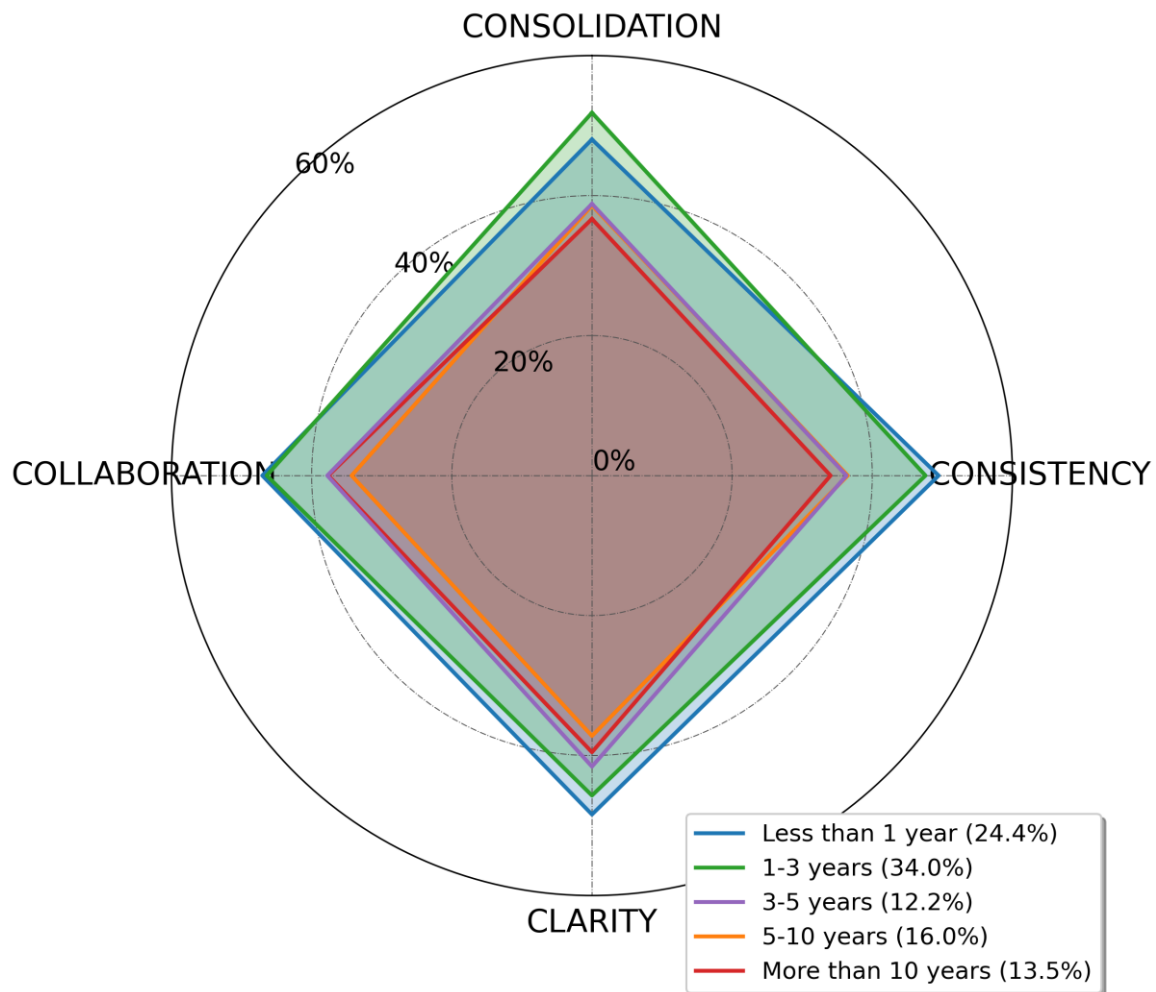
3-5 years (12.2%): highest in CONTROL (score: 36.2%), lowest in CREATE (score: 18.6%).

5-10 years (16.0%): highest in CONTROL (score: 31.4%), lowest in COMPETE (score: 19.9%).

More than 10 years (13.5%): highest in CONTROL (score: 27.1%), lowest in CREATE (score: 19.8%).

The largest gap in perception between groups is in CONTROL with a difference of 13.9%. The second largest gap is in CREATE with a difference of 9.8%.

Dynamics - Adaptability (Employment)



Less than 1 year (24.4%): highest in CONSISTENCY (score: 49.5%), lowest in COLLABORATION (score: 47.0%).

1-3 years (34.0%): highest in CONSOLIDATION (score: 51.8%), lowest in CLARITY (score: 45.7%).

3-5 years (12.2%): highest in CLARITY (score: 41.6%), lowest in CONSISTENCY (score: 36.3%).

5-10 years (16.0%): highest in CONSOLIDATION (score: 38.6%), lowest in COLLABORATION (score: 34.3%).

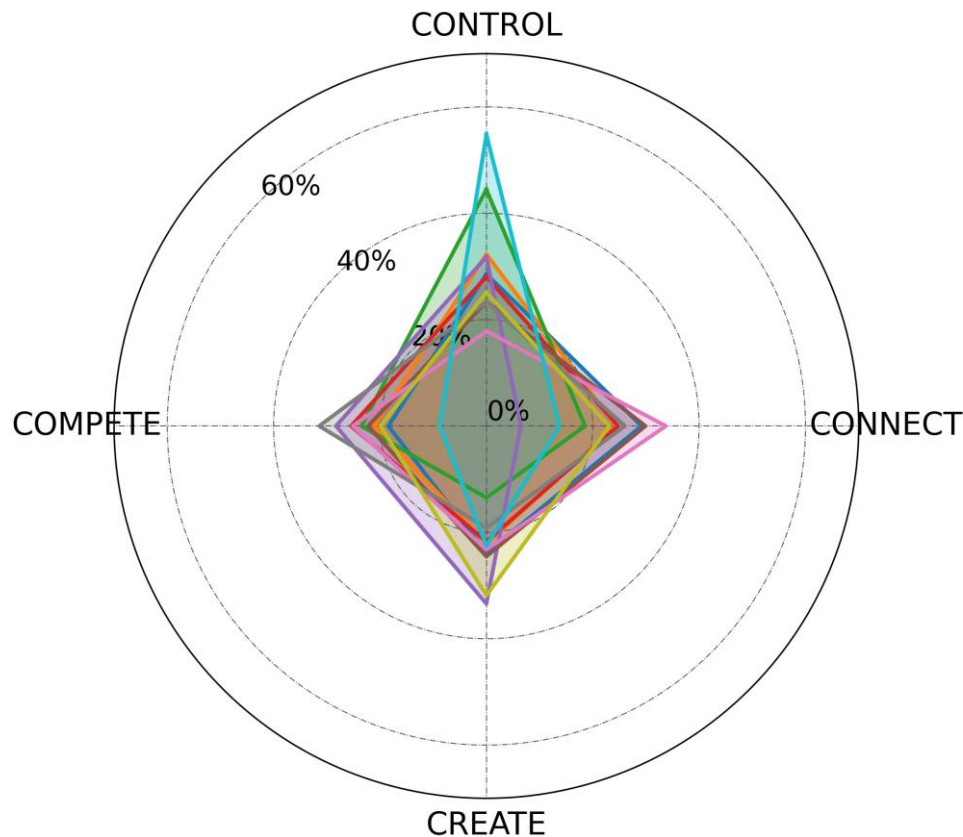
More than 10 years (13.5%): highest in CLARITY (score: 39.5%), lowest in CONSISTENCY (score: 34.0%).

The largest gap in perception between groups is in CONSISTENCY with a difference of 15.4%.

The second largest gap is in CONSOLIDATION with a difference of 15.2%.

Department

Culture - Adaptability (Department)



Sales (39.1%): highest in CONNECT (score: 29.2%), lowest in COMPETE (score: 18.4%).

Operations (31.4%): highest in CONTROL (score: 32.3%), lowest in COMPETE (score: 21.1%).

HR (5.8%): highest in CONTROL (score: 44.5%), lowest in CREATE (score: 13.5%).

Training and Quality (3.8%): highest in CONTROL (score: 28.1%), lowest in CREATE (score: 21.8%).

Digital Transformation (2.6%): highest in CREATE (score: 33.4%), lowest in CONNECT (score: 6.5%).

Motor Unit (4.5%): highest in CONNECT (score: 29.9%), lowest in COMPETE (score: 22.2%).

General Management and Administration (5.1%): highest in CONNECT (score: 33.8%), lowest in CONTROL (score: 17.8%).

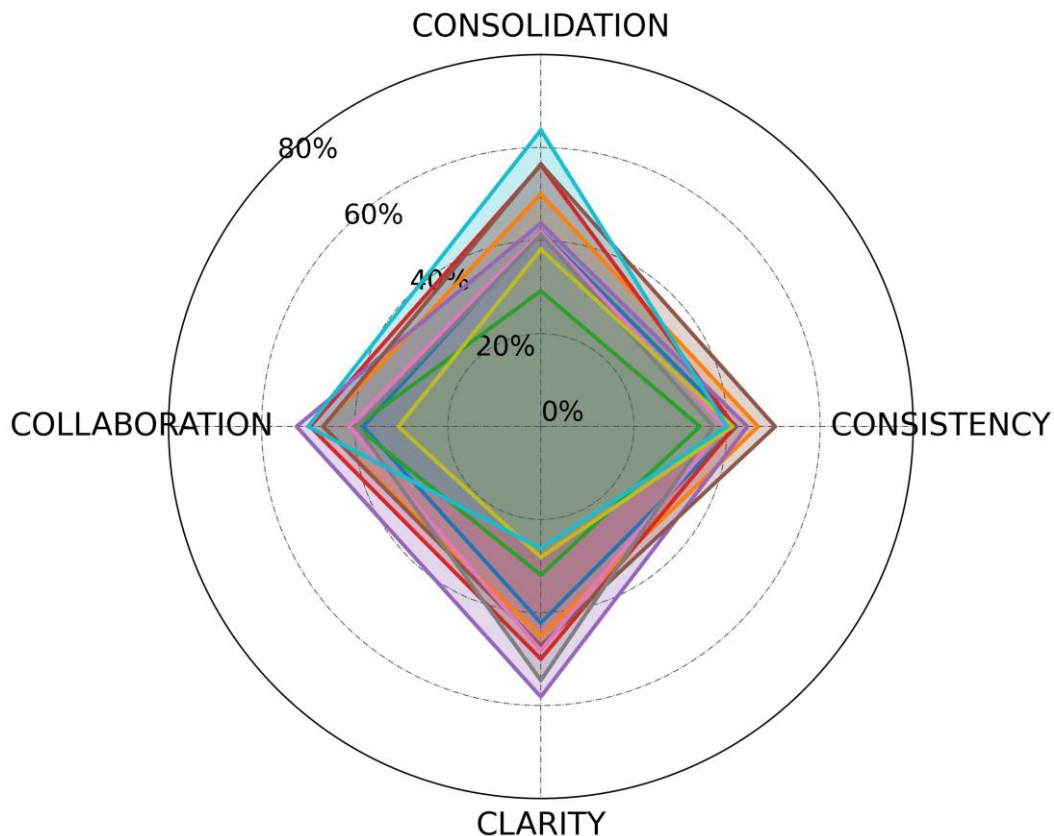
Finance (3.8%): highest in COMPETE (score: 31.4%), lowest in CREATE (score: 19.2%).

Digital Marketing (2.6%): highest in CREATE (score: 31.9%), lowest in COMPETE (score: 19.9%).

Marketing (1.3%): highest in CONTROL (score: 54.9%), lowest in COMPETE (score: 8.8%).

The largest gap in perception between groups is in CONTROL with a difference of 37.0%. The second largest gap is in CONNECT with a difference of 27.3%.

Dynamics - Adaptability (Department)



Sales (39.1%): highest in CLARITY (score: 42.2%), lowest in COLLABORATION (score: 38.2%).

Operations (31.4%): highest in CONSOLIDATION (score: 50.0%), lowest in CLARITY (score: 45.1%).

HR (5.8%): highest in COLLABORATION (score: 39.7%), lowest in CONSOLIDATION (score: 29.2%).

Training and Quality (3.8%): highest in CONSOLIDATION (score: 56.2%), lowest in CONSISTENCY (score: 41.7%).

Digital Transformation (2.6%): highest in CLARITY (score: 58.1%), lowest in CONSOLIDATION (score: 43.8%).

Motor Unit (4.5%): highest in CONSOLIDATION (score: 56.4%), lowest in COLLABORATION (score: 46.8%).

General Management and Administration (5.1%): highest in CLARITY (score: 48.1%), lowest in CONSISTENCY (score: 39.4%).

Finance (3.8%): highest in CLARITY (score: 54.6%), lowest in CONSISTENCY (score: 37.1%).

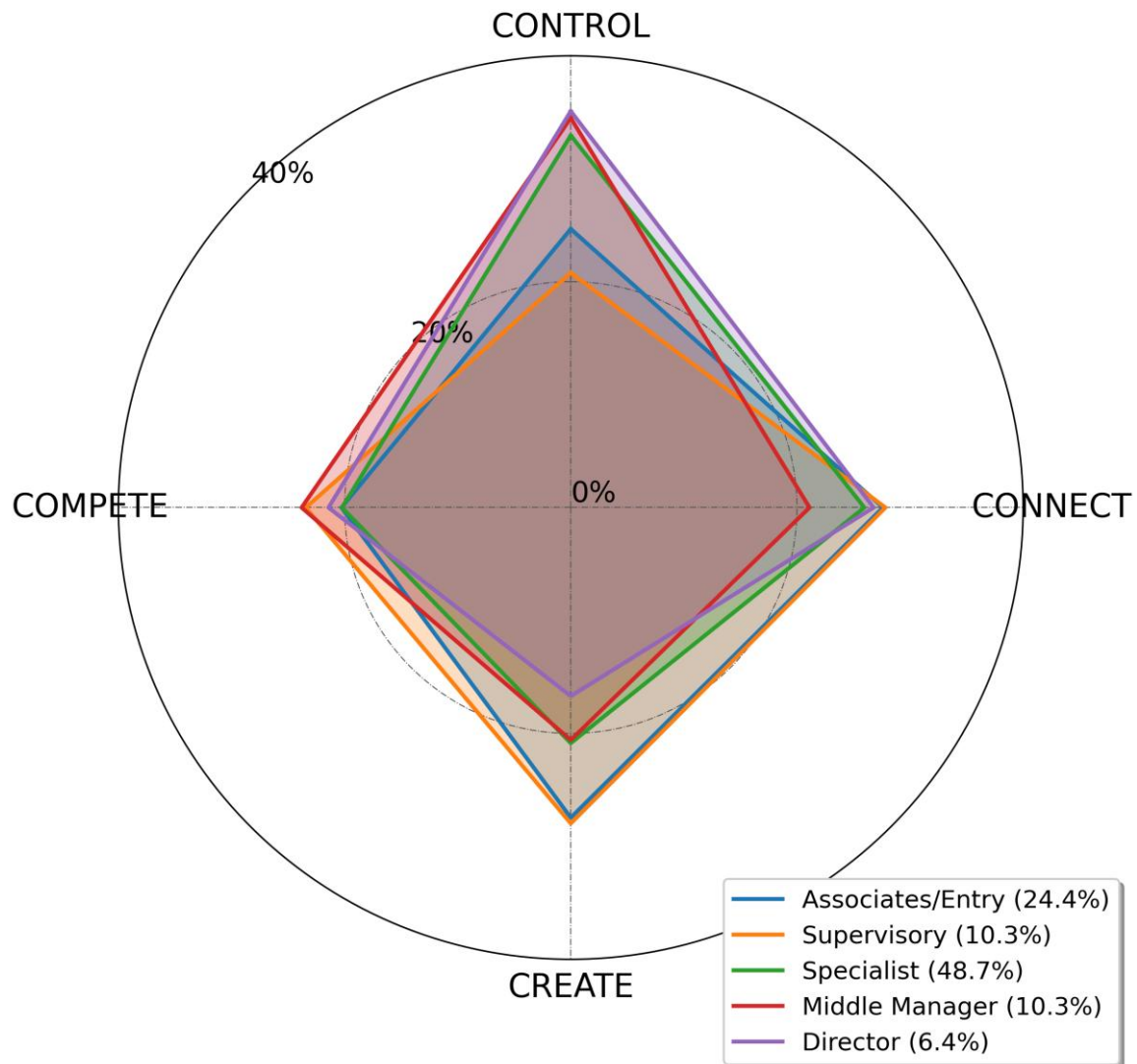
Digital Marketing (2.6%): highest in CONSISTENCY (score: 41.2%), lowest in CLARITY (score: 28.1%).

Marketing (1.3%): highest in CONSOLIDATION (score: 63.8%), lowest in CLARITY (score: 26.2%).

The largest gap in perception between groups is in CONSOLIDATION with a difference of 34.6%.
The second largest gap is in CLARITY with a difference of 31.9%.

Position Level

Culture - Adaptability (Position Level)



Associates/Entry (24.4%): highest in CONNECT (score: 27.6%), lowest in COMPETE (score: 20.3%).

Supervisory (10.3%): highest in CREATE (score: 28.0%), lowest in CONTROL (score: 20.8%).

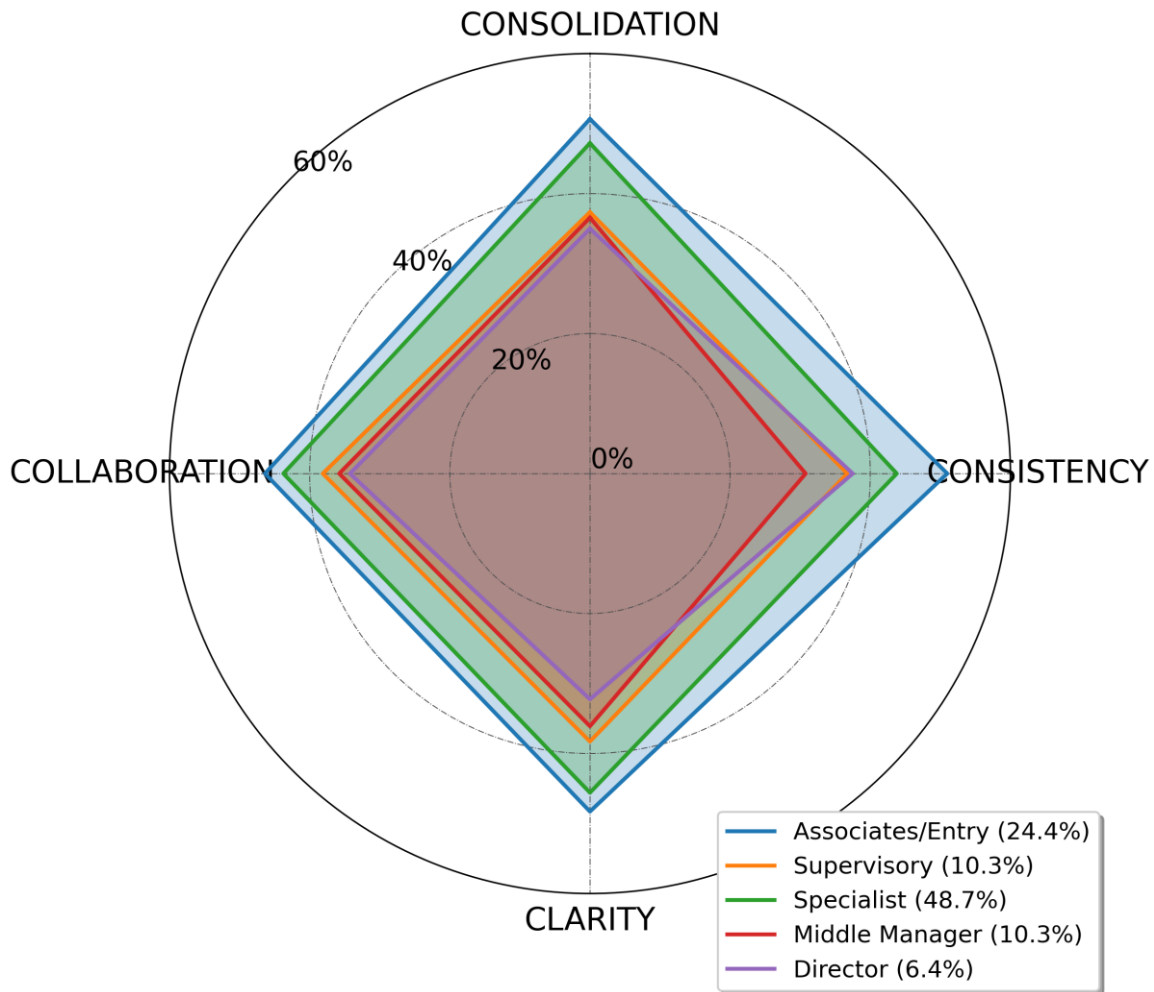
Specialist (48.7%): highest in CONTROL (score: 32.9%), lowest in COMPETE (score: 20.2%).

Middle Manager (10.3%): highest in CONTROL (score: 34.5%), lowest in CREATE (score: 20.6%).

Director (6.4%): highest in CONTROL (score: 35.1%), lowest in CREATE (score: 16.7%).

The largest gap in perception between groups is in CONTROL with a difference of 14.3%. The second largest gap is in CREATE with a difference of 11.3%.

Dynamics - Adaptability (Position Level)



Associates/Entry (24.4%): highest in CONSISTENCY (score: 51.0%), lowest in COLLABORATION (score: 46.4%).

Supervisory (10.3%): highest in CLARITY (score: 38.3%), lowest in CONSISTENCY (score: 36.7%).

Specialist (48.7%): highest in CONSOLIDATION (score: 47.2%), lowest in COLLABORATION (score: 43.8%).

Middle Manager (10.3%): highest in CONSOLIDATION (score: 36.6%), lowest in CONSISTENCY (score: 30.8%).

Director (6.4%): highest in CONSISTENCY (score: 37.5%), lowest in CLARITY (score: 32.2%).

The largest gap in perception between groups is in CONSISTENCY with a difference of 20.2%.

The second largest gap is in CLARITY with a difference of 16.0%.

Accountability

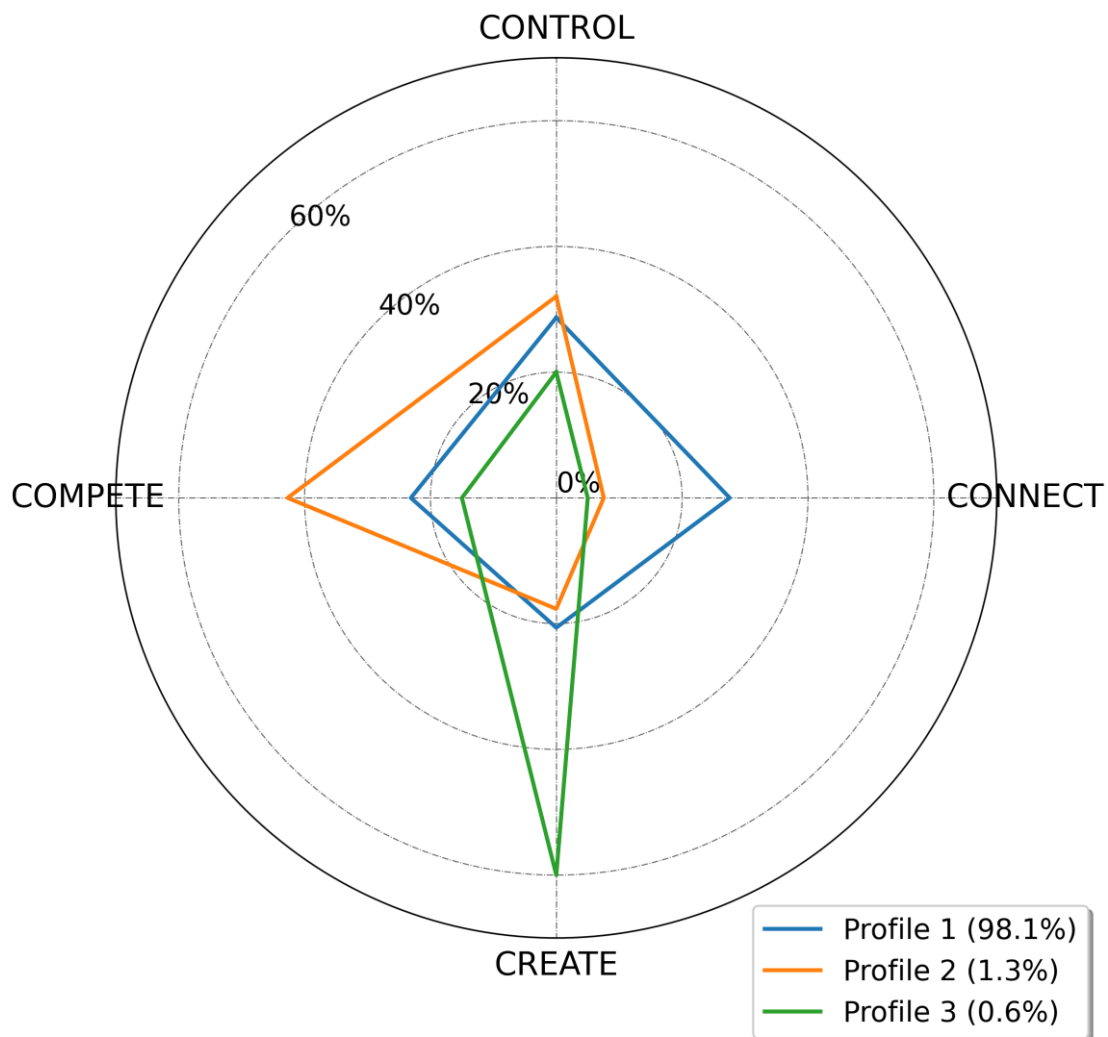
Culture

- Profile 1 (98.1% of your team) scores highest in CONTROL (28.7%) and lowest in CREATE (20.6%).
- Profile 2 (1.3% of your team) scores highest in COMPETE (42.7%) and lowest in CONNECT

(7.6%).

- Profile 3 (0.6% of your team) scores highest in CREATE (60.0%) and lowest in CONNECT (5.0%).
- The largest variability is observed in the CREATE dimension, achieving scores as high as 60.0%.
- In contrast, CONNECT scores the lowest at 5.0%, indicating significant disparity in practices.

Accountability - Culture Representative Profiles

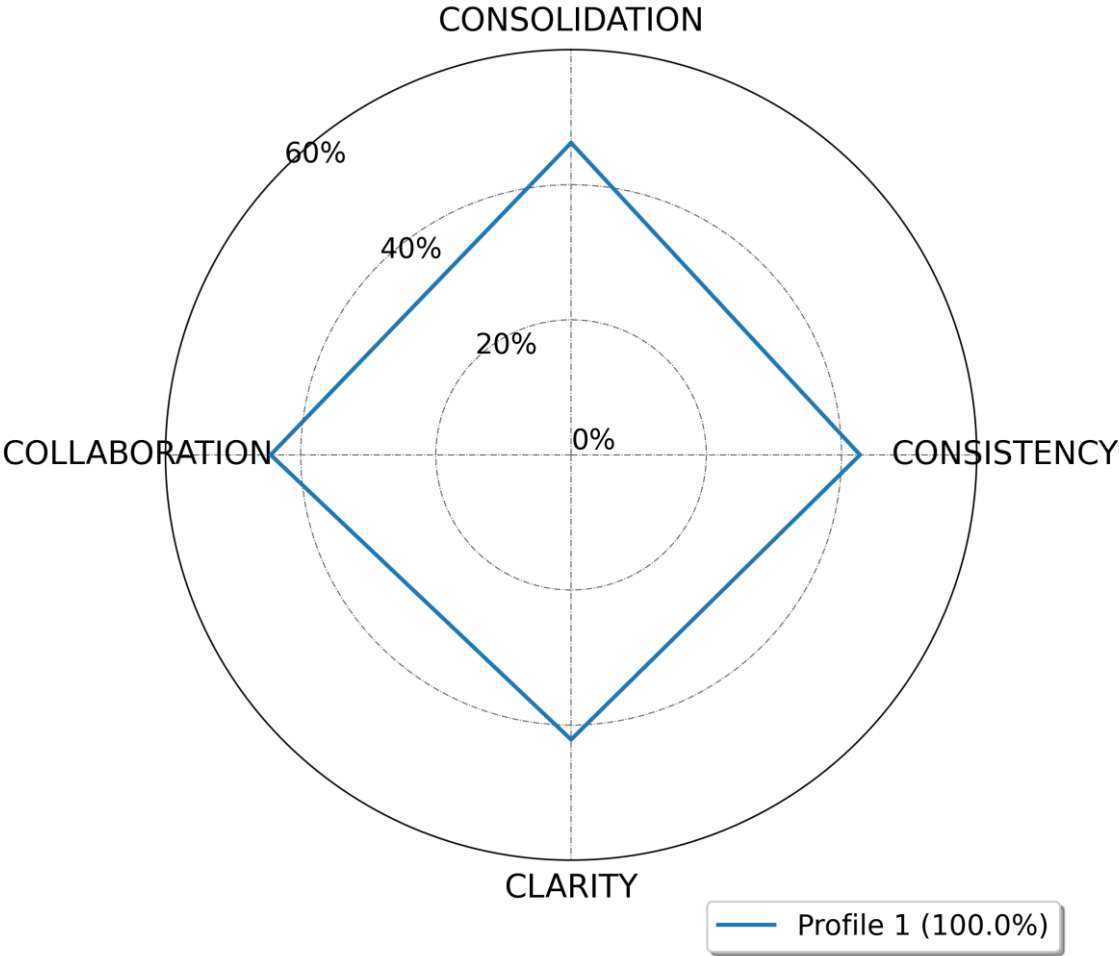


Dynamics

By Profile

- Profile 1 (100.0% of your team) scores highest in CONSOLIDATION (46.2%) and lowest in CLARITY (42.1%).
- Profiles show minor variability across dimensions, with CONSOLIDATION achieving the highest scores at 46.2%.
- CLARITY, however, scores slightly lower at 42.1%, suggesting near alignment in practices.

Accountability - Dynamics Representative Profiles

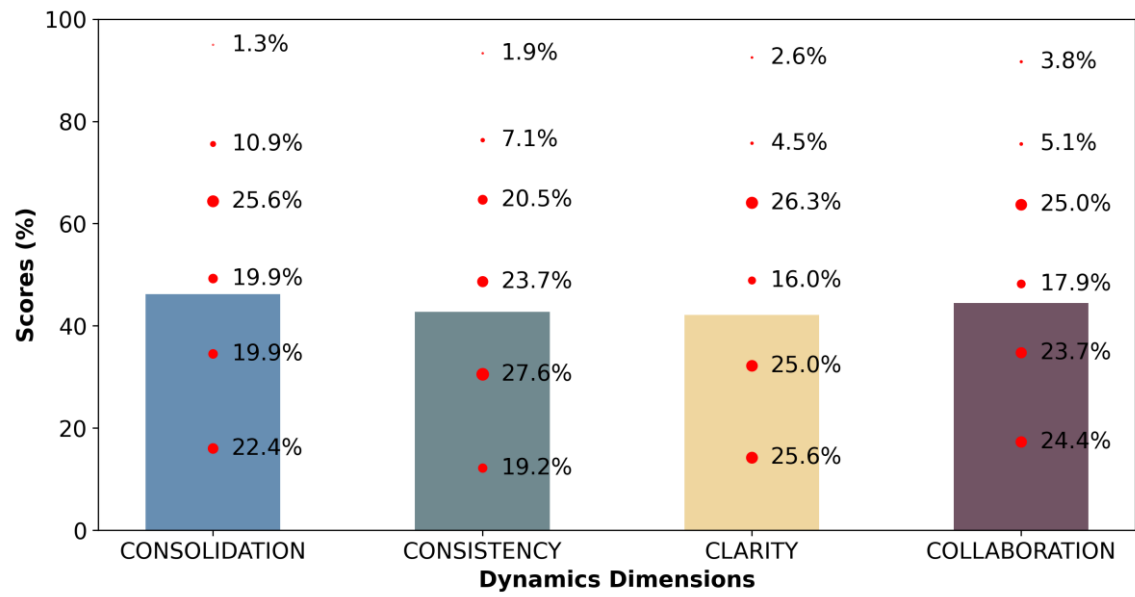


By Dimension

CONSOLIDATION: overall average is 46.2%, ranging from 5.0% to 100.0% (gap: 95.0%).
CONSISTENCY: overall average is 42.7%, ranging from 2.5% to 100.0% (gap: 97.5%). CLARITY: overall average is 42.1%, ranging from 5.0% to 100.0% (gap: 95.0%). COLLABORATION: overall average is 44.4%, ranging from 5.0% to 100.0% (gap: 95.0%).

In Accountability dynamics, the largest discrepancy is in CONSISTENCY (gap: 97.5%), suggesting an area for improvement, while CONSOLIDATION shows high alignment (gap: 95.0%).

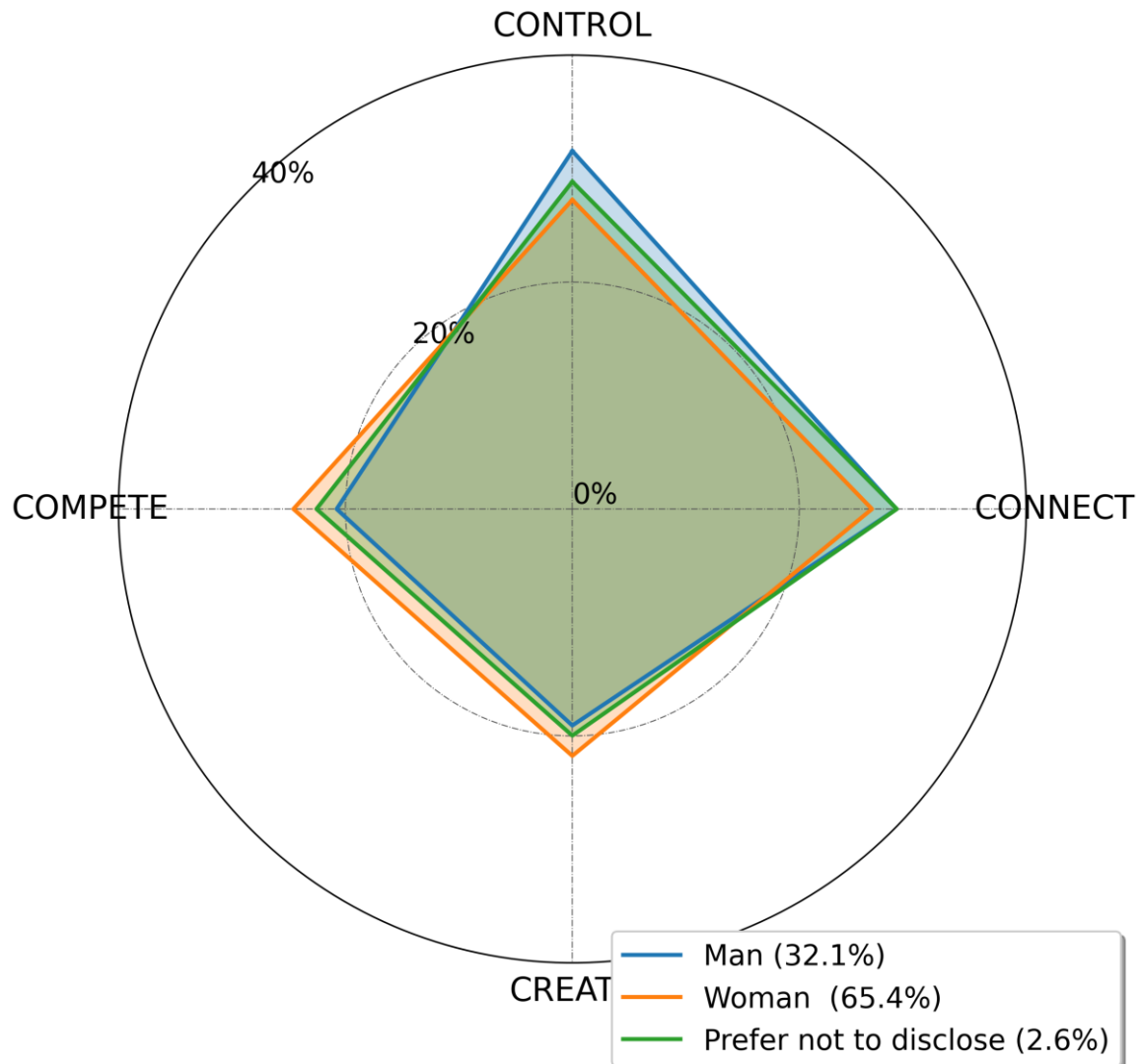
Accountability - Team Dynamics Distribution



Diversity

Gender

Culture - Accountability (Gender)



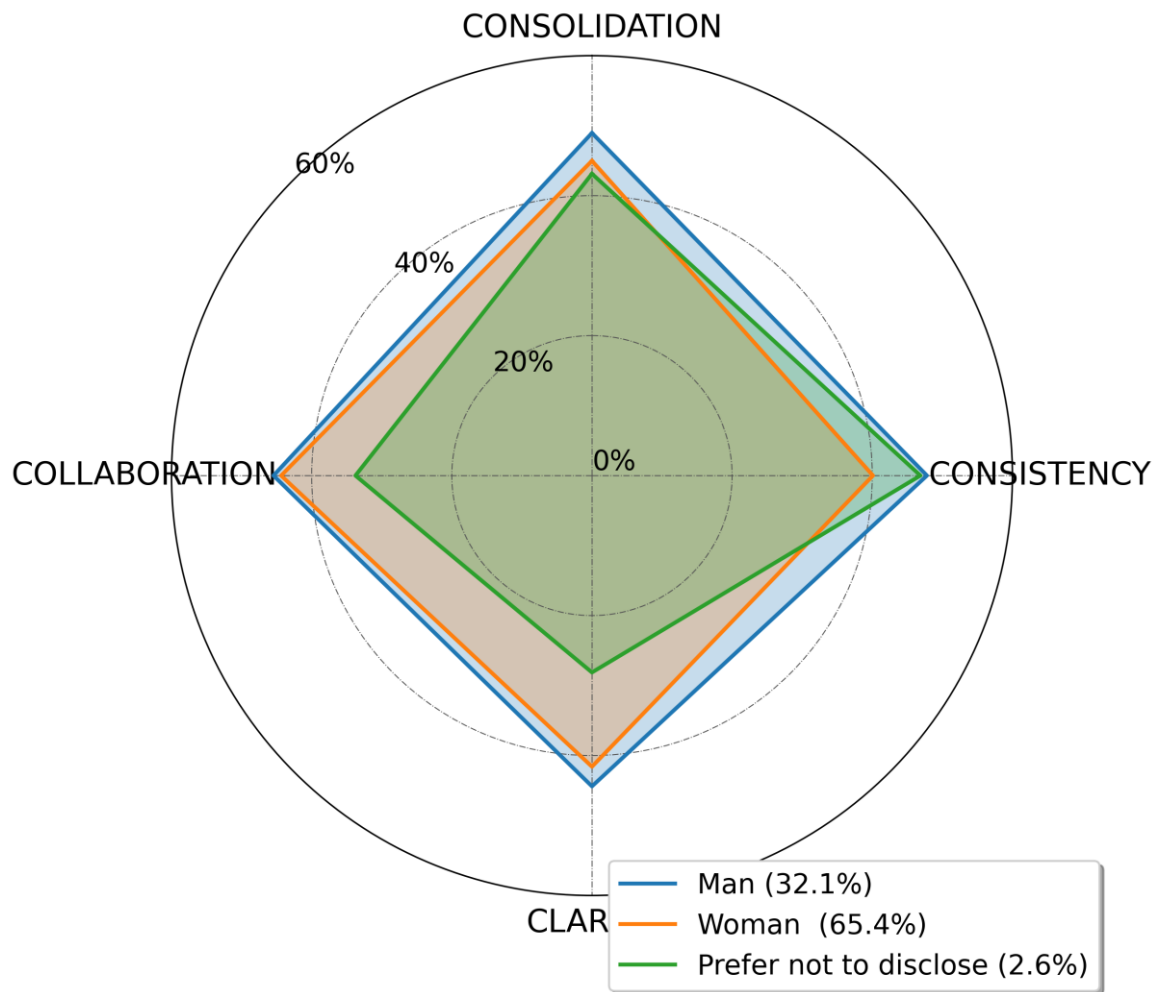
Man (32.1%): highest in CONTROL (score: 31.6%), lowest in CREATE (score: 19.1%).

Woman (65.4%): highest in CONTROL (score: 27.2%), lowest in CREATE (score: 21.8%).

Prefer not to disclose (2.6%): highest in CONTROL (score: 28.9%), lowest in CREATE (score: 20.0%).

The largest gap in perception between groups is in CONTROL with a difference of 4.3%. The second largest gap is in COMPETE with a difference of 3.8%.

Dynamics - Accountability (Gender)



Man (32.1%): highest in CONSOLIDATION (score: 49.0%), lowest in CLARITY (score: 44.4%).

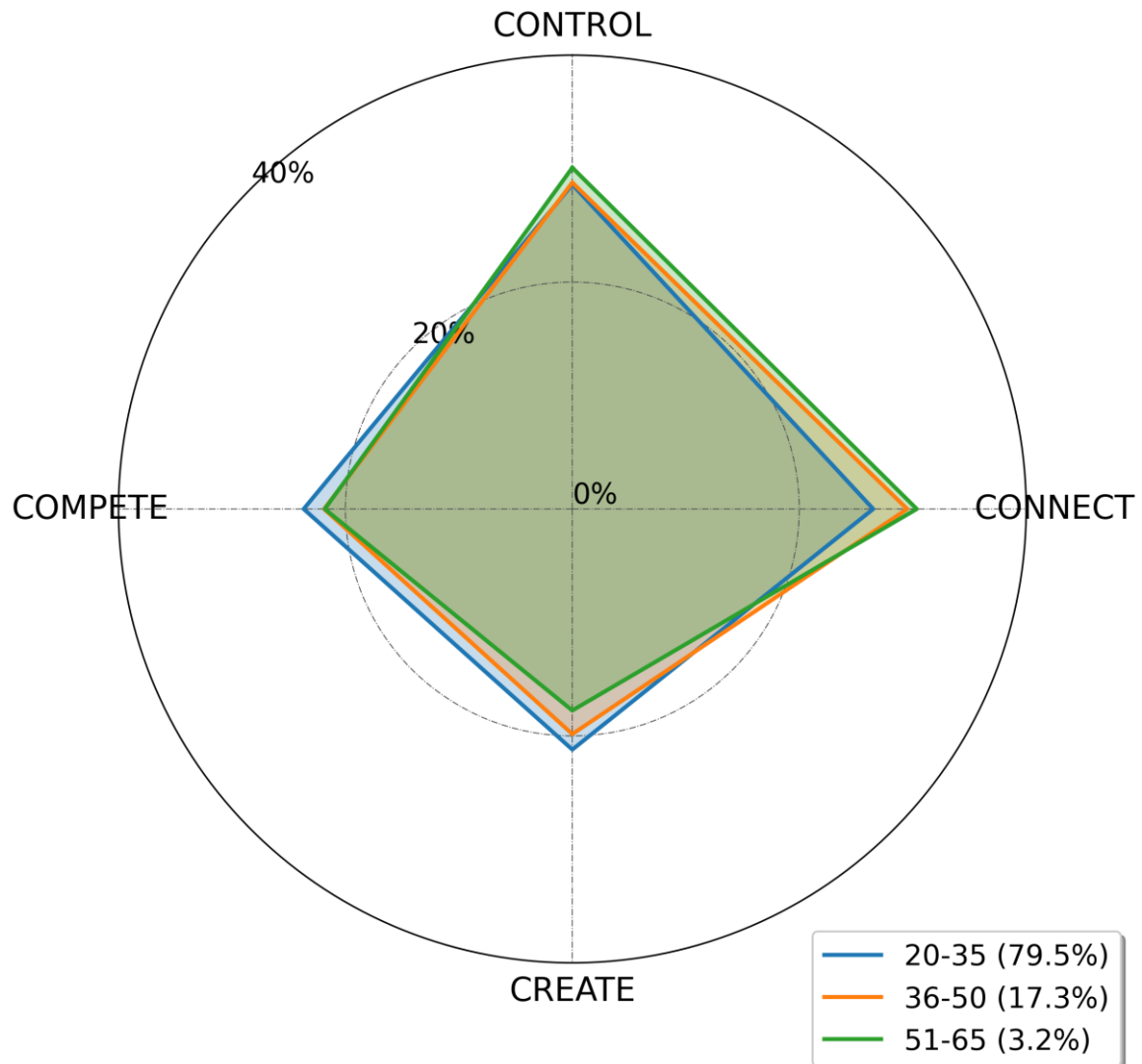
Woman (65.4%): highest in CONSOLIDATION (score: 45.0%), lowest in CONSISTENCY (score: 40.1%).

Prefer not to disclose (2.6%): highest in CONSISTENCY (score: 46.9%), lowest in CLARITY (score: 28.1%).

The largest gap in perception between groups is in CLARITY with a difference of 16.3%. The second largest gap is in COLLABORATION with a difference of 11.7%.

Age

Culture - Accountability (Age)



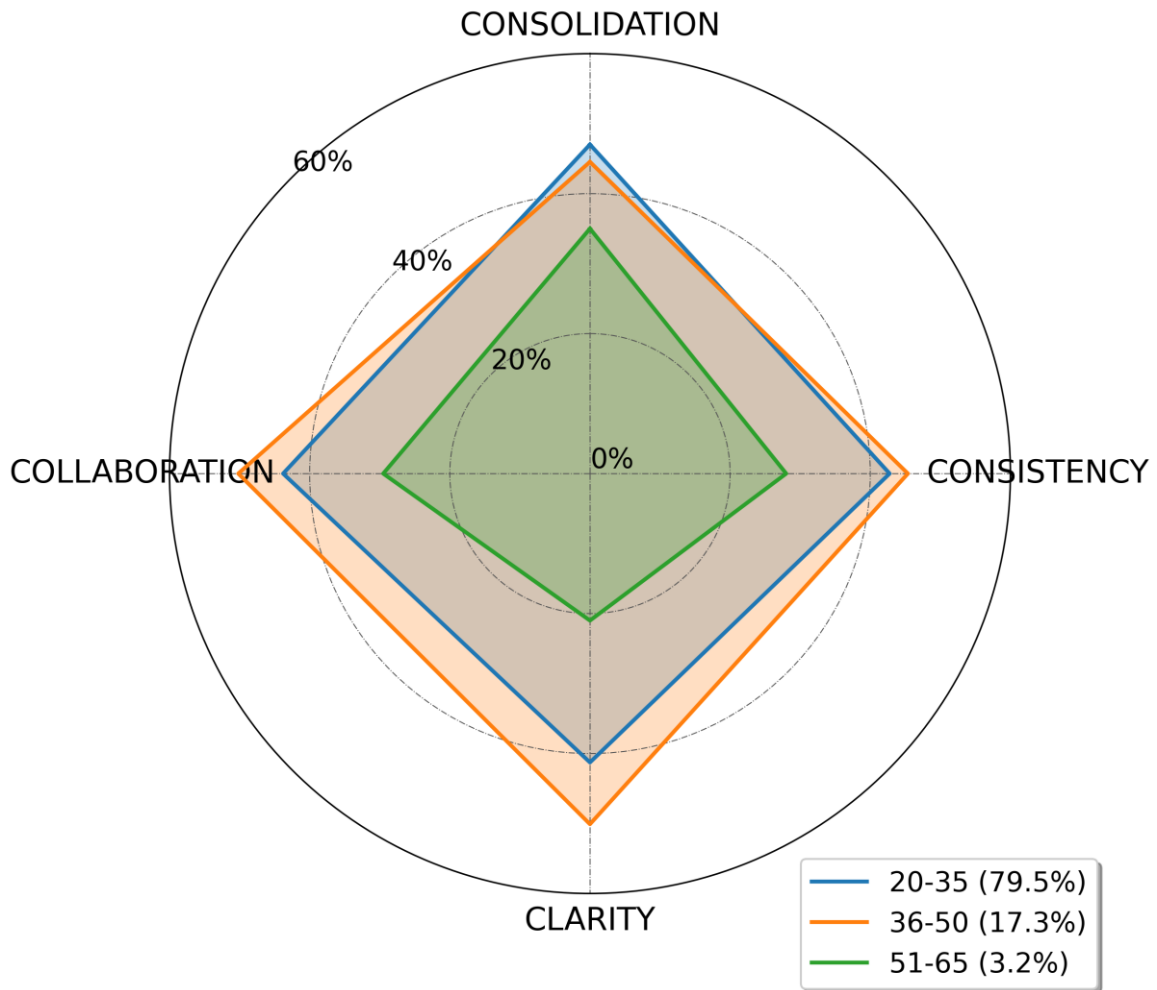
20-35 (79.5%): highest in CONTROL (score: 28.6%), lowest in CREATE (score: 21.2%).

36-50 (17.3%): highest in CONNECT (score: 29.5%), lowest in CREATE (score: 19.8%).

51-65 (3.2%): highest in CONNECT (score: 30.4%), lowest in CREATE (score: 17.8%).

The largest gap in perception between groups is in CONNECT with a difference of 3.8%. The second largest gap is in CREATE with a difference of 3.4%.

Dynamics - Accountability (Age)



20-35 (79.5%): highest in CONSOLIDATION (score: 47.0%), lowest in CLARITY (score: 41.3%).

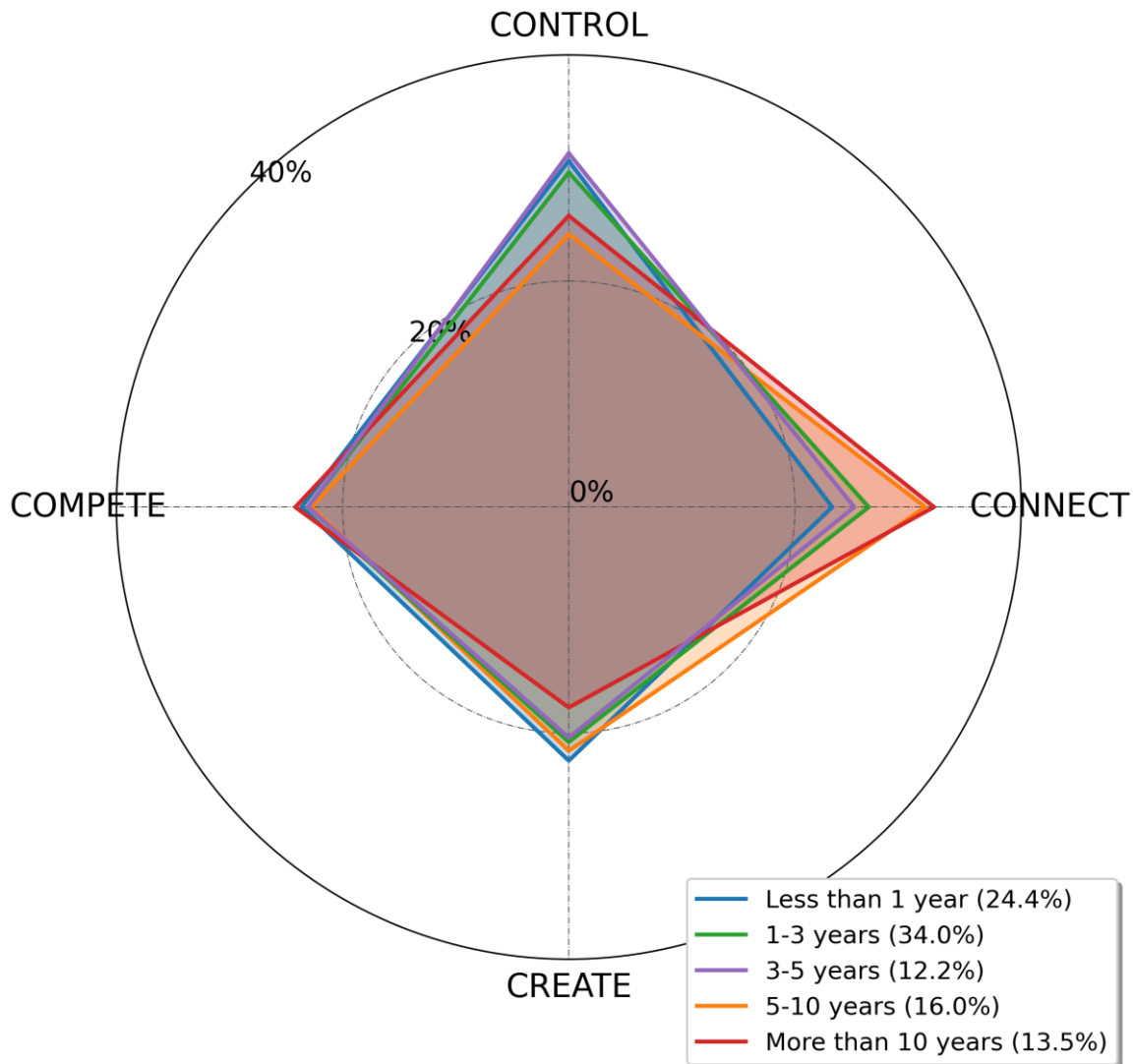
36-50 (17.3%): highest in COLLABORATION (score: 50.2%), lowest in CONSOLIDATION (score: 44.5%).

51-65 (3.2%): highest in CONSOLIDATION (score: 35.0%), lowest in CLARITY (score: 21.0%).

The largest gap in perception between groups is in CLARITY with a difference of 29.1%. The second largest gap is in COLLABORATION with a difference of 20.7%.

Employment

Culture - Accountability (Employment)



Less than 1 year (24.4%): highest in CONTROL (score: 30.6%), lowest in CREATE (score: 22.4%).

1-3 years (34.0%): highest in CONTROL (score: 29.6%), lowest in CREATE (score: 20.8%).

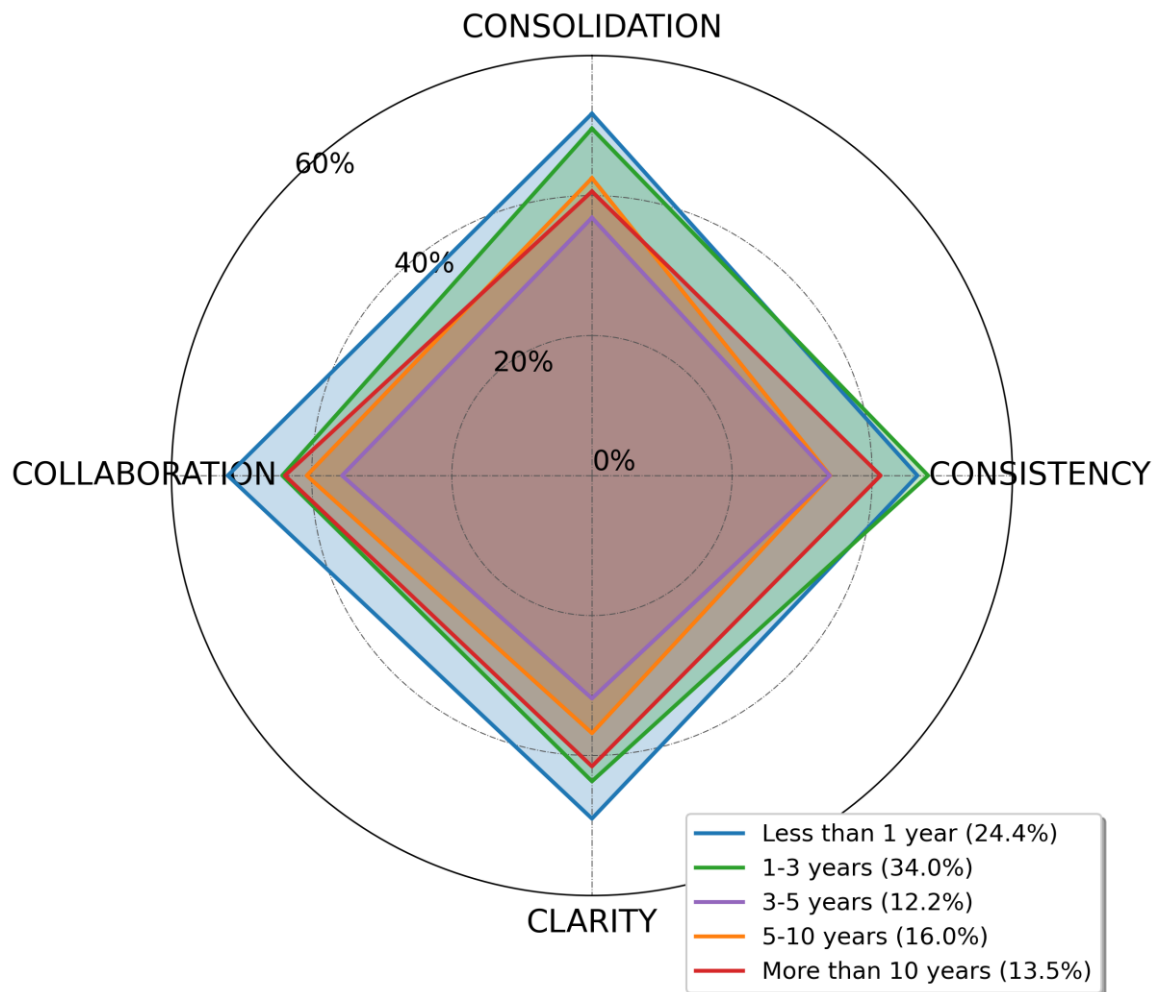
3-5 years (12.2%): highest in CONTROL (score: 31.3%), lowest in CREATE (score: 20.4%).

5-10 years (16.0%): highest in CONNECT (score: 31.5%), lowest in CREATE (score: 21.6%).

More than 10 years (13.5%): highest in CONNECT (score: 32.3%), lowest in CREATE (score: 17.7%).

The largest gap in perception between groups is in CONNECT with a difference of 9.0%. The second largest gap is in CONTROL with a difference of 7.2%.

Dynamics - Accountability (Employment)



Less than 1 year (24.4%): highest in COLLABORATION (score: 52.0%), lowest in CONSISTENCY (score: 46.4%).

1-3 years (34.0%): highest in CONSOLIDATION (score: 49.6%), lowest in CLARITY (score: 43.7%).

3-5 years (12.2%): highest in CONSOLIDATION (score: 36.8%), lowest in CLARITY (score: 31.8%).

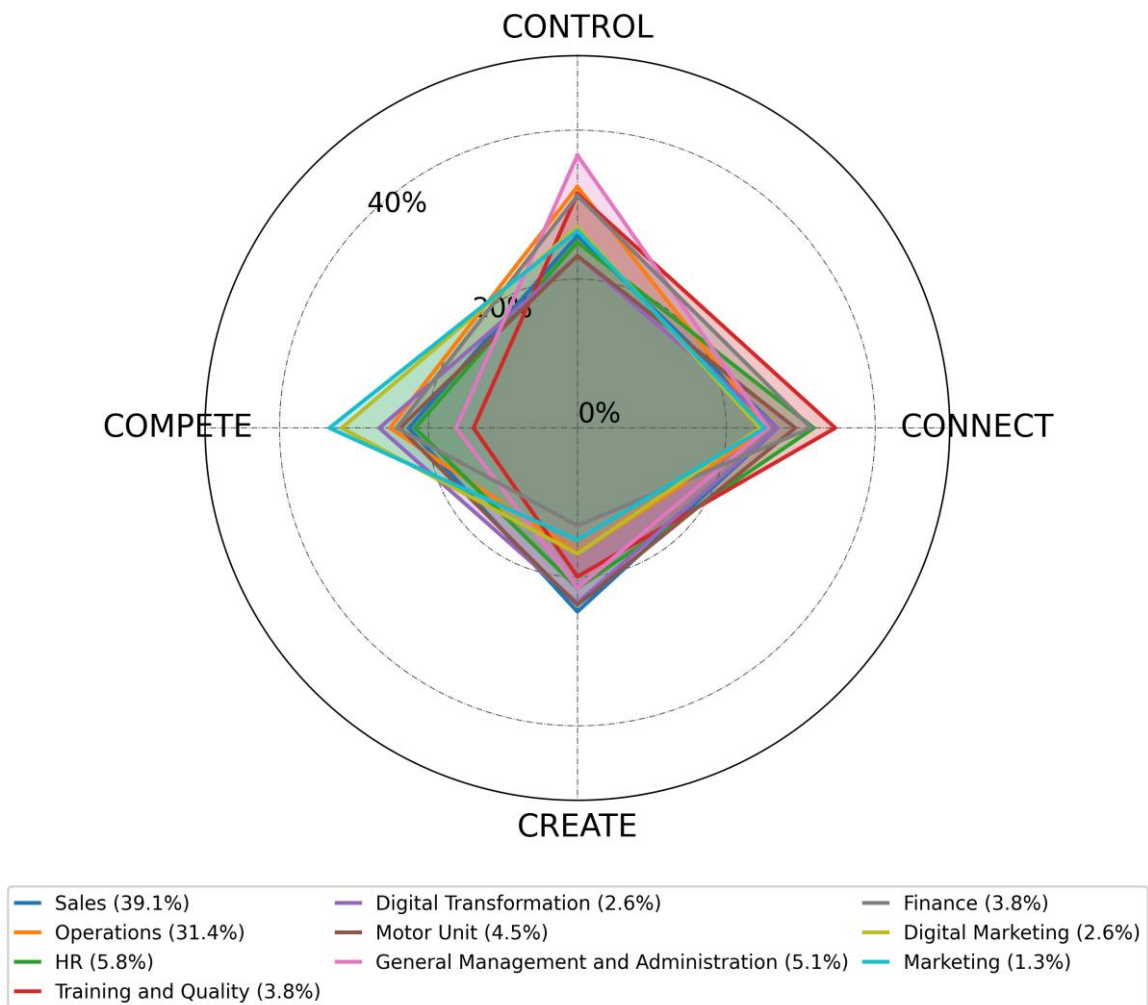
5-10 years (16.0%): highest in CONSOLIDATION (score: 42.5%), lowest in CONSISTENCY (score: 34.0%).

More than 10 years (13.5%): highest in COLLABORATION (score: 43.8%), lowest in CONSOLIDATION (score: 40.6%).

The largest gap in perception between groups is in CLARITY with a difference of 17.2%. The second largest gap is in COLLABORATION with a difference of 16.3%.

Department

Culture - Accountability (Department)



Sales (39.1%): highest in CONNECT (score: 26.9%), lowest in COMPETE (score: 22.6%).

Operations (31.4%): highest in CONTROL (score: 32.4%), lowest in CREATE (score: 16.9%).

HR (5.8%): highest in CONNECT (score: 31.7%), lowest in CREATE (score: 21.5%).

Training and Quality (3.8%): highest in CONNECT (score: 34.6%), lowest in COMPETE (score: 14.0%).

Digital Transformation (2.6%): highest in CONNECT (score: 26.9%), lowest in CONTROL (score: 23.1%).

Motor Unit (4.5%): highest in CONNECT (score: 29.3%), lowest in CONTROL (score: 23.1%).

General Management and Administration (5.1%): highest in CONTROL (score: 36.6%), lowest in COMPETE (score: 16.3%).

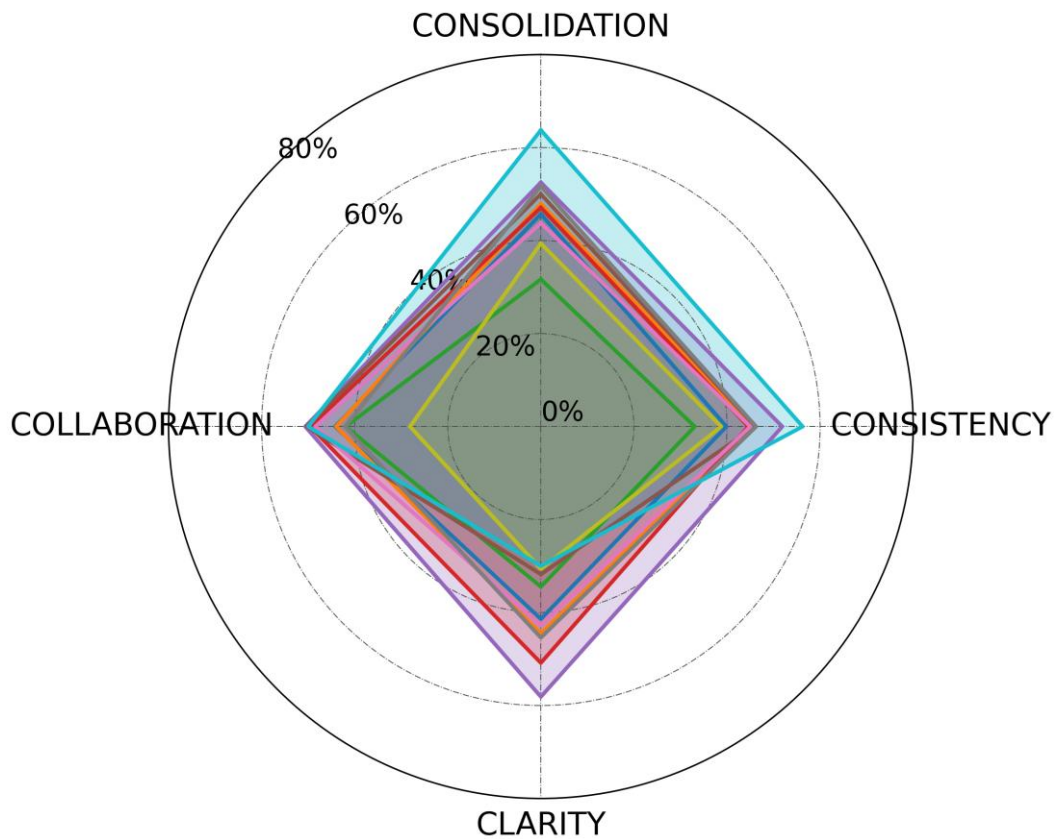
Finance (3.8%): highest in CONNECT (score: 31.4%), lowest in CREATE (score: 13.1%).

Digital Marketing (2.6%): highest in COMPETE (score: 31.6%), lowest in CREATE (score: 16.9%).

Marketing (1.3%): highest in COMPETE (score: 33.3%), lowest in CREATE (score: 15.1%).

The largest gap in perception between groups is in COMPETE with a difference of 19.3%. The second largest gap is in CONTROL with a difference of 13.5%.

Dynamics - Accountability (Department)



Sales (39.1%): highest in CONSOLIDATION (score: 45.7%), lowest in CONSISTENCY (score: 39.9%).

Operations (31.4%): highest in CONSOLIDATION (score: 47.9%), lowest in COLLABORATION (score: 44.0%).

HR (5.8%): highest in COLLABORATION (score: 41.9%), lowest in CONSOLIDATION (score: 31.7%).

Training and Quality (3.8%): highest in CLARITY (score: 50.8%), lowest in CONSISTENCY (score: 44.6%).

Digital Transformation (2.6%): highest in CLARITY (score: 58.1%), lowest in COLLABORATION (score: 50.6%).

Motor Unit (4.5%): highest in COLLABORATION (score: 50.4%), lowest in CLARITY (score: 31.8%).

General Management and Administration (5.1%): highest in COLLABORATION (score: 48.4%), lowest in CLARITY (score: 42.8%).

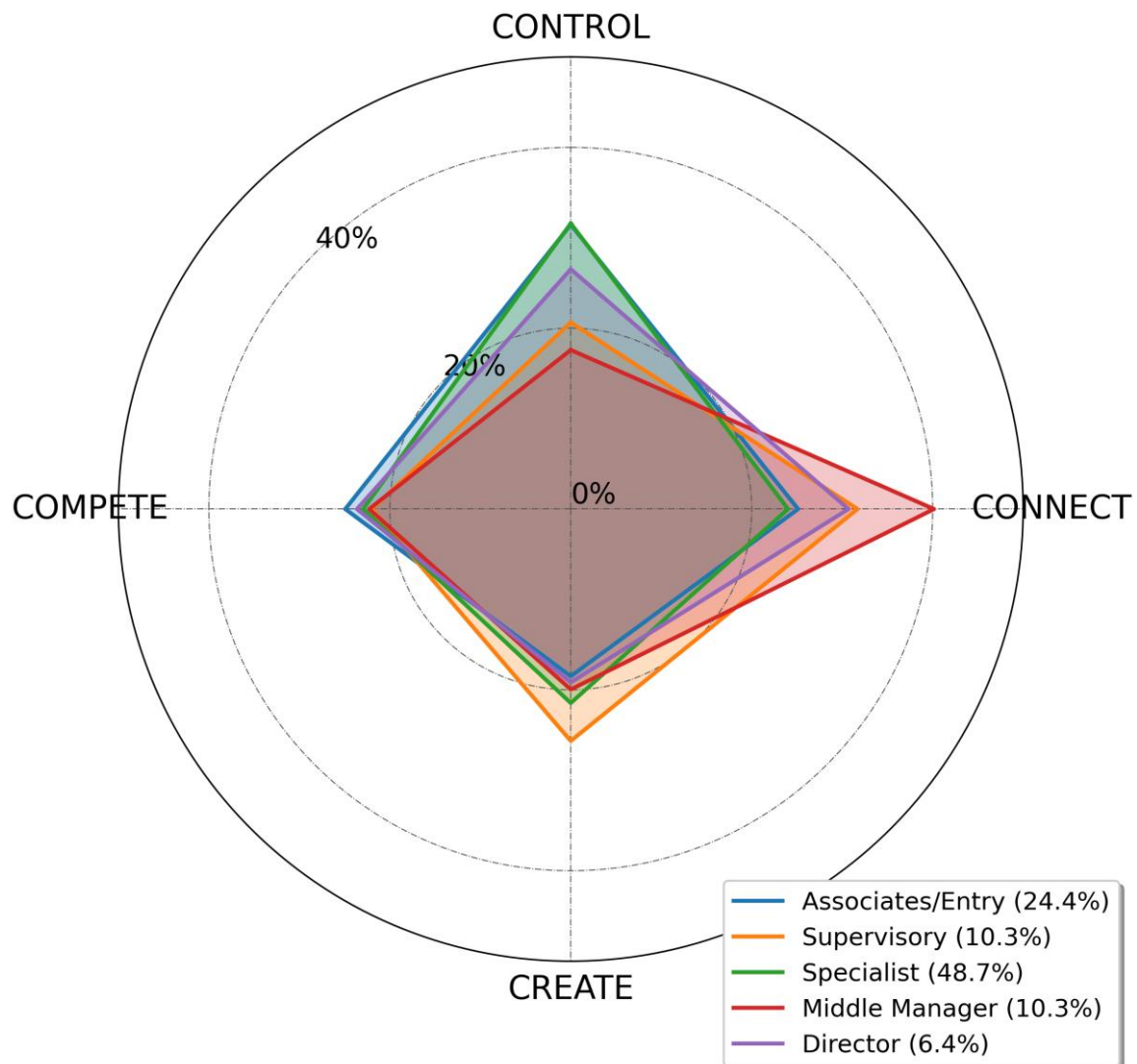
Finance (3.8%): highest in CONSOLIDATION (score: 51.7%), lowest in COLLABORATION (score: 42.1%).

Digital Marketing (2.6%): highest in CONSOLIDATION (score: 39.4%), lowest in COLLABORATION (score: 28.1%).

Marketing (1.3%): highest in CONSOLIDATION (score: 63.8%), lowest in CLARITY (score: 30.0%).
 The largest gap in perception between groups is in CONSOLIDATION with a difference of 32.1%.
 The second largest gap is in CLARITY with a difference of 28.1%.

Position Level

Culture - Accountability (Position Level)



Associates/Entry (24.4%): highest in CONTROL (score: 31.5%), lowest in CREATE (score: 18.5%).

Supervisory (10.3%): highest in CONNECT (score: 31.7%), lowest in CONTROL (score: 20.6%).

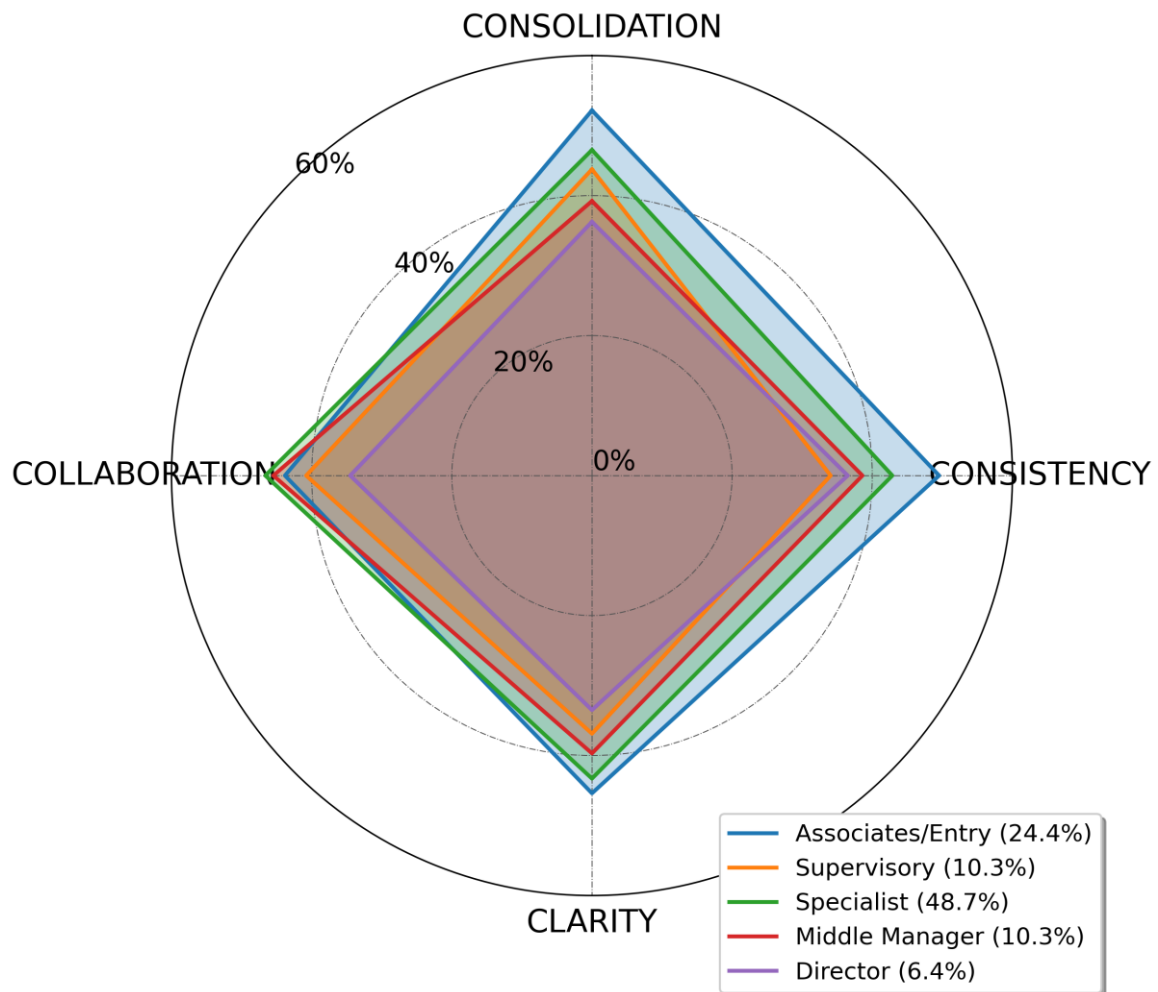
Specialist (48.7%): highest in CONTROL (score: 31.6%), lowest in CREATE (score: 21.4%).

Middle Manager (10.3%): highest in CONNECT (score: 40.2%), lowest in CONTROL (score: 17.6%).

Director (6.4%): highest in CONNECT (score: 30.7%), lowest in CREATE (score: 19.2%).

The largest gap in perception between groups is in CONNECT with a difference of 16.1%. The second largest gap is in CONTROL with a difference of 14.0%.

Dynamics - Accountability (Position Level)



Associates/Entry (24.4%): highest in CONSOLIDATION (score: 52.2%), lowest in COLLABORATION (score: 43.8%).

Supervisory (10.3%): highest in CONSOLIDATION (score: 43.8%), lowest in CONSISTENCY (score: 34.1%).

Specialist (48.7%): highest in COLLABORATION (score: 46.6%), lowest in CONSISTENCY (score: 42.9%).

Middle Manager (10.3%): highest in COLLABORATION (score: 45.5%), lowest in CONSISTENCY (score: 38.6%).

Director (6.4%): highest in CONSISTENCY (score: 36.5%), lowest in CLARITY (score: 33.5%).

The largest gap in perception between groups is in CONSOLIDATION with a difference of 15.9%.

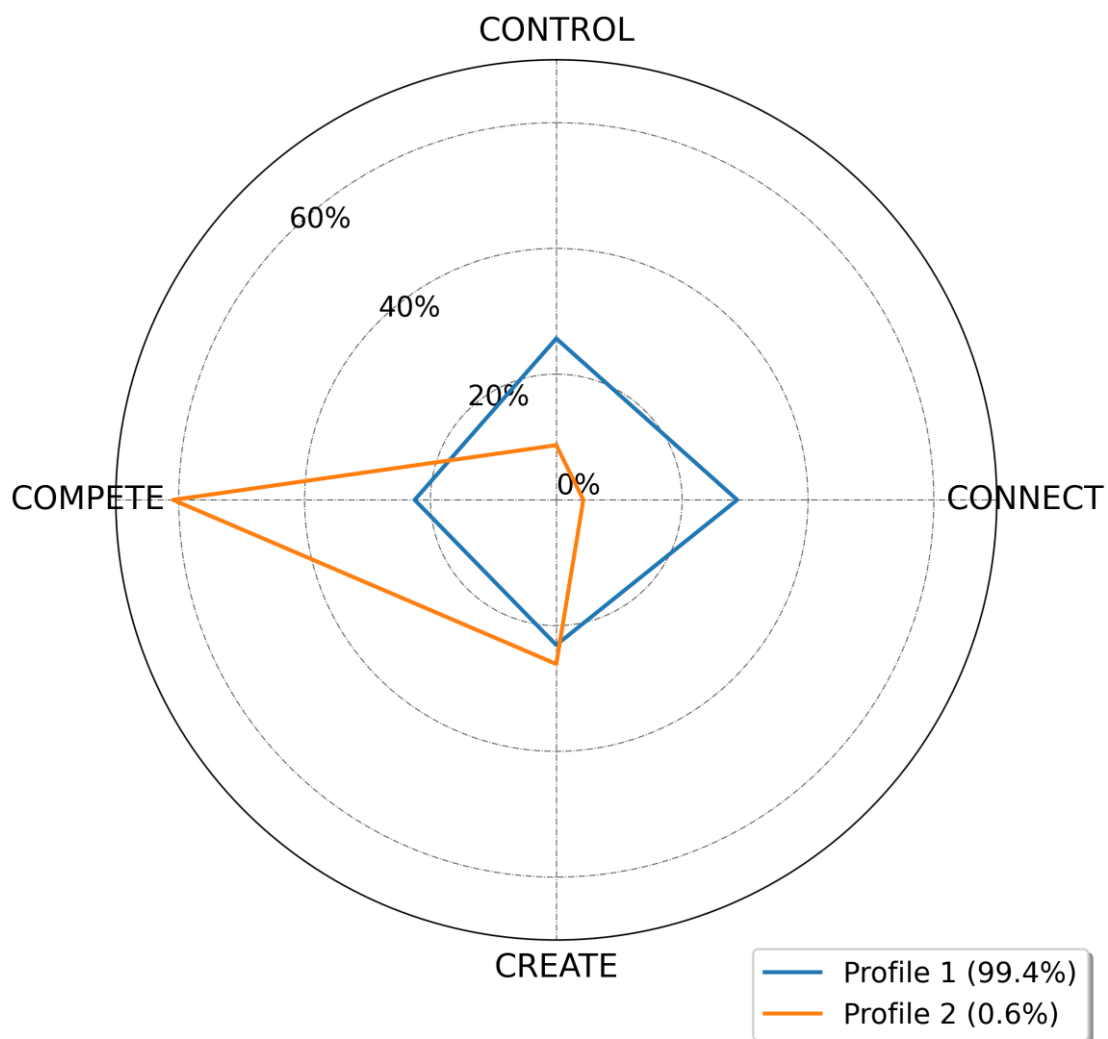
The second largest gap is in CONSISTENCY with a difference of 15.5%.

Trust

Culture

- Profile 1 (99.4% of your team) scores highest in CONNECT (28.8%) and lowest in COMPETE (22.5%).
- Profile 2 (0.6% of your team) scores highest in COMPETE (60.9%) and lowest in CONNECT (4.3%).
- The largest variability is observed in the COMPETE dimension, achieving scores as high as 60.9%.
- In contrast, CONNECT scores the lowest at 4.3%, indicating significant disparity in practices.

Trust - Culture Representative Profiles



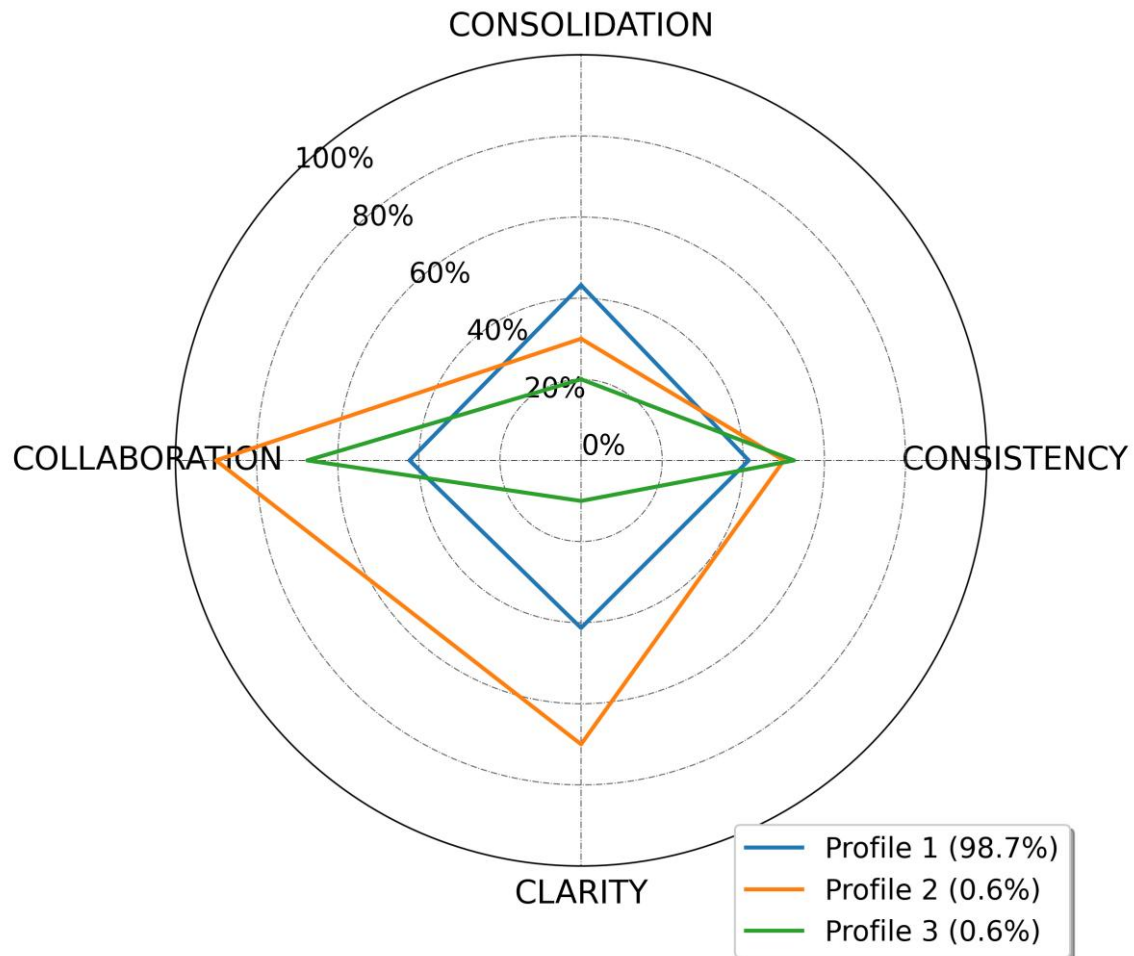
Dynamics

By Profile

- Profile 1 (98.7% of your team) scores highest in CONSOLIDATION (43.2%) and lowest in CLARITY (41.3%).
- Profile 2 (0.6% of your team) scores highest in COLLABORATION (90.0%) and lowest in CONSOLIDATION (30.0%).

- Profile 3 (0.6% of your team) scores highest in COLLABORATION (67.5%) and lowest in CLARITY (10.0%).
- The largest variability is observed in the COLLABORATION dimension, achieving scores as high as 90.0%.
- In contrast, CLARITY scores the lowest at 10.0%, indicating significant disparity in practices.

Trust - Dynamics Representative Profiles



By Dimension

CONSOLIDATION: overall average is 43.0%, ranging from 2.5% to 100.0% (gap: 97.5%).

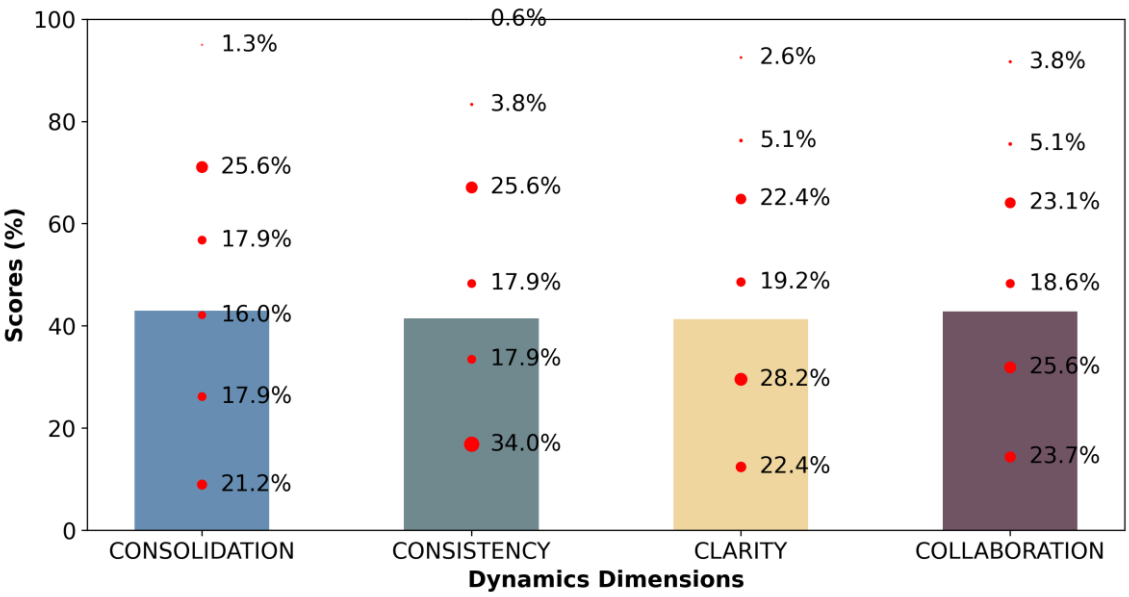
CONSISTENCY: overall average is 41.5%, ranging from 5.0% to 100.0% (gap: 95.0%).

CLARITY: overall average is 41.3%, ranging from 2.5% to 100.0% (gap: 97.5%).

COLLABORATION: overall average is 42.8%, ranging from 2.5% to 100.0% (gap: 97.5%).

In Trust dynamics, the largest discrepancy is in CONSOLIDATION (gap: 97.5%), suggesting an area for improvement, while CONSISTENCY shows high alignment (gap: 95.0%).

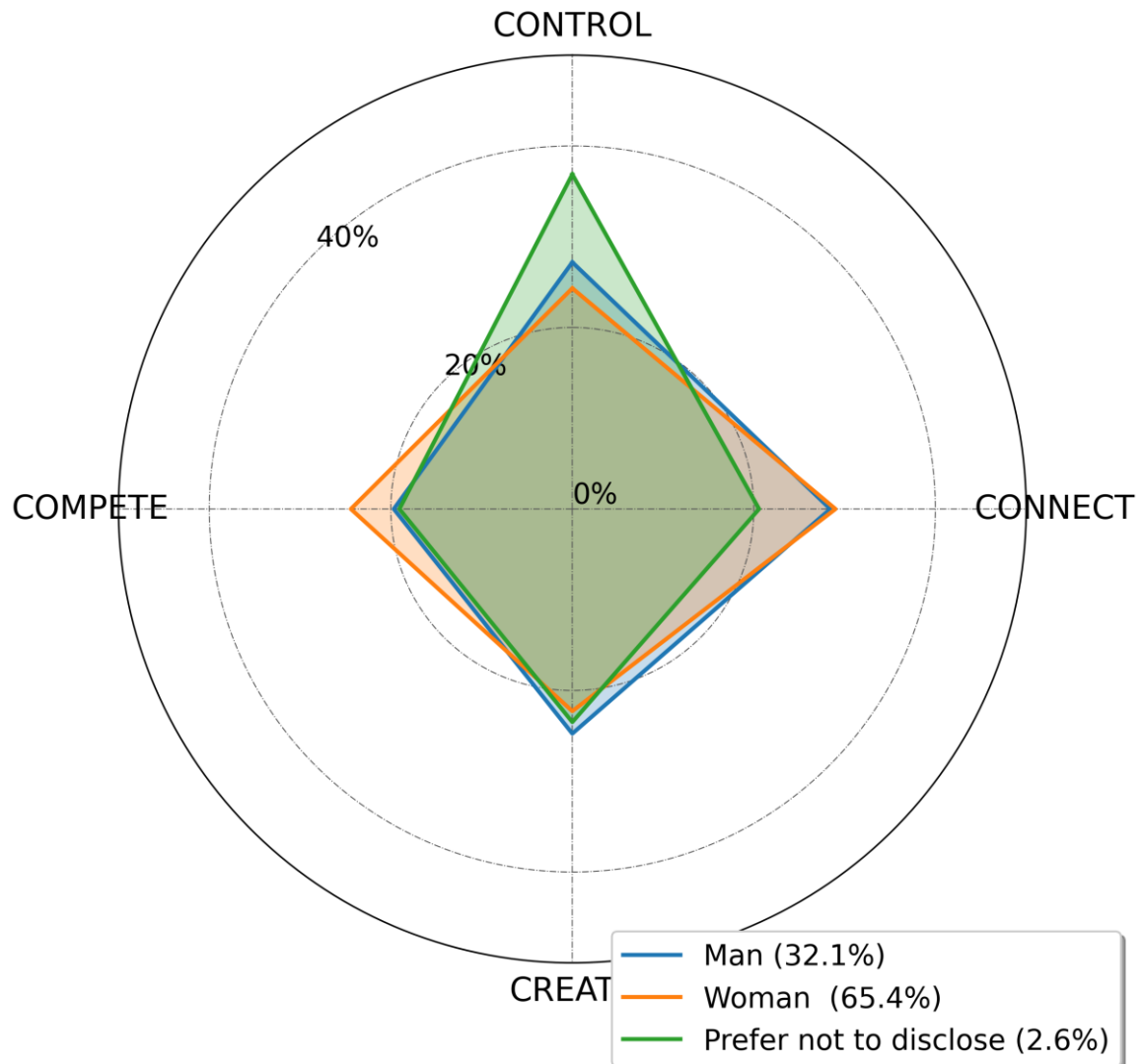
Trust - Team Dynamics Distribution



Diversity

Gender

Culture - Trust (Gender)



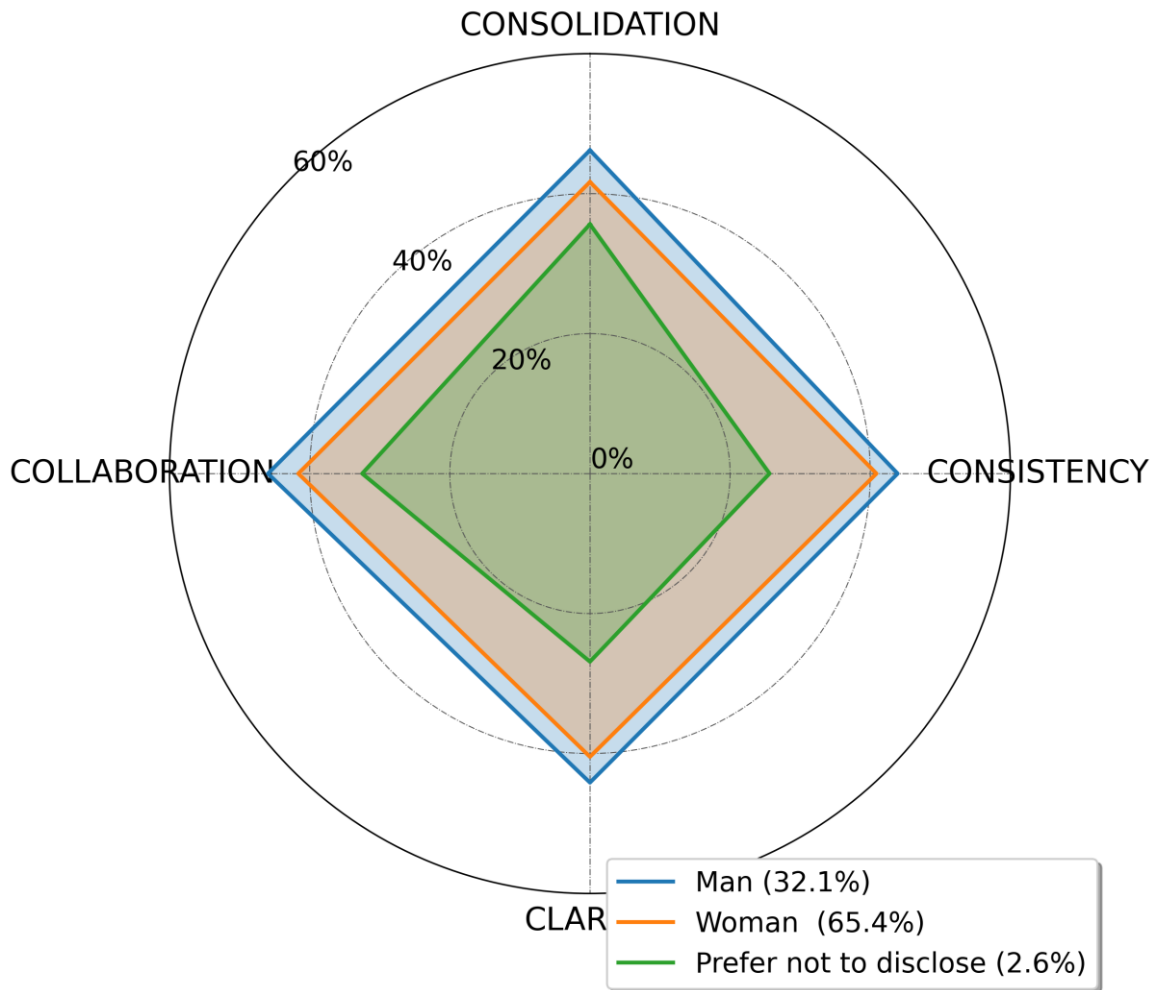
Man (32.1%): highest in CONNECT (score: 28.4%), lowest in COMPETE (score: 19.7%).

Woman (65.4%): highest in CONNECT (score: 29.0%), lowest in CREATE (score: 22.3%).

Prefer not to disclose (2.6%): highest in CONTROL (score: 36.9%), lowest in COMPETE (score: 19.1%).

The largest gap in perception between groups is in CONTROL with a difference of 12.6%. The second largest gap is in CONNECT with a difference of 8.4%.

Dynamics - Trust (Gender)



Man (32.1%): highest in CONSOLIDATION (score: 46.2%), lowest in CONSISTENCY (score: 43.9%).

Woman (65.4%): highest in CONSISTENCY (score: 41.7%), lowest in CLARITY (score: 40.5%).

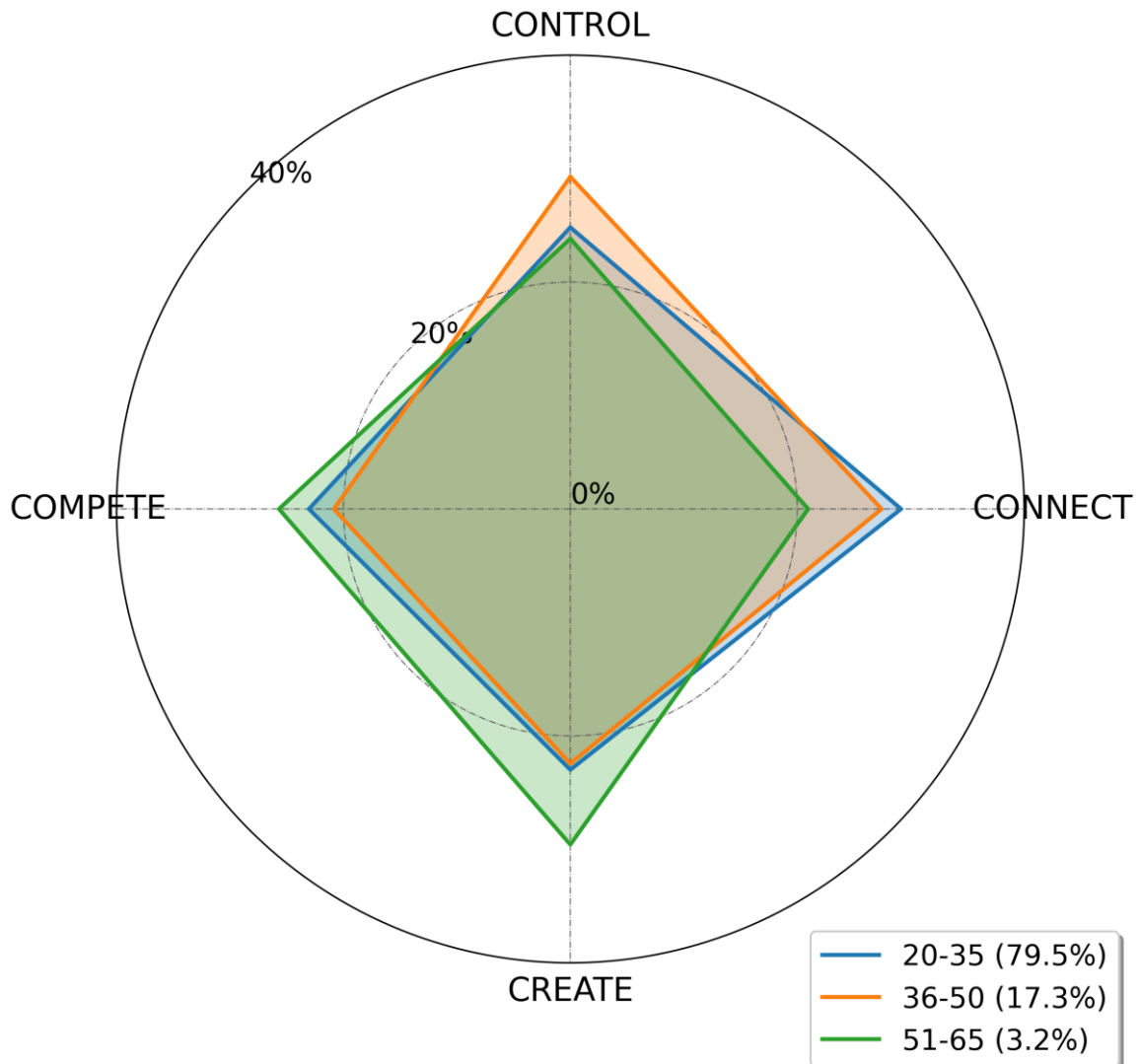
Prefer not to disclose (2.6%): highest in CONSOLIDATION (score: 35.6%), lowest in CONSISTENCY (score: 25.6%).

The largest gap in perception between groups is in CONSISTENCY with a difference of 18.3%.

The second largest gap is in CLARITY with a difference of 17.3%.

Age

Culture - Trust (Age)



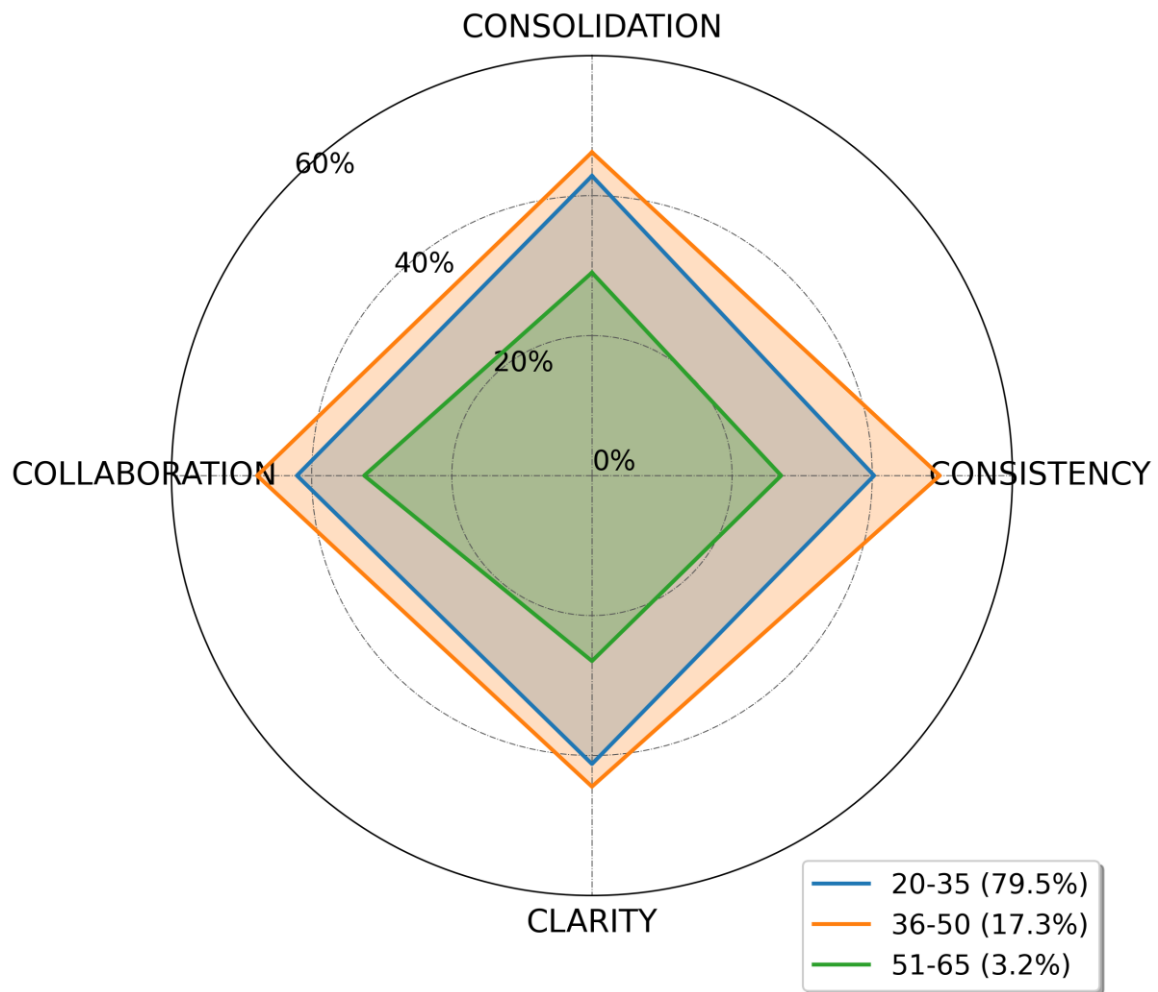
20-35 (79.5%): highest in CONNECT (score: 29.2%), lowest in CREATE (score: 23.0%).

36-50 (17.3%): highest in CONTROL (score: 29.3%), lowest in COMPETE (score: 20.8%).

51-65 (3.2%): highest in CREATE (score: 29.6%), lowest in CONNECT (score: 21.0%).

The largest gap in perception between groups is in CONNECT with a difference of 8.2%. The second largest gap is in CREATE with a difference of 7.1%.

Dynamics - Trust (Age)



20-35 (79.5%): highest in CONSOLIDATION (score: 42.8%), lowest in CONSISTENCY (score: 40.3%).

36-50 (17.3%): highest in CONSISTENCY (score: 49.6%), lowest in CLARITY (score: 44.4%).

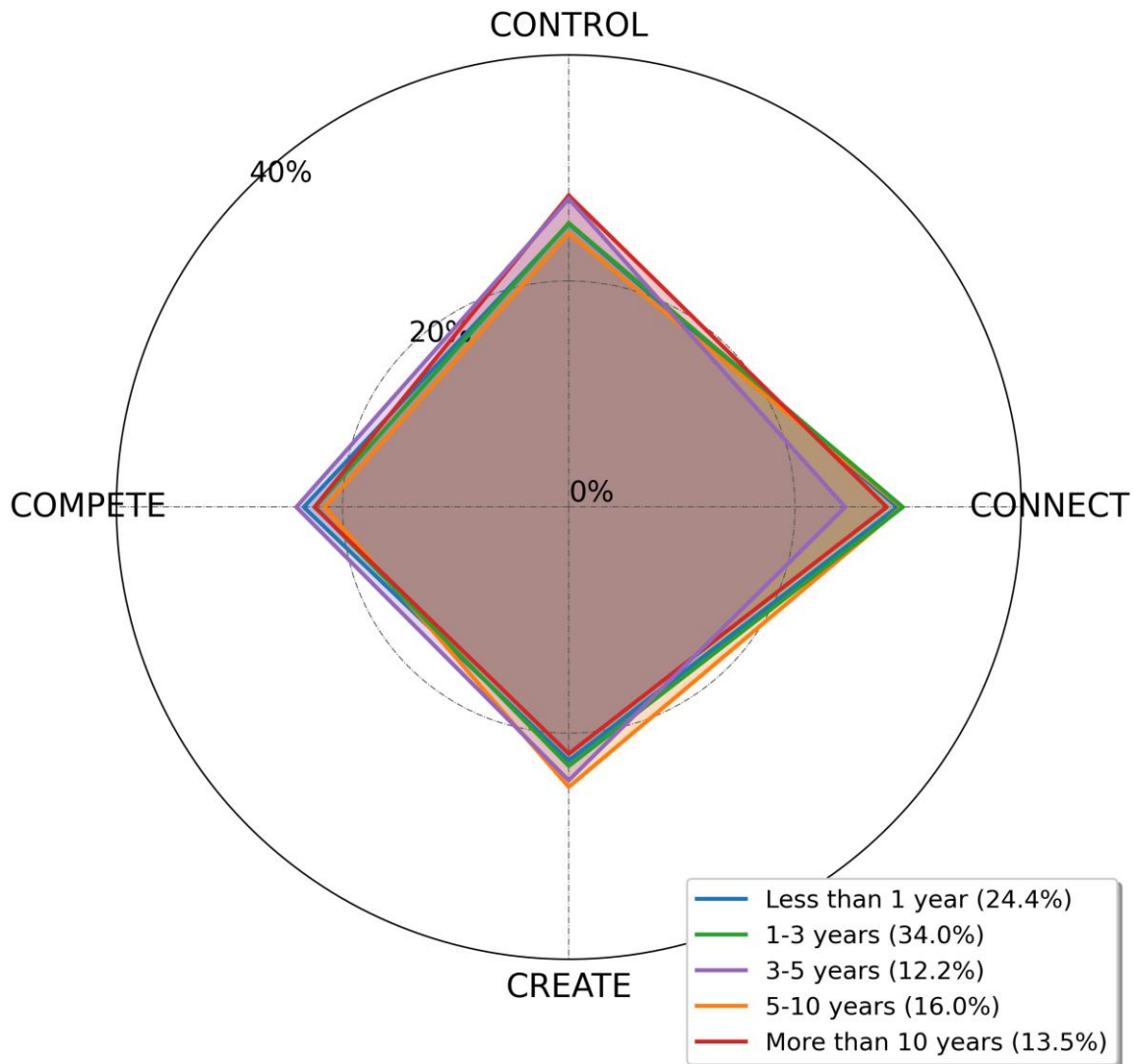
51-65 (3.2%): highest in COLLABORATION (score: 32.5%), lowest in CLARITY (score: 26.5%).

The largest gap in perception between groups is in CONSISTENCY with a difference of 22.6%.

The second largest gap is in CLARITY with a difference of 17.9%.

Employment

Culture - Trust (Employment)



Less than 1 year (24.4%): highest in CONNECT (score: 29.1%), lowest in CREATE (score: 22.4%).

1-3 years (34.0%): highest in CONNECT (score: 29.5%), lowest in COMPETE (score: 22.4%).

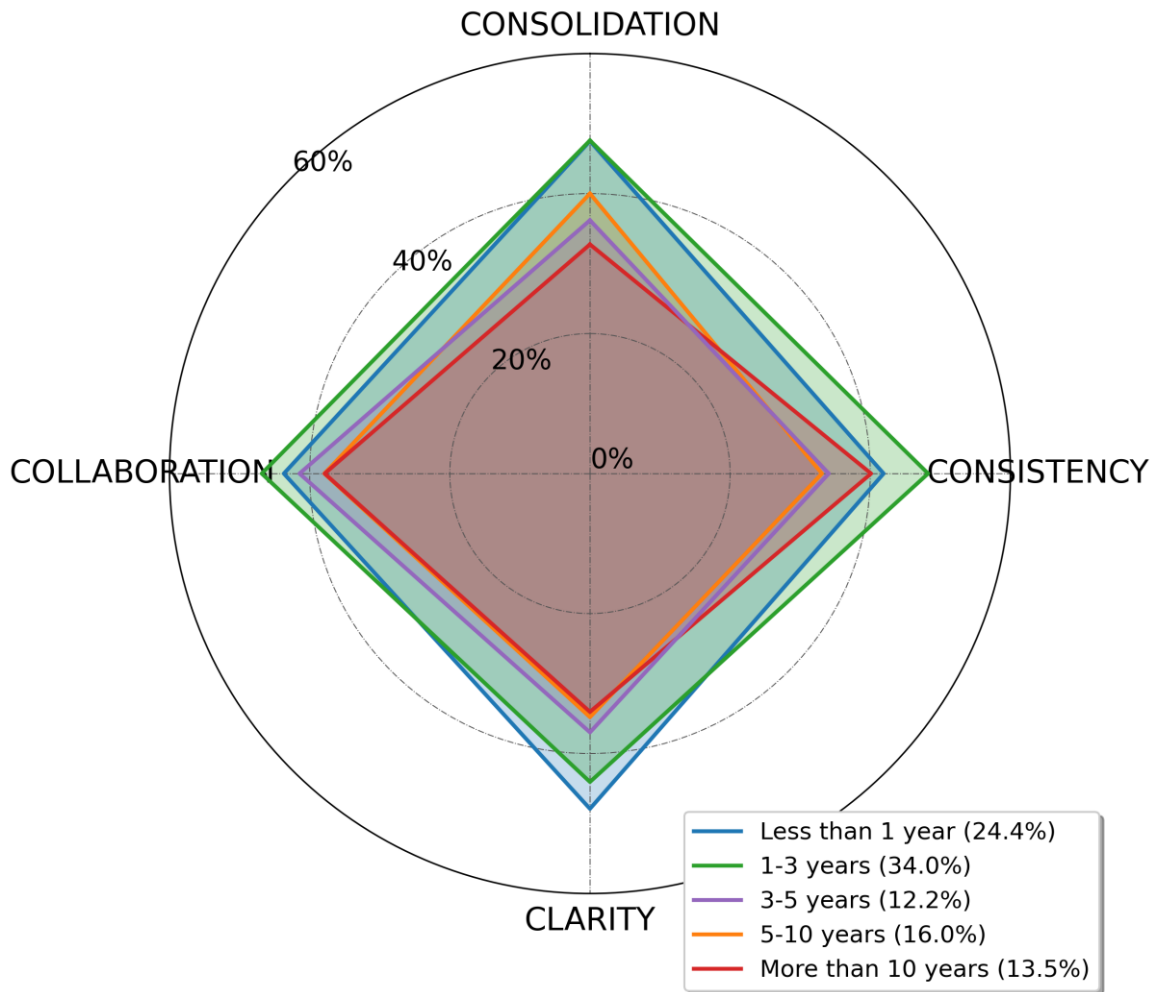
3-5 years (12.2%): highest in CONTROL (score: 27.3%), lowest in COMPETE (score: 24.1%).

5-10 years (16.0%): highest in CONNECT (score: 29.4%), lowest in COMPETE (score: 21.6%).

More than 10 years (13.5%): highest in CONNECT (score: 28.1%), lowest in CREATE (score: 21.8%).

The largest gap in perception between groups is in CONNECT with a difference of 5.1%. The second largest gap is in CONTROL with a difference of 3.4%.

Dynamics - Trust (Employment)



Less than 1 year (24.4%): highest in CLARITY (score: 47.9%), lowest in CONSISTENCY (score: 41.9%).

1-3 years (34.0%): highest in CONSISTENCY (score: 48.3%), lowest in CLARITY (score: 44.1%).

3-5 years (12.2%): highest in COLLABORATION (score: 41.4%), lowest in CONSISTENCY (score: 34.1%).

5-10 years (16.0%): highest in CONSOLIDATION (score: 40.0%), lowest in CONSISTENCY (score: 33.1%).

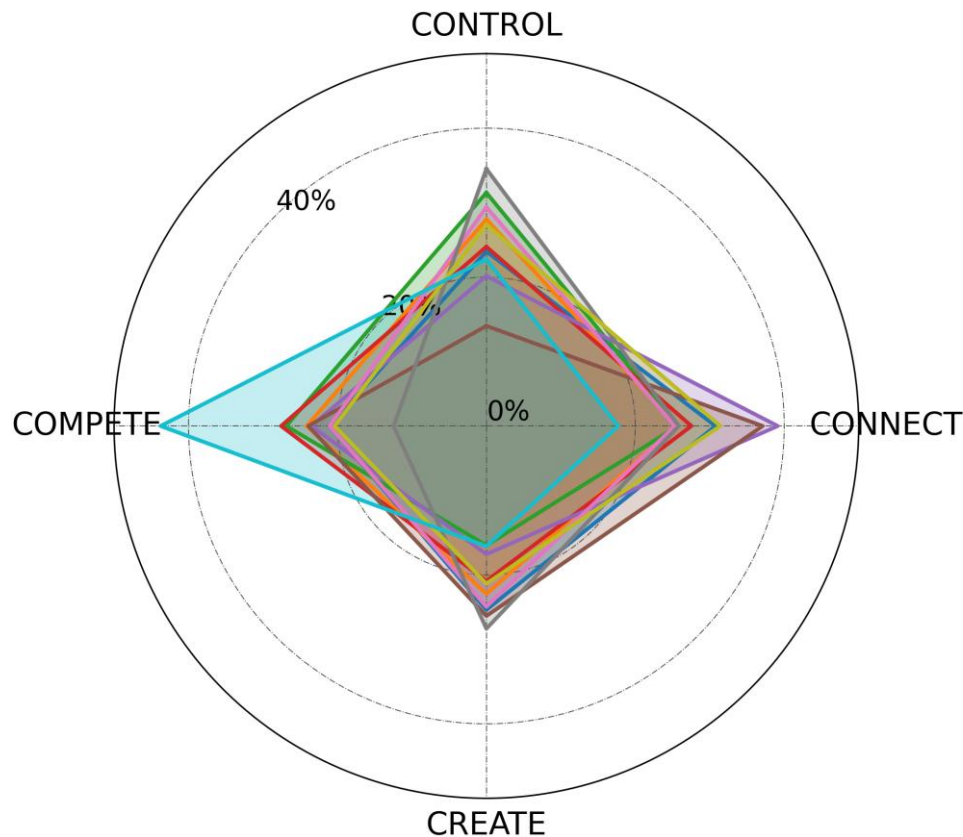
More than 10 years (13.5%): highest in CONSISTENCY (score: 40.1%), lowest in CONSOLIDATION (score: 32.7%).

The largest gap in perception between groups is in CONSISTENCY with a difference of 15.2%.

The second largest gap is in CONSOLIDATION with a difference of 14.9%.

Department

Culture - Trust (Department)



Sales (39.1%): highest in CONNECT (score: 30.8%), lowest in COMPETE (score: 21.1%).

Operations (31.4%): highest in CONTROL (score: 27.8%), lowest in CREATE (score: 22.6%).

HR (5.8%): highest in CONTROL (score: 31.3%), lowest in CREATE (score: 16.0%).

Training and Quality (3.8%): highest in COMPETE (score: 27.6%), lowest in CREATE (score: 20.8%).

Digital Transformation (2.6%): highest in CONNECT (score: 39.1%), lowest in CREATE (score: 17.2%).

Motor Unit (4.5%): highest in CONNECT (score: 37.1%), lowest in CONTROL (score: 13.4%).

General Management and Administration (5.1%): highest in CONTROL (score: 29.4%), lowest in COMPETE (score: 21.1%).

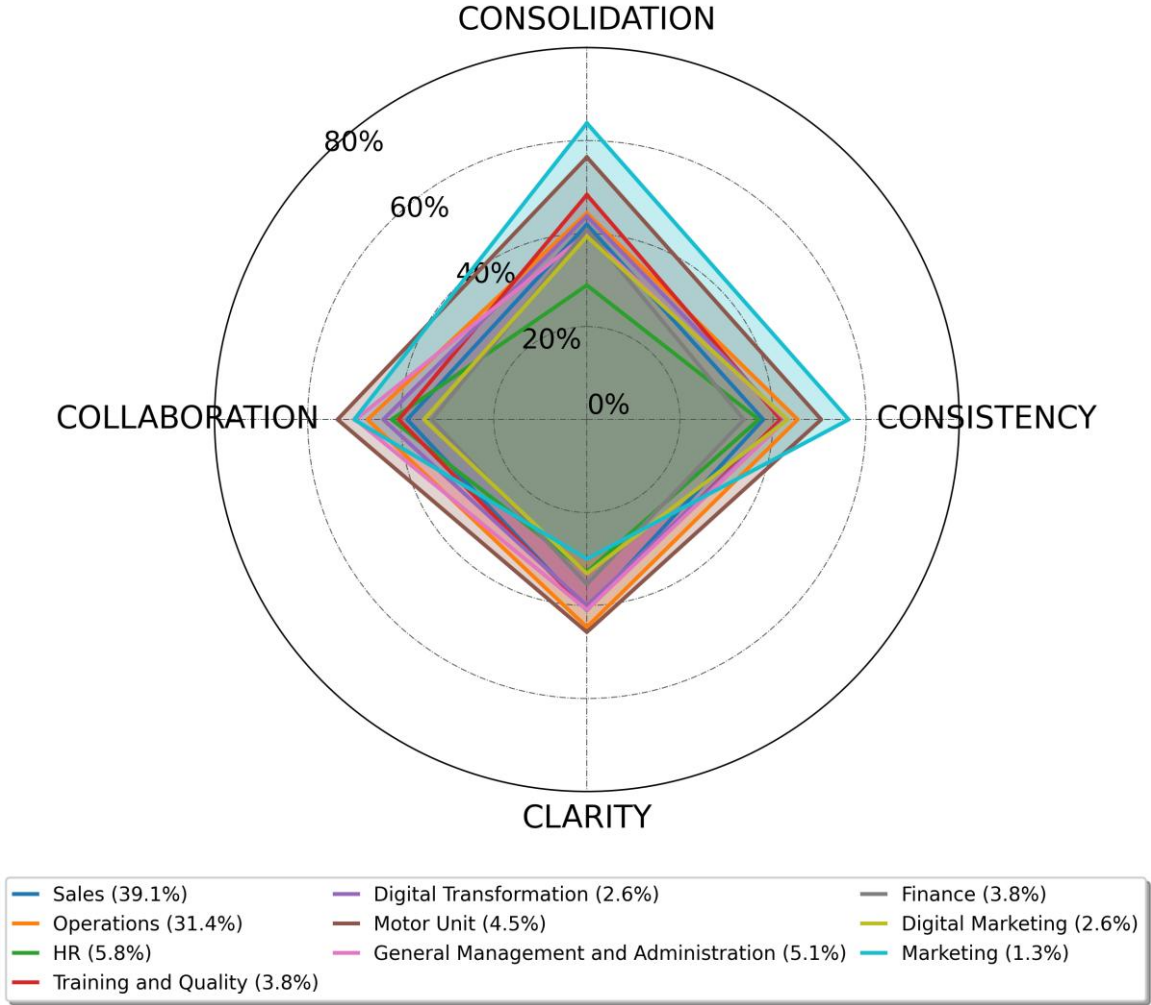
Finance (3.8%): highest in CONTROL (score: 34.5%), lowest in COMPETE (score: 12.5%).

Digital Marketing (2.6%): highest in CONNECT (score: 31.4%), lowest in COMPETE (score: 20.4%).

Marketing (1.3%): highest in COMPETE (score: 43.8%), lowest in CREATE (score: 16.1%).

The largest gap in perception between groups is in COMPETE with a difference of 31.3%. The second largest gap is in CONNECT with a difference of 21.4%.

Dynamics - Trust (Department)



Sales (39.1%): highest in CONSOLIDATION (score: 41.9%), lowest in CONSISTENCY (score: 37.9%).

Operations (31.4%): highest in COLLABORATION (score: 47.1%), lowest in CONSOLIDATION (score: 44.4%).

HR (5.8%): highest in COLLABORATION (score: 41.9%), lowest in CONSOLIDATION (score: 28.9%).

Training and Quality (3.8%): highest in CONSOLIDATION (score: 48.3%), lowest in COLLABORATION (score: 40.4%).

Digital Transformation (2.6%): highest in CONSOLIDATION (score: 43.8%), lowest in CLARITY (score: 40.0%).

Motor Unit (4.5%): highest in CONSOLIDATION (score: 56.4%), lowest in CLARITY (score: 45.7%).

General Management and Administration (5.1%): highest in COLLABORATION (score: 49.7%), lowest in CONSOLIDATION (score: 40.0%).

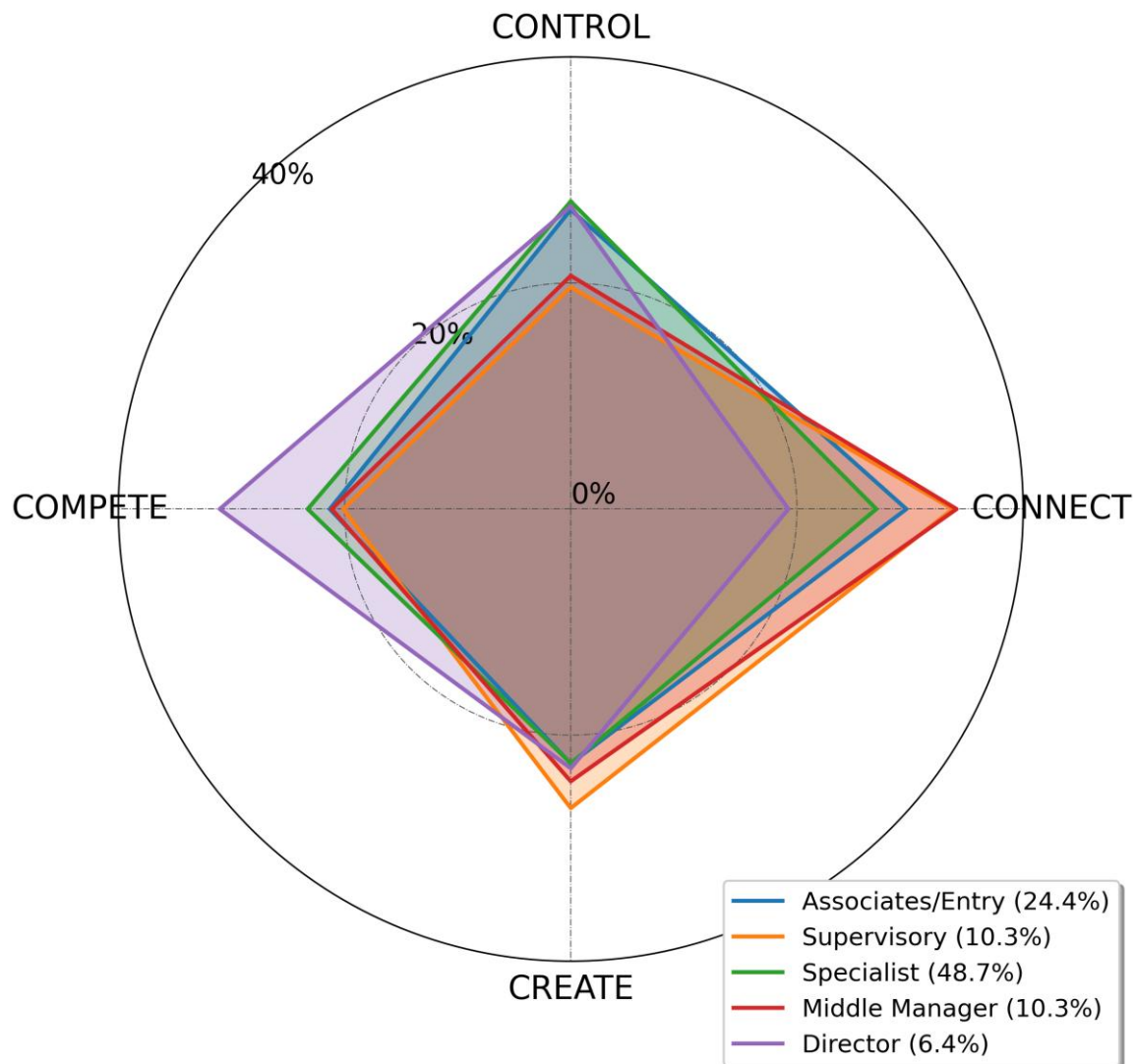
Finance (3.8%): highest in CONSOLIDATION (score: 40.8%), lowest in COLLABORATION (score: 33.3%).

Digital Marketing (2.6%): highest in CONSISTENCY (score: 43.1%), lowest in CLARITY (score: 33.1%).

Marketing (1.3%): highest in CONSOLIDATION (score: 63.8%), lowest in CLARITY (score: 30.0%).
 The largest gap in perception between groups is in CONSOLIDATION with a difference of 34.9%.
 The second largest gap is in CONSISTENCY with a difference of 22.5%.

Position Level

Culture - Trust (Position Level)



Associates/Entry (24.4%): highest in CONNECT (score: 29.7%), lowest in COMPETE (score: 21.3%).

Supervisory (10.3%): highest in CONNECT (score: 33.8%), lowest in CONTROL (score: 19.6%).

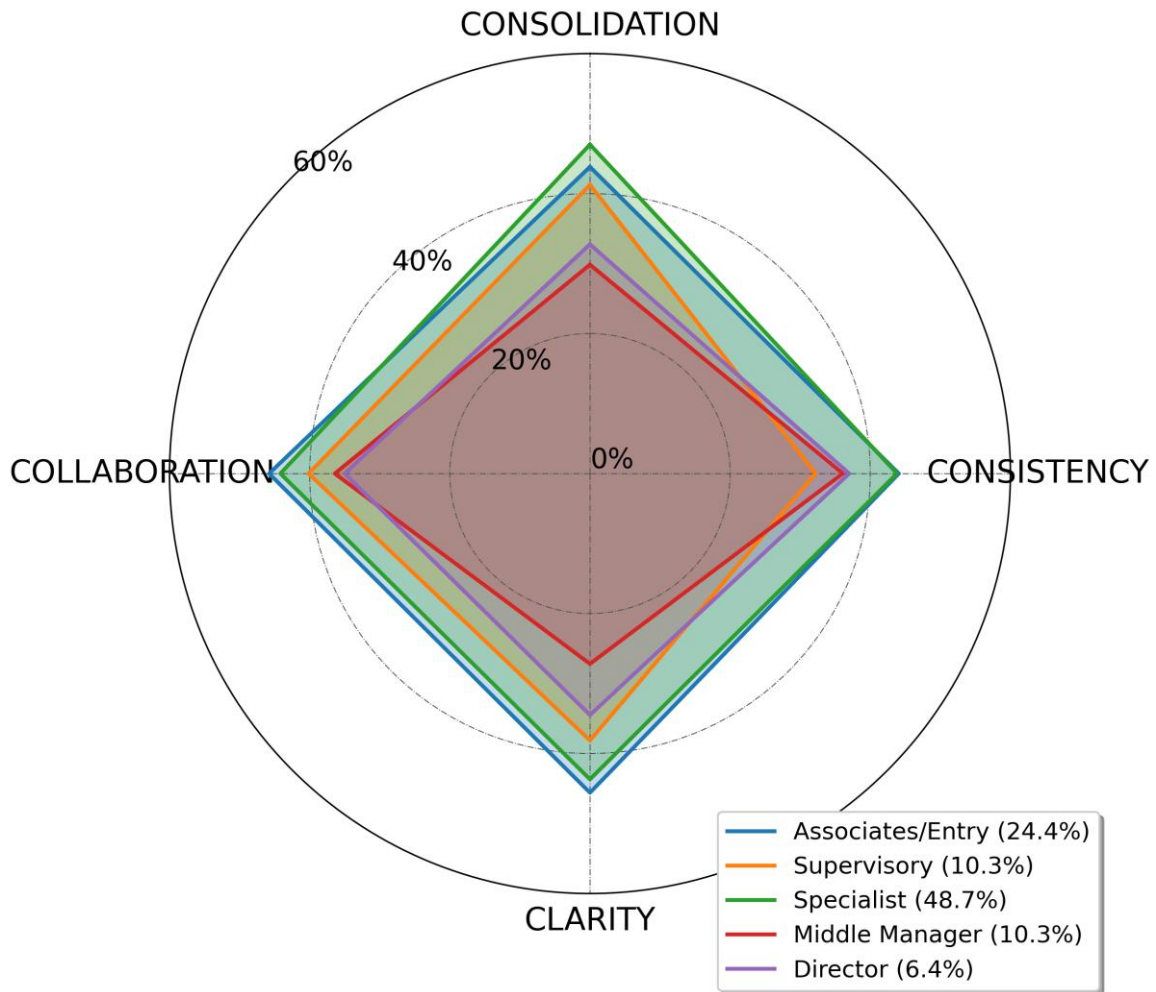
Specialist (48.7%): highest in CONTROL (score: 27.2%), lowest in CREATE (score: 22.5%).

Middle Manager (10.3%): highest in CONNECT (score: 34.1%), lowest in CONTROL (score: 20.6%).

Director (6.4%): highest in COMPETE (score: 31.0%), lowest in CONNECT (score: 19.2%).

The largest gap in perception between groups is in CONNECT with a difference of 14.9%. The second largest gap is in COMPETE with a difference of 10.9%.

Dynamics - Trust (Position Level)



Associates/Entry (24.4%): highest in COLLABORATION (score: 45.8%), lowest in CONSOLIDATION (score: 43.8%).

Supervisory (10.3%): highest in CONSOLIDATION (score: 41.2%), lowest in CONSISTENCY (score: 32.2%).

Specialist (48.7%): highest in CONSOLIDATION (score: 47.0%), lowest in CLARITY (score: 43.7%).

Middle Manager (10.3%): highest in COLLABORATION (score: 36.4%), lowest in CLARITY (score: 27.2%).

Director (6.4%): highest in CONSISTENCY (score: 37.0%), lowest in CONSOLIDATION (score: 32.8%).

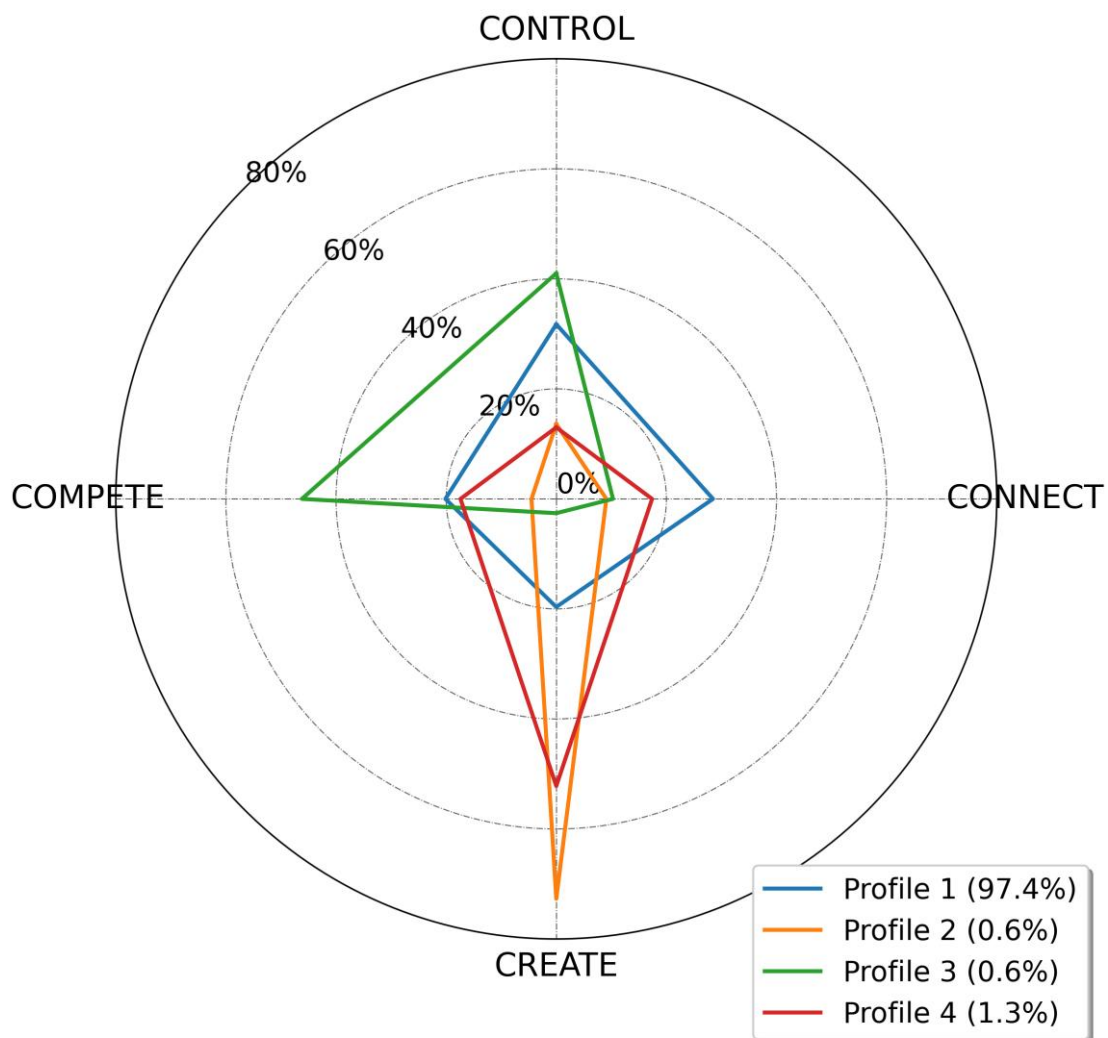
The largest gap in perception between groups is in CLARITY with a difference of 18.4%. The second largest gap is in CONSOLIDATION with a difference of 17.2%.

Innovation

Culture

- Profile 1 (97.4% of your team) scores highest in CONTROL (31.7%) and lowest in CREATE (19.6%).
 - Profile 2 (0.6% of your team) scores highest in CREATE (72.7%) and lowest in COMPETE (4.5%).
 - Profile 3 (0.6% of your team) scores highest in COMPETE (46.2%) and lowest in CREATE (2.6%).
 - Profile 4 (1.3% of your team) scores highest in CREATE (52.2%) and lowest in CONTROL (13.0%).
- The largest variability is observed in the CREATE dimension, achieving scores as high as 72.7%.
- In contrast, CREATE scores the lowest at 2.6%, indicating significant disparity in practices.

Innovation - Culture Representative Profiles



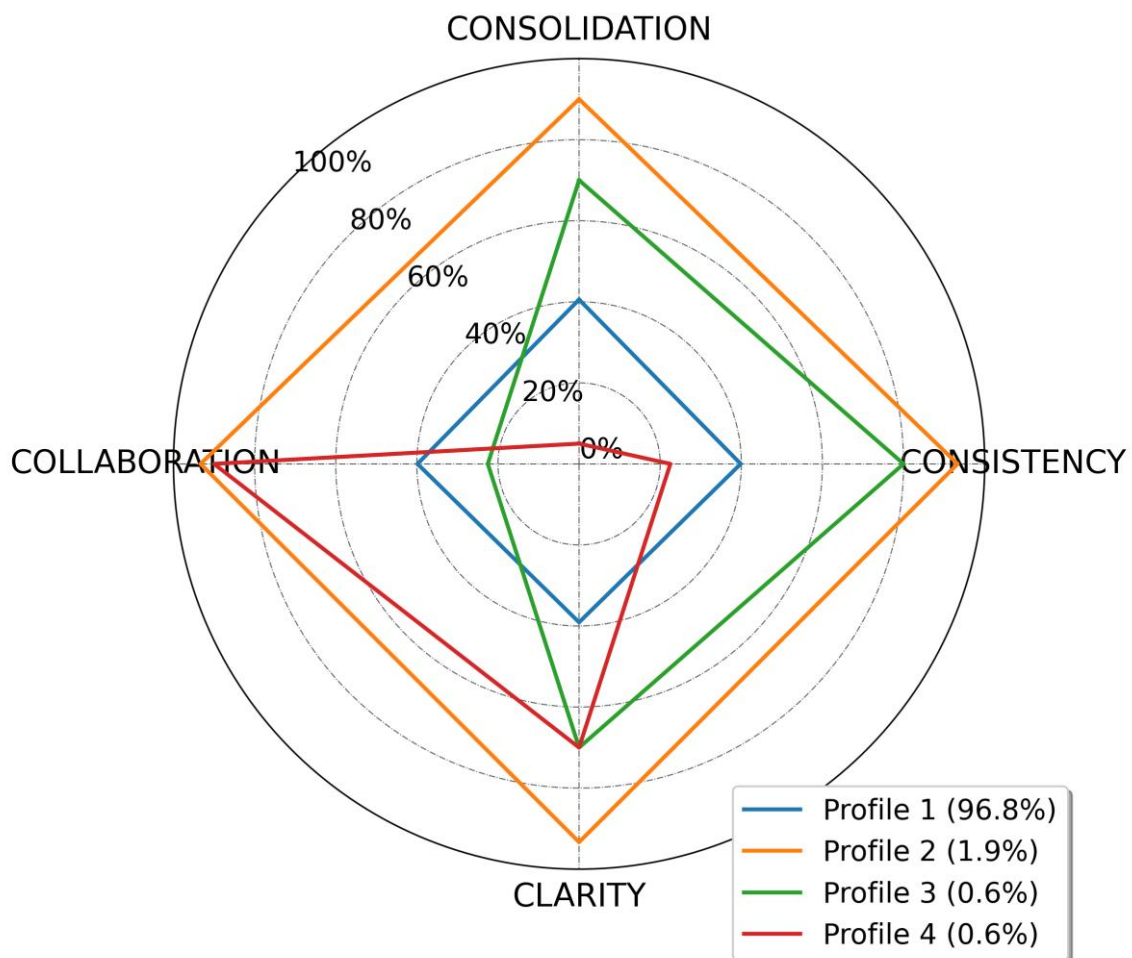
Dynamics

By Profile

- Profile 1 (96.8% of your team) scores highest in CONSOLIDATION (40.5%) and lowest in CLARITY (39.1%).

- Profile 2 (1.9% of your team) scores highest in CONSISTENCY (93.3%) and lowest in CONSOLIDATION (90.0%).
- Profile 3 (0.6% of your team) scores highest in CONSISTENCY (80.0%) and lowest in COLLABORATION (22.5%).
- Profile 4 (0.6% of your team) scores highest in COLLABORATION (90.0%) and lowest in CONSOLIDATION (5.0%).
- The largest variability is observed in the CONSISTENCY dimension, achieving scores as high as 93.3%.
- In contrast, CONSOLIDATION scores the lowest at 5.0%, indicating significant disparity in practices.

Innovation - Dynamics Representative Profiles

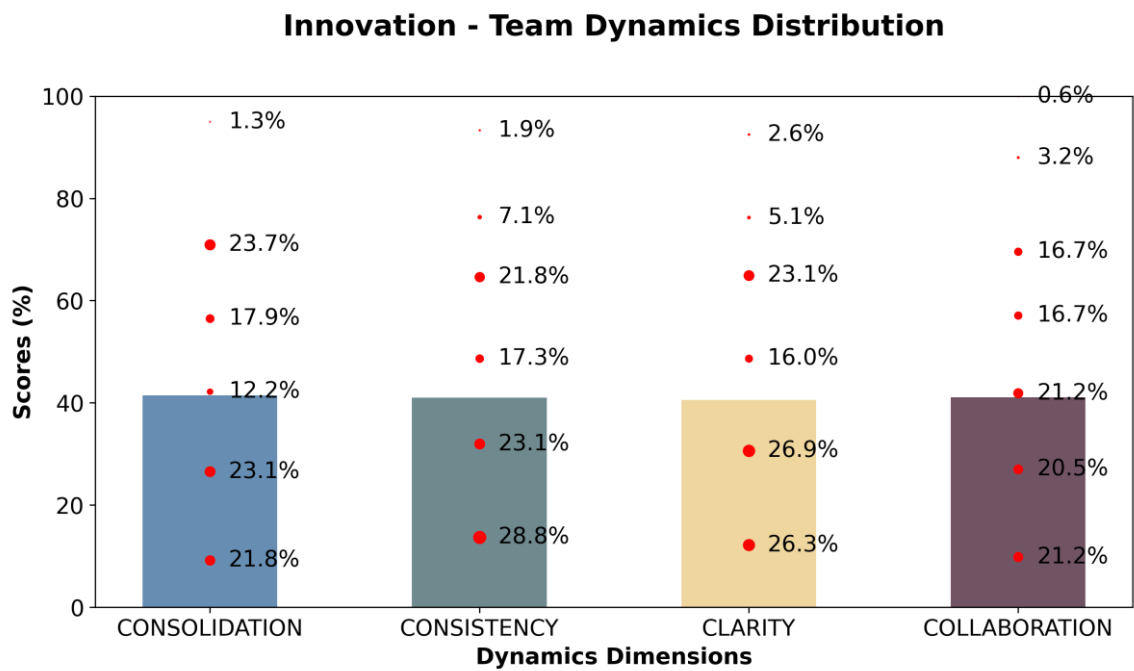


By Dimension

CONSOLIDATION: overall average is 41.5%, ranging from 2.5% to 100.0% (gap: 97.5%).

CONSISTENCY: overall average is 41.0%, ranging from 2.5% to 100.0% (gap: 97.5%). CLARITY: overall average is 40.5%, ranging from 2.5% to 100.0% (gap: 97.5%). COLLABORATION: overall average is 41.1%, ranging from 2.5% to 100.0% (gap: 97.5%).

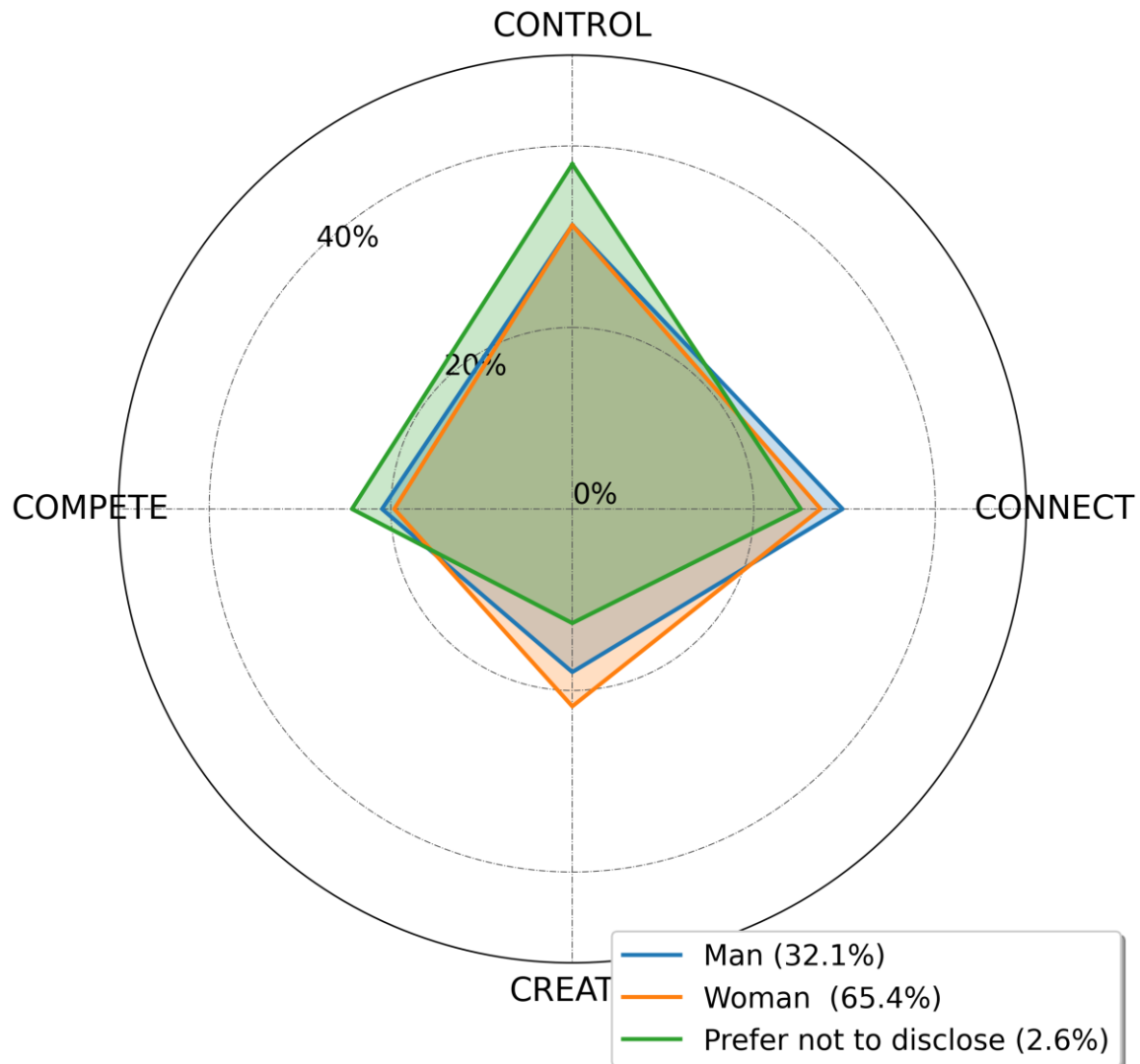
In Innovation dynamics, the largest discrepancy is in CONSOLIDATION (gap: 97.5%), suggesting an area for improvement, while CONSOLIDATION shows high alignment (gap: 97.5%).



Diversity

Gender

Culture - Innovation (Gender)



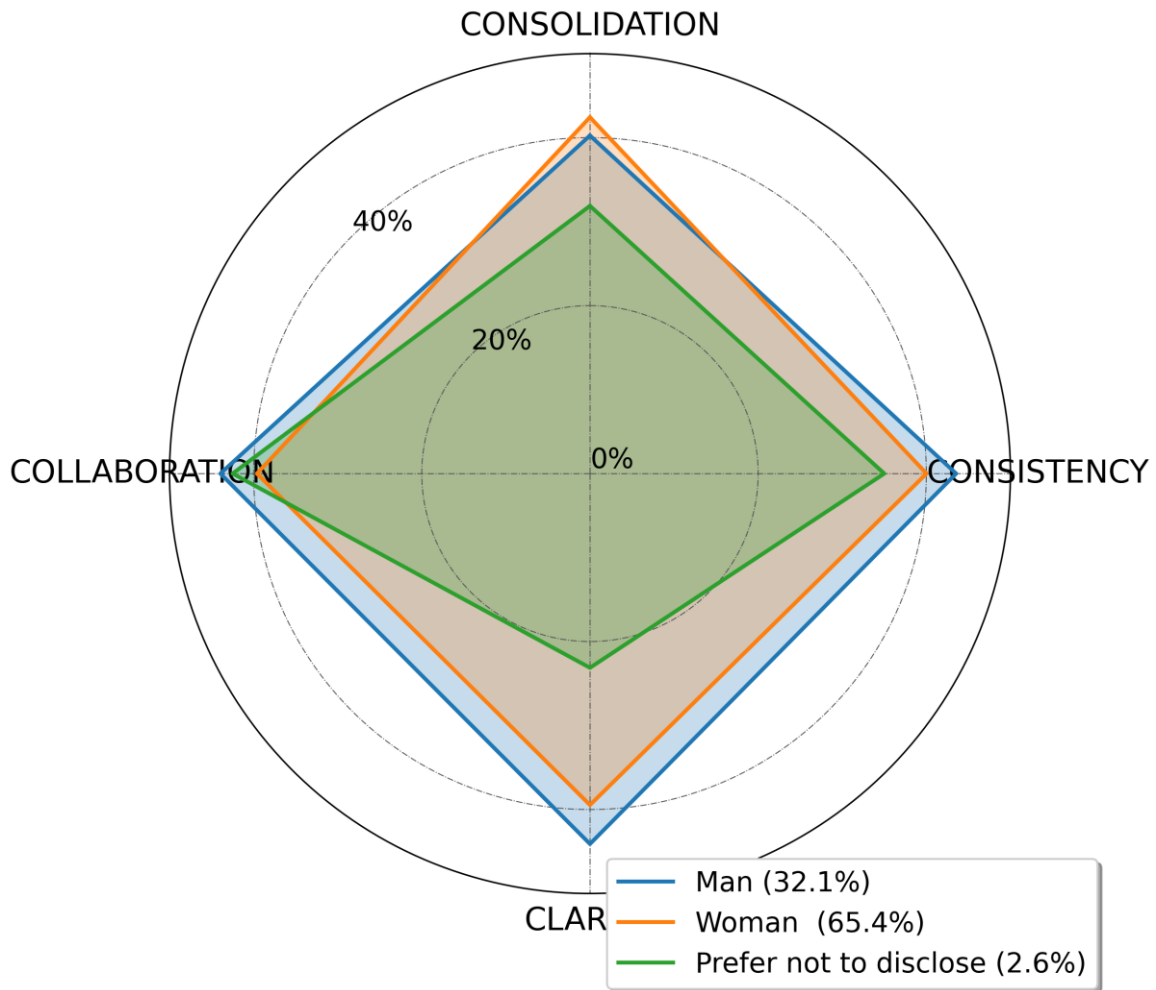
Man (32.1%): highest in CONTROL (score: 31.3%), lowest in CREATE (score: 18.0%).

Woman (65.4%): highest in CONTROL (score: 31.3%), lowest in COMPETE (score: 19.6%).

Prefer not to disclose (2.6%): highest in CONTROL (score: 38.0%), lowest in CREATE (score: 12.6%).

The largest gap in perception between groups is in CREATE with a difference of 9.2%. The second largest gap is in CONTROL with a difference of 6.7%.

Dynamics - Innovation (Gender)



Man (32.1%): highest in CLARITY (score: 44.1%), lowest in CONSOLIDATION (score: 40.2%).

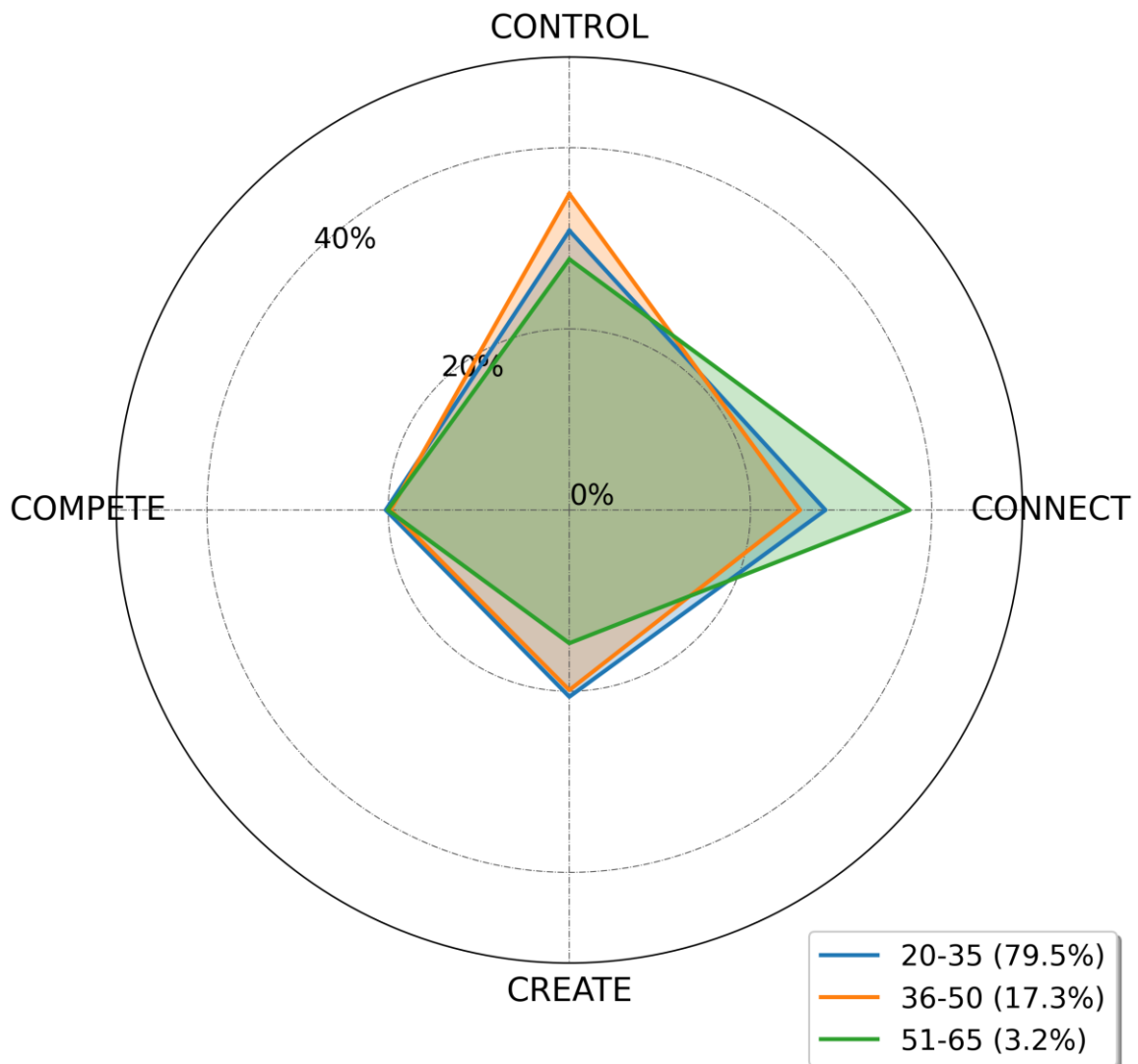
Woman (65.4%): highest in CONSOLIDATION (score: 42.4%), lowest in CLARITY (score: 39.5%).

Prefer not to disclose (2.6%): highest in COLLABORATION (score: 42.5%), lowest in CLARITY (score: 23.1%).

The largest gap in perception between groups is in CLARITY with a difference of 21.0%. The second largest gap is in CONSOLIDATION with a difference of 10.6%.

Age

Culture - Innovation (Age)



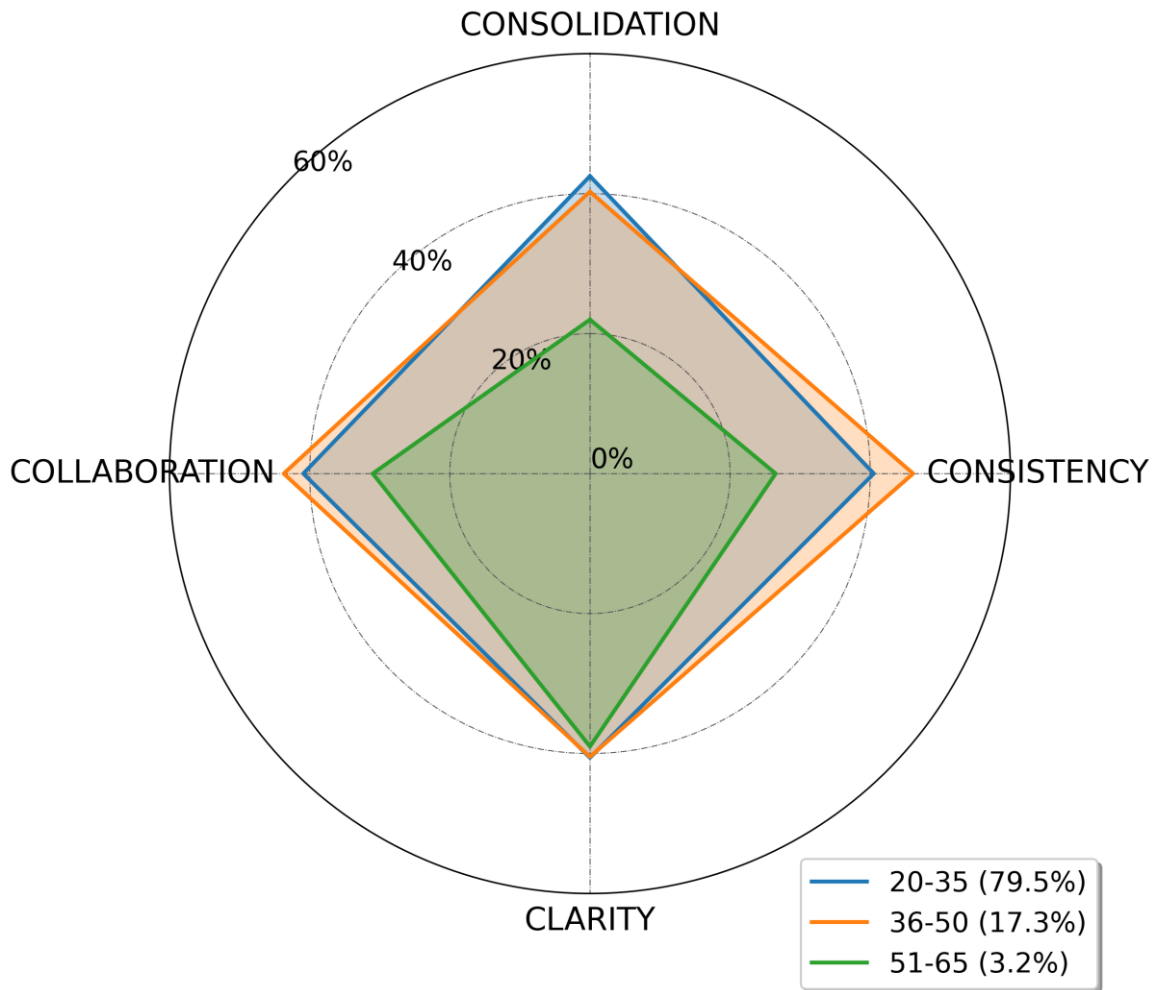
20-35 (79.5%): highest in CONTROL (score: 30.8%), lowest in COMPETE (score: 20.3%).

36-50 (17.3%): highest in CONTROL (score: 34.9%), lowest in COMPETE (score: 19.7%).

51-65 (3.2%): highest in CONNECT (score: 37.6%), lowest in CREATE (score: 14.7%).

The largest gap in perception between groups is in CONNECT with a difference of 12.1%. The second largest gap is in CONTROL with a difference of 7.2%.

Dynamics - Innovation (Age)



20-35 (79.5%): highest in CONSOLIDATION (score: 42.5%), lowest in CONSISTENCY (score: 40.5%).

36-50 (17.3%): highest in CONSISTENCY (score: 46.1%), lowest in CONSOLIDATION (score: 40.3%).

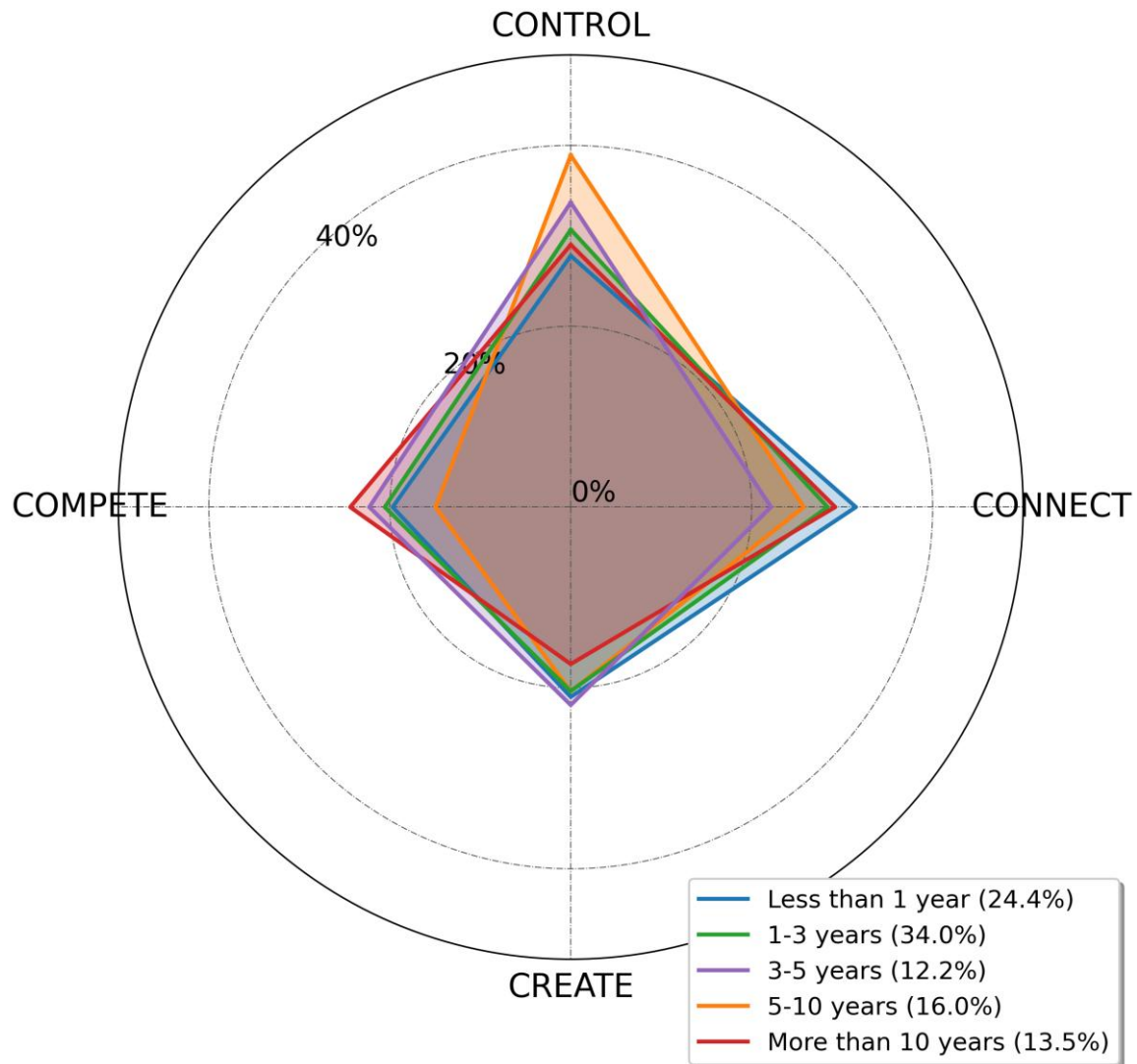
51-65 (3.2%): highest in CLARITY (score: 39.0%), lowest in CONSOLIDATION (score: 22.0%).

The largest gap in perception between groups is in CONSOLIDATION with a difference of 20.5%.

The second largest gap is in CONSISTENCY with a difference of 19.6%.

Employment

Culture - Innovation (Employment)



Less than 1 year (24.4%): highest in CONNECT (score: 31.5%), lowest in COMPETE (score: 19.7%).

1-3 years (34.0%): highest in CONTROL (score: 30.7%), lowest in CREATE (score: 20.4%).

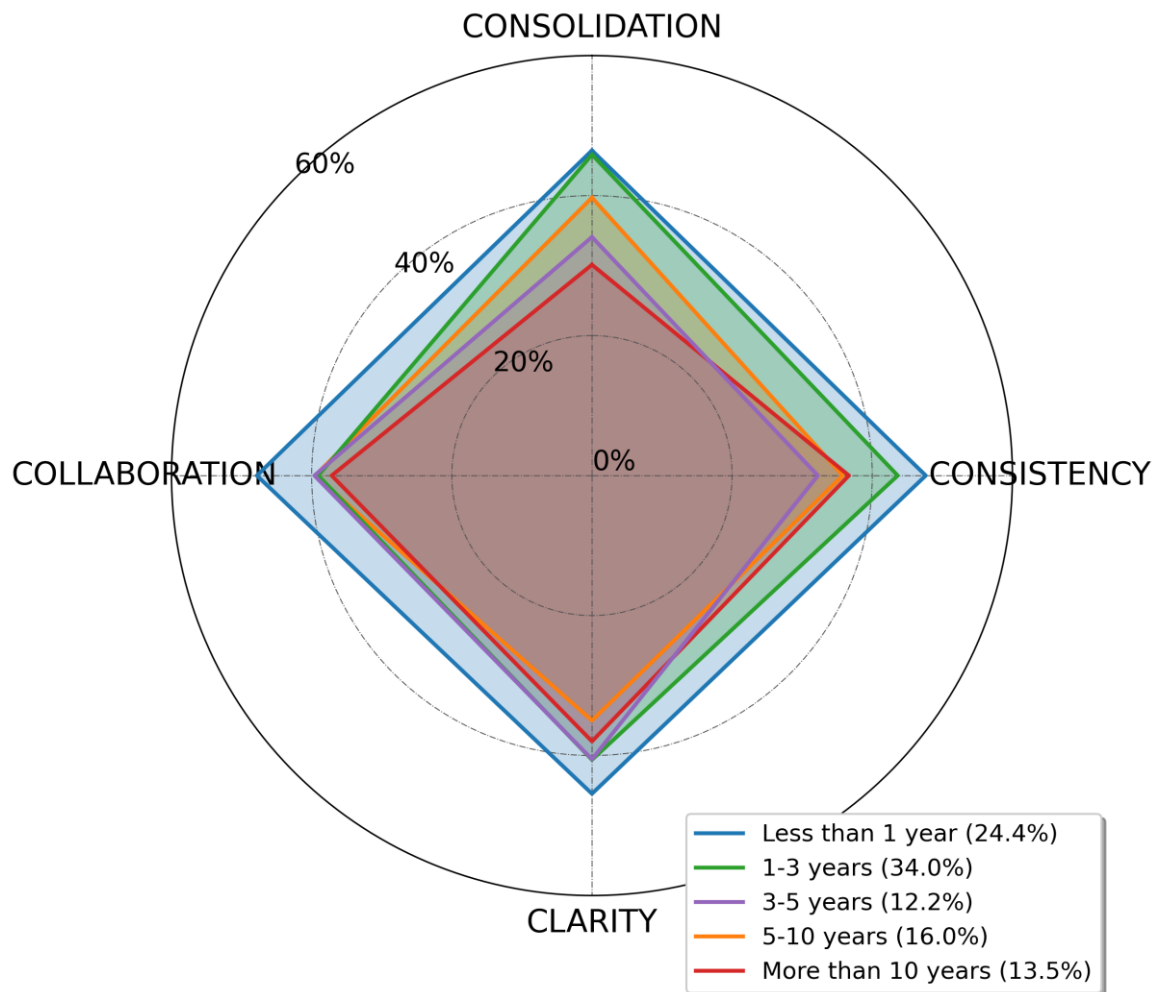
3-5 years (12.2%): highest in CONTROL (score: 33.7%), lowest in CREATE (score: 21.9%).

5-10 years (16.0%): highest in CONTROL (score: 38.9%), lowest in COMPETE (score: 14.9%).

More than 10 years (13.5%): highest in CONNECT (score: 29.2%), lowest in CREATE (score: 17.4%).

The largest gap in perception between groups is in CONTROL with a difference of 11.1%. The second largest gap is in COMPETE with a difference of 9.4%.

Dynamics - Innovation (Employment)



Less than 1 year (24.4%): highest in COLLABORATION (score: 47.8%), lowest in CLARITY (score: 40.5%).

1-3 years (34.0%): highest in CONSOLIDATION (score: 45.8%), lowest in COLLABORATION (score: 39.1%).

3-5 years (12.2%): highest in CLARITY (score: 40.5%), lowest in CONSISTENCY (score: 32.2%).

5-10 years (16.0%): highest in CONSOLIDATION (score: 39.7%), lowest in CLARITY (score: 38.0%).

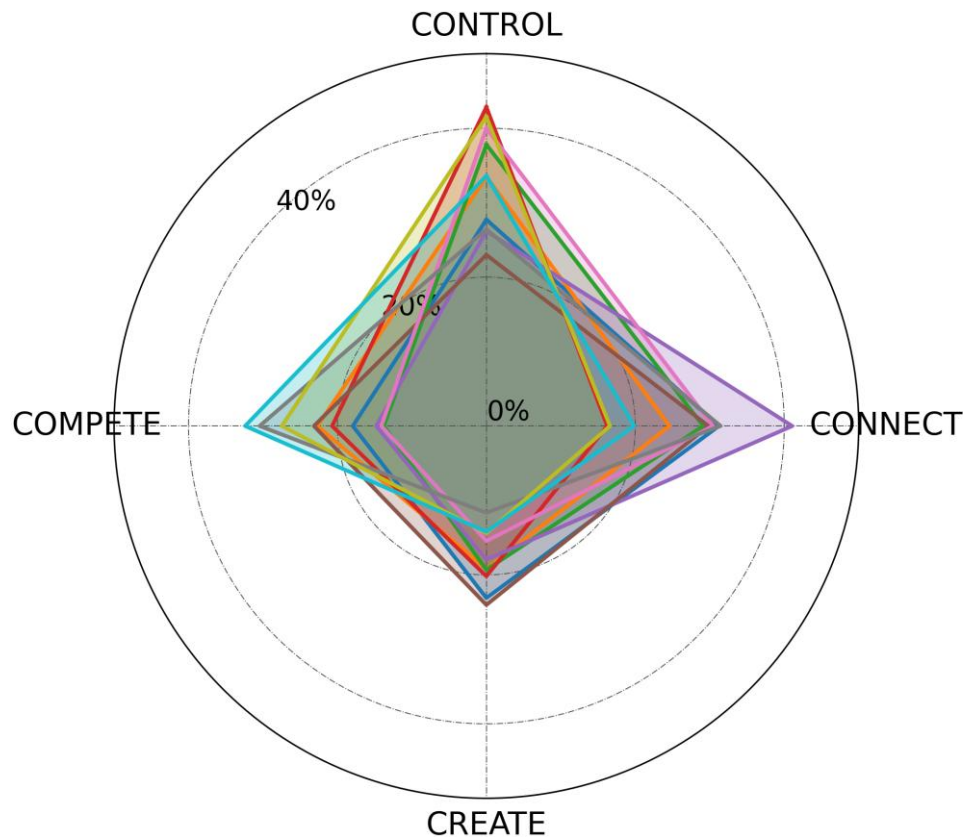
More than 10 years (13.5%): highest in CLARITY (score: 38.0%), lowest in CONSOLIDATION (score: 30.1%).

The largest gap in perception between groups is in CONSOLIDATION with a difference of 16.3%.

The second largest gap is in CONSISTENCY with a difference of 15.4%.

Department

Culture - Innovation (Department)



Sales (39.1%): highest in CONNECT (score: 31.2%), lowest in COMPETE (score: 17.9%).

Operations (31.4%): highest in CONTROL (score: 33.5%), lowest in CREATE (score: 19.2%).

HR (5.8%): highest in CONTROL (score: 37.8%), lowest in COMPETE (score: 13.8%).

Training and Quality (3.8%): highest in CONTROL (score: 42.8%), lowest in CONNECT (score: 16.2%).

Digital Transformation (2.6%): highest in CONNECT (score: 41.1%), lowest in COMPETE (score: 14.8%).

Motor Unit (4.5%): highest in CONNECT (score: 29.8%), lowest in CONTROL (score: 23.0%).

General Management and Administration (5.1%): highest in CONTROL (score: 40.0%), lowest in COMPETE (score: 14.1%).

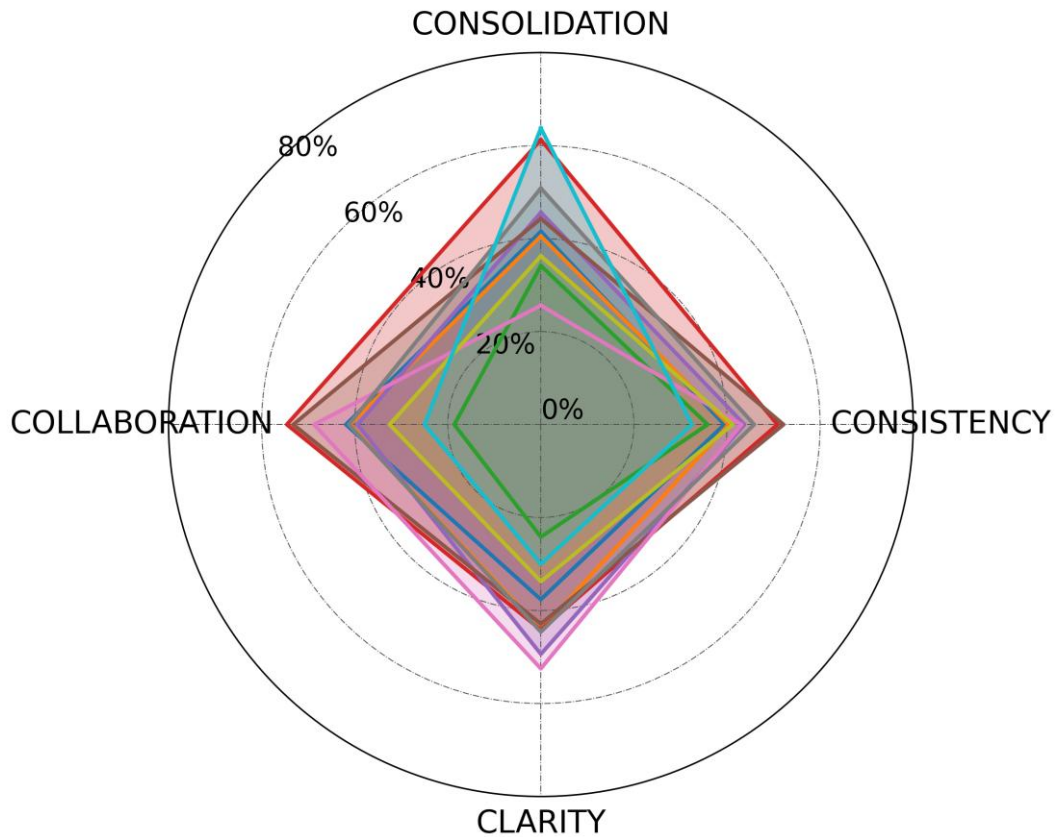
Finance (3.8%): highest in CONNECT (score: 31.4%), lowest in CREATE (score: 11.7%).

Digital Marketing (2.6%): highest in CONTROL (score: 41.5%), lowest in CREATE (score: 14.4%).

Marketing (1.3%): highest in CONTROL (score: 33.6%), lowest in CREATE (score: 14.2%).

The largest gap in perception between groups is in CONNECT with a difference of 24.8%. The second largest gap is in CONTROL with a difference of 19.8%.

Dynamics - Innovation (Department)



Sales (39.1%): highest in COLLABORATION (score: 41.9%), lowest in CLARITY (score: 37.6%).

Operations (31.4%): highest in CLARITY (score: 44.2%), lowest in CONSISTENCY (score: 40.4%).

HR (5.8%): highest in CONSISTENCY (score: 35.8%), lowest in COLLABORATION (score: 18.6%).

Training and Quality (3.8%): highest in CONSOLIDATION (score: 61.2%), lowest in CLARITY (score: 44.2%).

Digital Transformation (2.6%): highest in CLARITY (score: 49.4%), lowest in COLLABORATION (score: 39.4%).

Motor Unit (4.5%): highest in COLLABORATION (score: 53.2%), lowest in CLARITY (score: 42.9%).

General Management and Administration (5.1%): highest in CLARITY (score: 52.5%), lowest in CONSOLIDATION (score: 25.6%).

Finance (3.8%): highest in CONSOLIDATION (score: 50.8%), lowest in COLLABORATION (score: 41.2%).

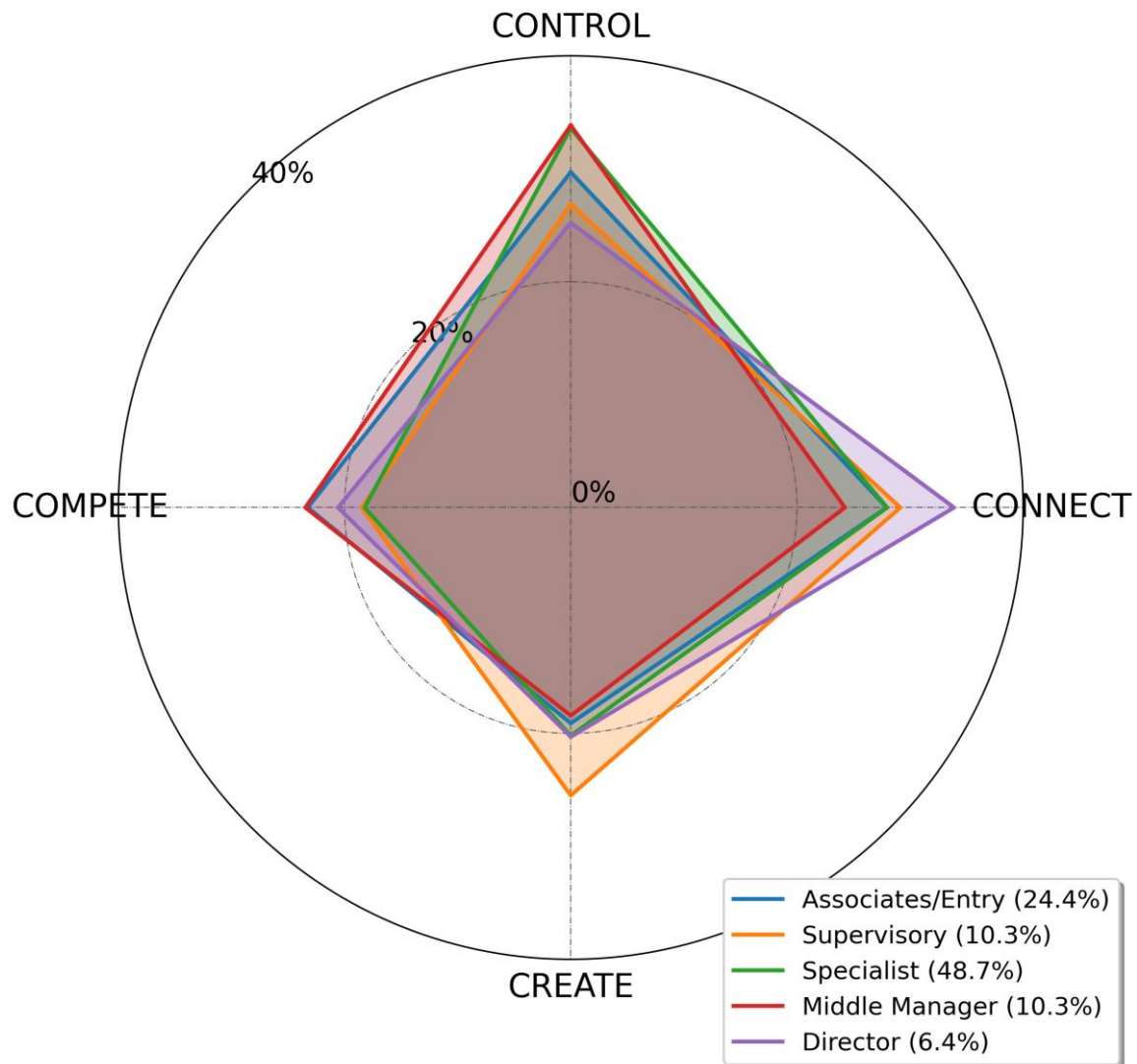
Digital Marketing (2.6%): highest in CONSISTENCY (score: 41.2%), lowest in COLLABORATION (score: 32.5%).

Marketing (1.3%): highest in CONSOLIDATION (score: 63.8%), lowest in COLLABORATION (score: 25.0%).

The largest gap in perception between groups is in CONSOLIDATION with a difference of 38.1%.
The second largest gap is in COLLABORATION with a difference of 36.0%.

Position Level

Culture - Innovation (Position Level)



Associates/Entry (24.4%): highest in CONTROL (score: 29.7%), lowest in CREATE (score: 19.1%).

Supervisory (10.3%): highest in CONNECT (score: 29.1%), lowest in COMPETE (score: 18.5%).

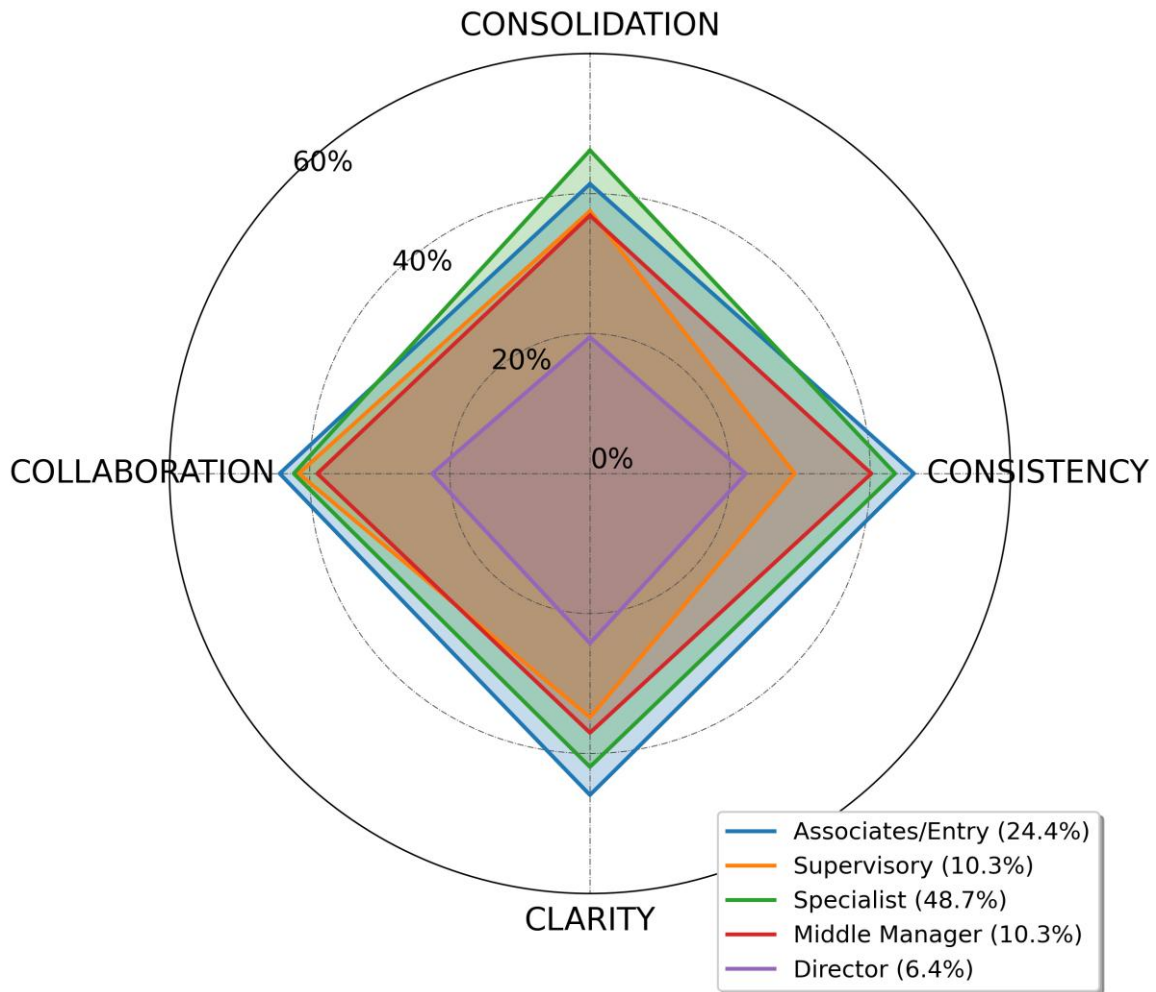
Specialist (48.7%): highest in CONTROL (score: 33.6%), lowest in COMPETE (score: 18.2%).

Middle Manager (10.3%): highest in CONTROL (score: 33.8%), lowest in CREATE (score: 18.4%).

Director (6.4%): highest in CONNECT (score: 33.9%), lowest in CREATE (score: 20.3%).

The largest gap in perception between groups is in CONNECT with a difference of 9.6%. The second largest gap is in CONTROL with a difference of 8.6%.

Dynamics - Innovation (Position Level)



Associates/Entry (24.4%): highest in CONSISTENCY (score: 46.2%), lowest in CONSOLIDATION (score: 41.4%).

Supervisory (10.3%): highest in COLLABORATION (score: 41.6%), lowest in CONSISTENCY (score: 29.2%).

Specialist (48.7%): highest in CONSOLIDATION (score: 46.2%), lowest in CLARITY (score: 41.9%).

Middle Manager (10.3%): highest in CONSISTENCY (score: 40.2%), lowest in CONSOLIDATION (score: 36.9%).

Director (6.4%): highest in CLARITY (score: 24.2%), lowest in CONSOLIDATION (score: 19.5%).

The largest gap in perception between groups is in CONSOLIDATION with a difference of 26.7%.

The second largest gap is in CONSISTENCY with a difference of 24.0%.

Looking for More Support?

At Synthosys, we offer tailored services to help leaders maximise their potential and achieve sustainable growth.

1. Personalised Leadership Coaching

- Tailored one-to-one sessions to explore assessment insights, refine leadership style, and address specific challenges using the **ROGUE model**.

2. Team Dynamics and Culture Workshops

- Leverage the **4C Model** to enhance team collaboration, trust, and performance by addressing key dynamics identified in your leadership assessment.

3. Leadership Supervision Programmes

- Reflective group sessions focusing on relational and organisational challenges to build emotional resilience, relational intelligence, and leadership alignment.

4. Leadership Development Programmes

- Accredited training designed to develop key skills like empathy, decision-making, and adaptability, combining actionable frameworks with practical strategies.

5. Leadership Mental Fitness Programme

- Support for leaders facing personal and professional challenges, fostering resilience, clarity, and emotional balance to thrive under pressure.

6. Advanced 4C Assessment

- An in-depth analysis of leadership and organisational culture, offering actionable strategies to address gaps and optimise alignment.

Let's take your leadership journey further. Schedule a consultation with our team to discuss your specific needs and explore how we can support your growth.

Contact us: info@synthosys.co.uk