

COMPANY CULTURE AUDIT

ABC COMPANY LTD.



ZERORISK HR™

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About ZERORISK HR

Since 1998, ZERORISK HR has helped companies build great cultures using emotional intelligence to hire, develop and retain top talent. As the exclusive provider of the ZERORISK Hiring System®, which blends a revolutionary behavioral science with state-of-the-art technology, ZERORISK HR is a leader in emotional intelligence-based pre-employment assessments, leadership development programs, and strategic workforce planning.

Audit Summary

This report will summarize the findings of the Culture Audit for ABC Company. The audit is designed to identify, through objective means, the overall culture, strengths, and blind spots of the company as a whole, as well as by each sub-group. The following information will attempt to summarize the findings and provide guidance and counsel on how ABC Company can hire, develop, communicate, career path and retain a high performing workforce.





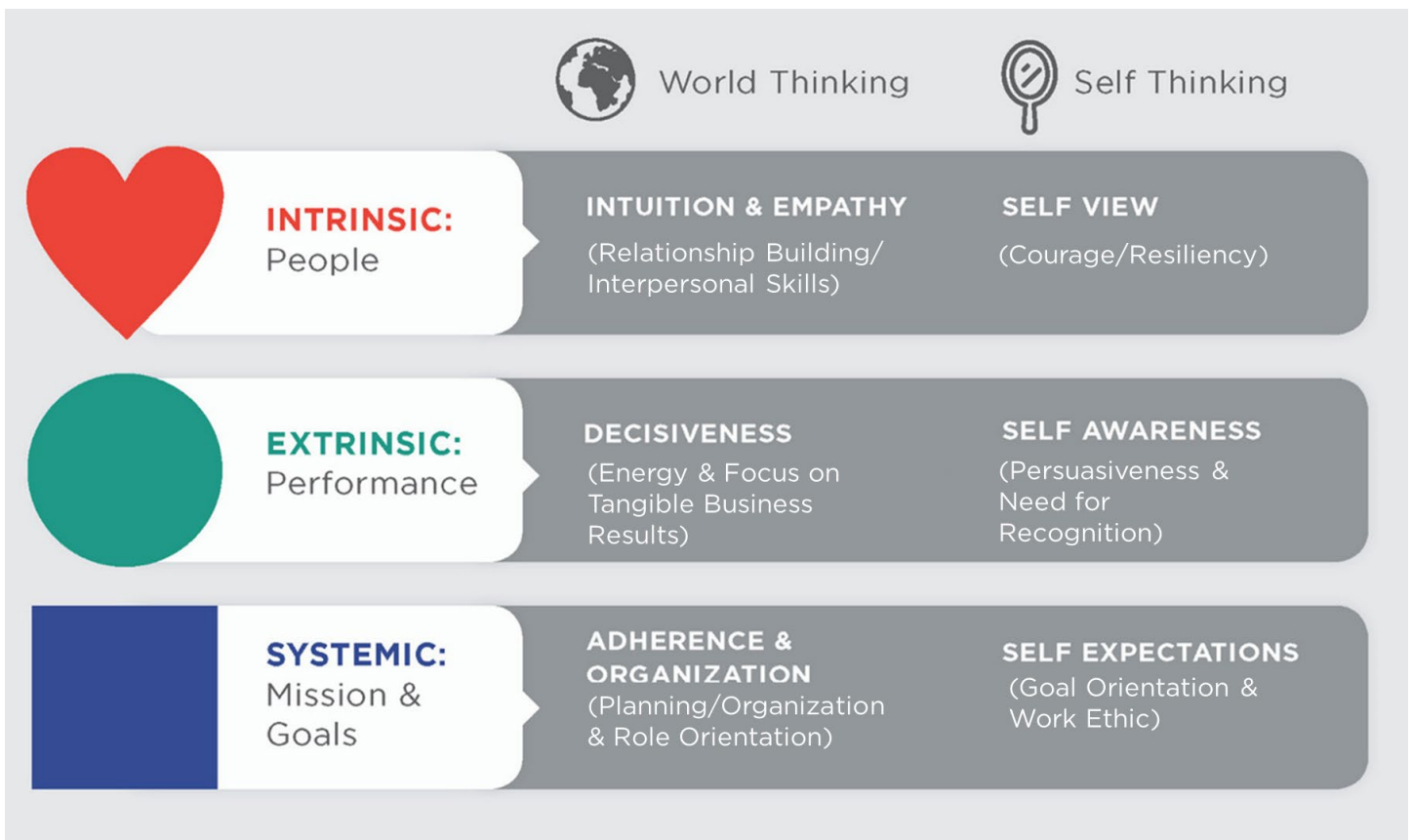
UNDERSTANDING CORE COMPETENCIES

The ZERORISK Hiring System (ZRHS) Assessment was used as the method of measurement for the participants of this audit. This is a value-based assessment that identifies a person's core emotional intelligence competencies and resulting behaviors.

The Six Facets of Thinking

ZRHS measures six facets of thinking that contribute to these competencies. Three of these facets focus on how the person thinks about the world, things, and other people, (world thinking); these are labeled "Intuition & Empathy," "Decisiveness," and "Adherence & Organization." The other three facets reveal how the person thinks about the uniqueness of his/her self, (self thinking); these are labeled "Self View," "Self Awareness," and "Self Expectations."

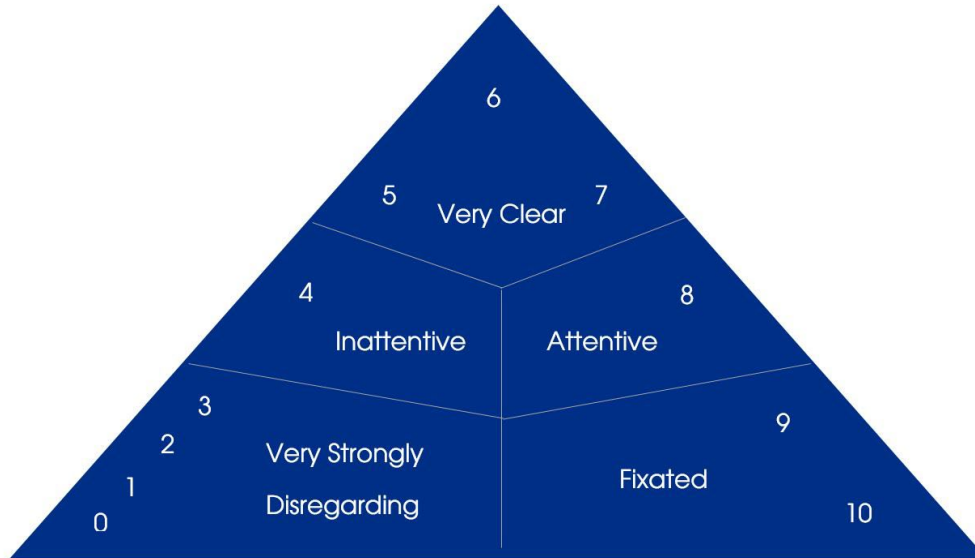
As with the multiple ways a person views the world and themselves, the actual measurements of these thinking facets reflect much more about the person than the labels imply. It is important to understand that these labels are assigned to the measurements as a matter of convenience.





The Scoring Scale

The scoring scale for each facet is based upon a scale of 0 to 10, with 6 being the point of balanced thinking. Therefore, a higher score is not necessarily a better score. The closer the person scores to 0, the less the person pays attention to the issues falling within the particular facet. The closer the person's score is to 10, the more fixated the person is on the issues involving that facet.



Understanding the Audit Scale

For over two decades, ZERORISK HR has been studying applications of measurement within HR and business. As a result of these studies, over 500 success benchmarks have been developed.

These success benchmarks are used when conducting the audit and identify areas of strength, weakness, and opportunity for training and development. A rating of strength, potential or weakness is given for each area.



Weakness



Potential

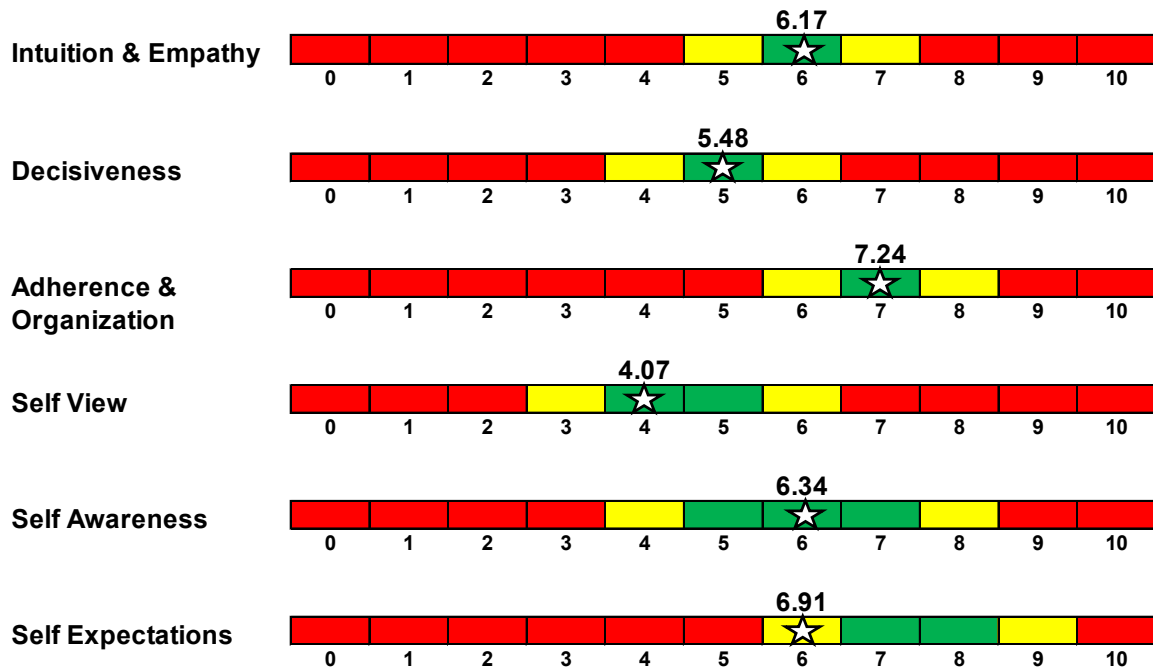


Strength





Audit Findings – Entire Company



In summary, the above composite profile for the entire company tells us the following:

STRENGTHS:

- Attention to Detail
- Attention to Rules & Processes
- Compliance
- Courage to Handle Rejection & Critique
- Customer Service
- Energy & Flexibility
- Initiating Behavior
- Relationship Building
- Selling Culture
- Work Ethic & Accountability

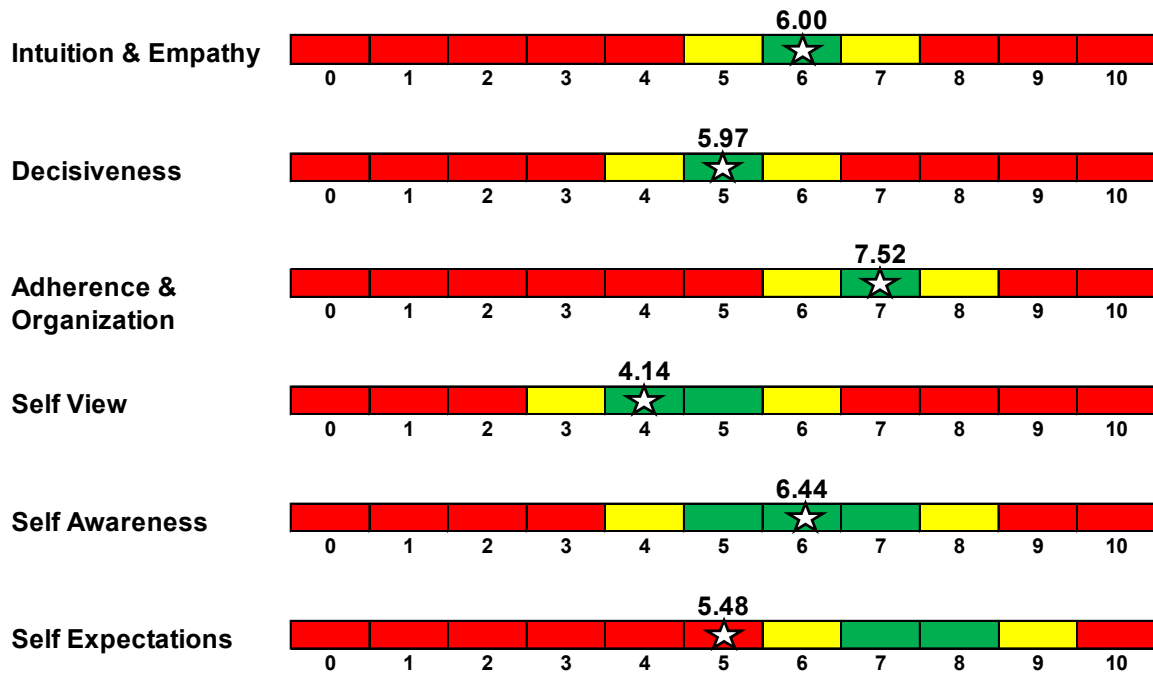
POTENTIAL BLIND SPOTS:

- Team Orientation
- Adapting to Change
- Work-Life Balance





Audit Findings – Executive Team



In summary, the above composite profile for the executive team tells us the following:

STRENGTHS:

- Attention to Detail
- Attention to Rules & Processes
- Compliance
- Customer Service
- Managerial Courage
- Relationship Building
- Self Awareness
- Strategic Planning

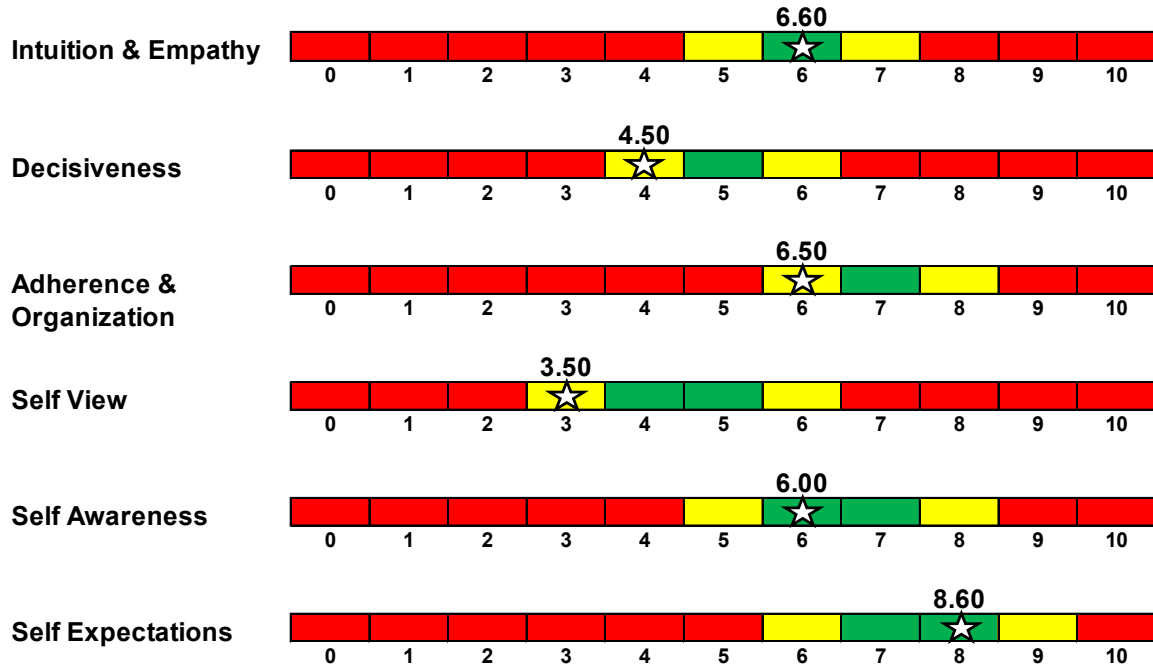
POTENTIAL BLIND SPOTS:

- Adapting to Change
- Clearly Communicating Performance Expectations
- Practical Thinking
- Work-Life Balance





Audit Findings – Sales



In summary, the above composite profile for the sales team tells us the following:

STRENGTHS:

- Attention to Detail
- Business Development
- Customer Service
- Energy & Flexibility
- Relationship Building
- Work Ethic & Accountability

POTENTIAL BLIND SPOTS:

- Attention to Rules and Processes
- Adapting to Change
- Courage to Handle Rejection & Critique





Recommendations

- A leadership development program for the executive team to bring focus to clearly communicating and managing performance expectations, how to have tough conversations with employees, and work-life balance.
- Design and implement a performance review process that establishes very clear goals and expectations and is communicated in a clear manner.

Notes

