

Emotional Culture Index

SURVEY REPORT



Nova ECI April 2022

24 April 2022



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Population Information

GROUP DESCRIPTION: Nova ECI Nov 2021

Survey Responses 82

Population Information

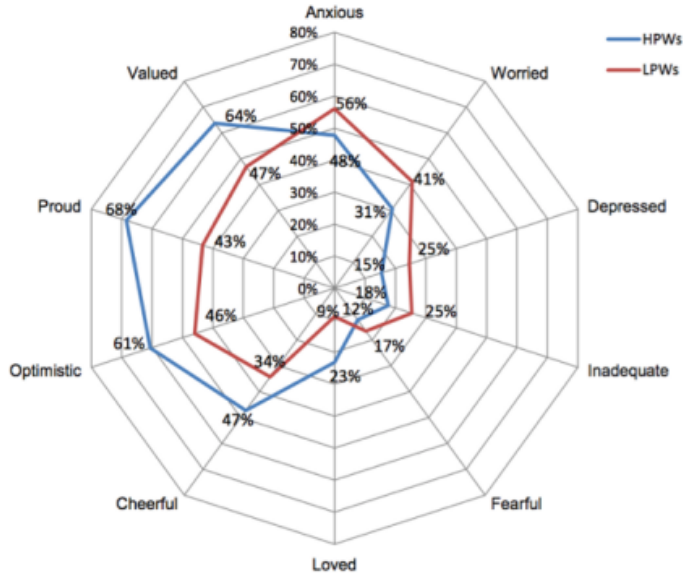
GROUP DESCRIPTION: Nova ECI April 2022

Survey Responses 76

INTRODUCTION

We all experience a wide range of pleasant and unpleasant feelings at work as we interact with colleagues, customers, suppliers and others. These feelings influence our decisions, behavior and performance in interesting ways. Pleasant feelings have a 'broaden and build' effect causing us to think more broadly, engage more deeply and perform better. Unpleasant emotions tend to have a 'narrow and limiting' effect, causing us to be more closed-minded, less engaging and poorer at performing.

At a collective level these emotions impact the bottom line. In high performing organizations people experience more pleasant emotions and less unpleasant emotions than those in low performing organizations as shown in the diagram below.



HPWs = High Performing Workplaces
LPWs = Low Performing Workplaces

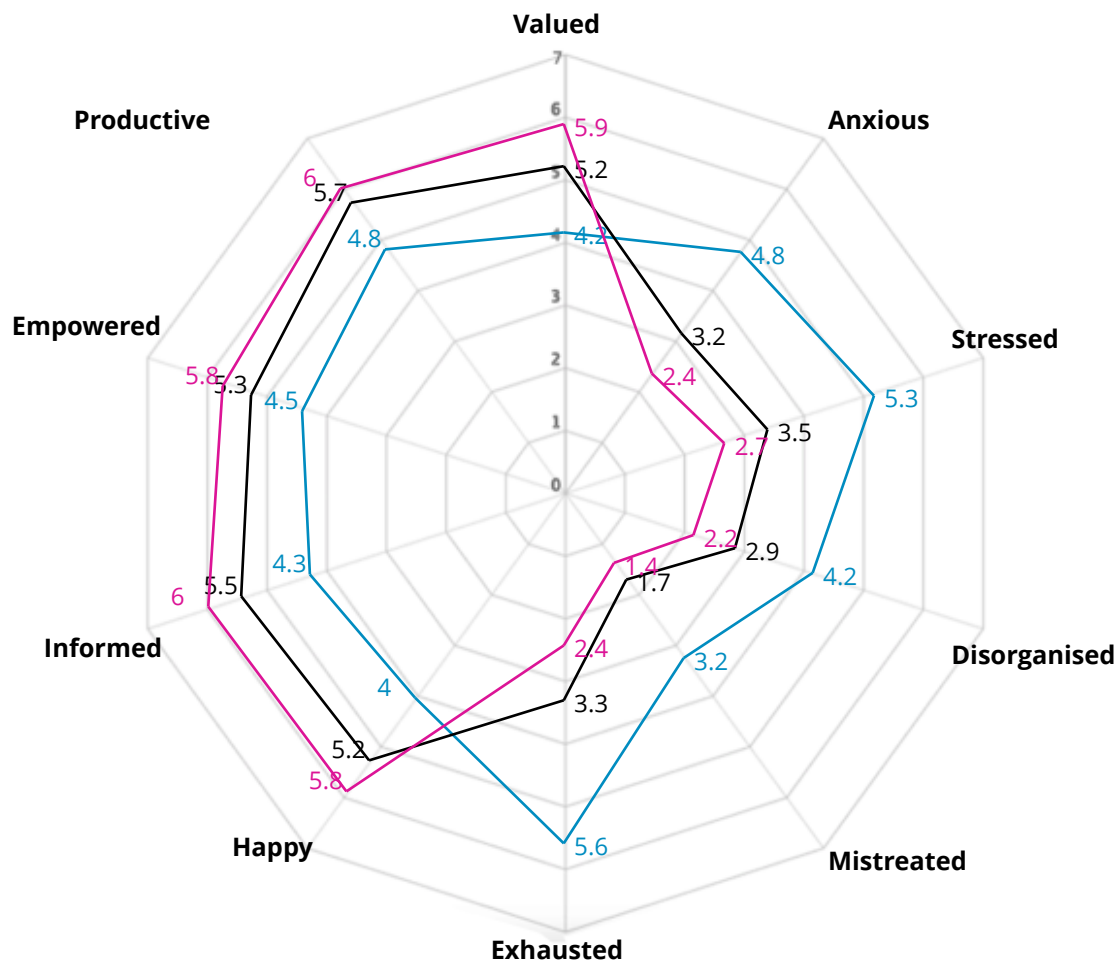
Boedker, C. et al. (2011). Leadership, culture and management practices of high performing workplaces in Australia: The high performance workplace index.

The Emotional Culture Index has been designed to measure three dimensions of emotions at work:

- How often your people experience certain feelings at work,
- How often your people think it's fair and reasonable to experience these feelings at work given the nature and context of your workplace, and
- How often your people think they should ideally experience these feelings in your workplace in order to be effective.

Your results together with any written feedback provided by your people are included herein.

FALL RESULTS – OVERALL



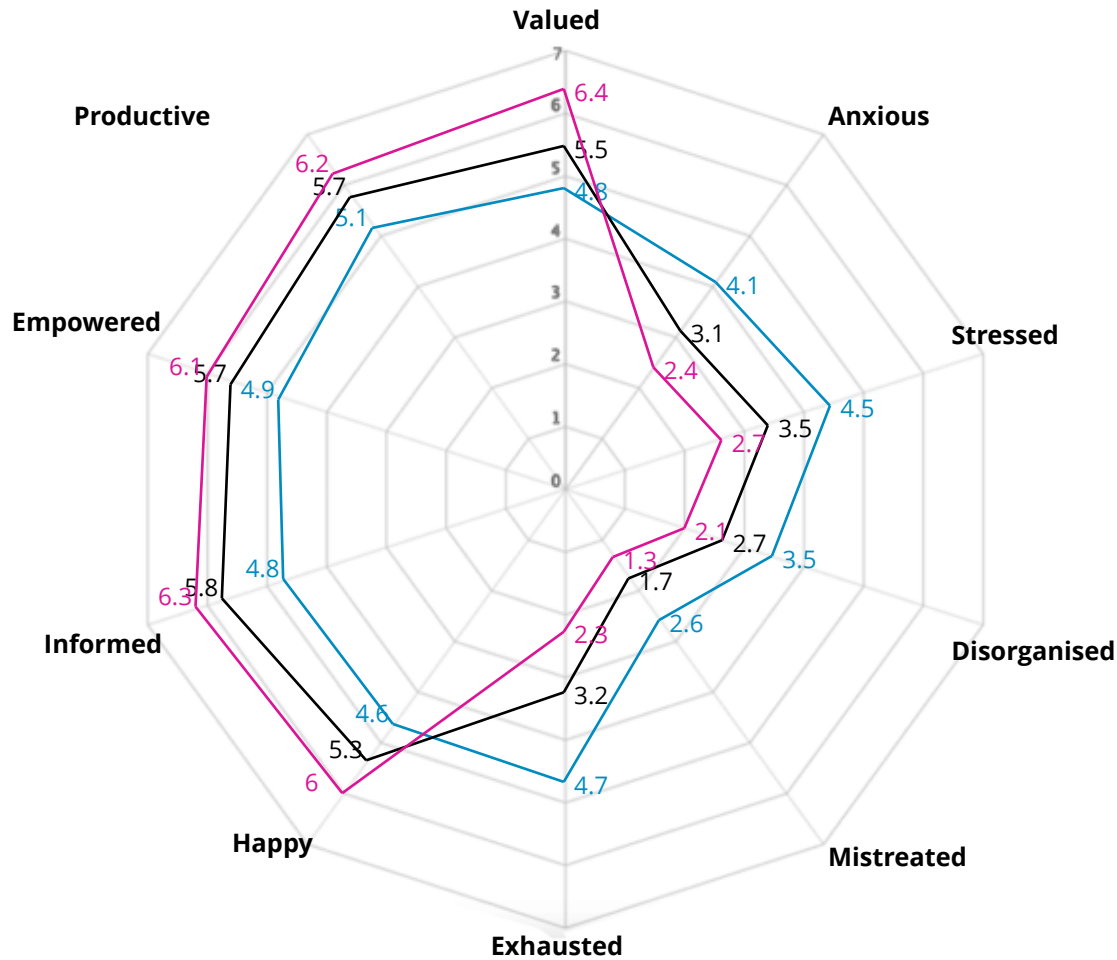
Feeling Most Felt Currently	Feeling Least Felt Currently
Exhausted	Mistreated
5.6	3.2

Most Expected Feeling	Least Expected Feeling
Productive	Mistreated
5.7	1.7

Most Ideal Feeling	Least Ideal Feeling
Informed	Mistreated
6	1.4

- Current State
 - Expected State
 - Ideal State

SPRING RESULTS - OVERALL



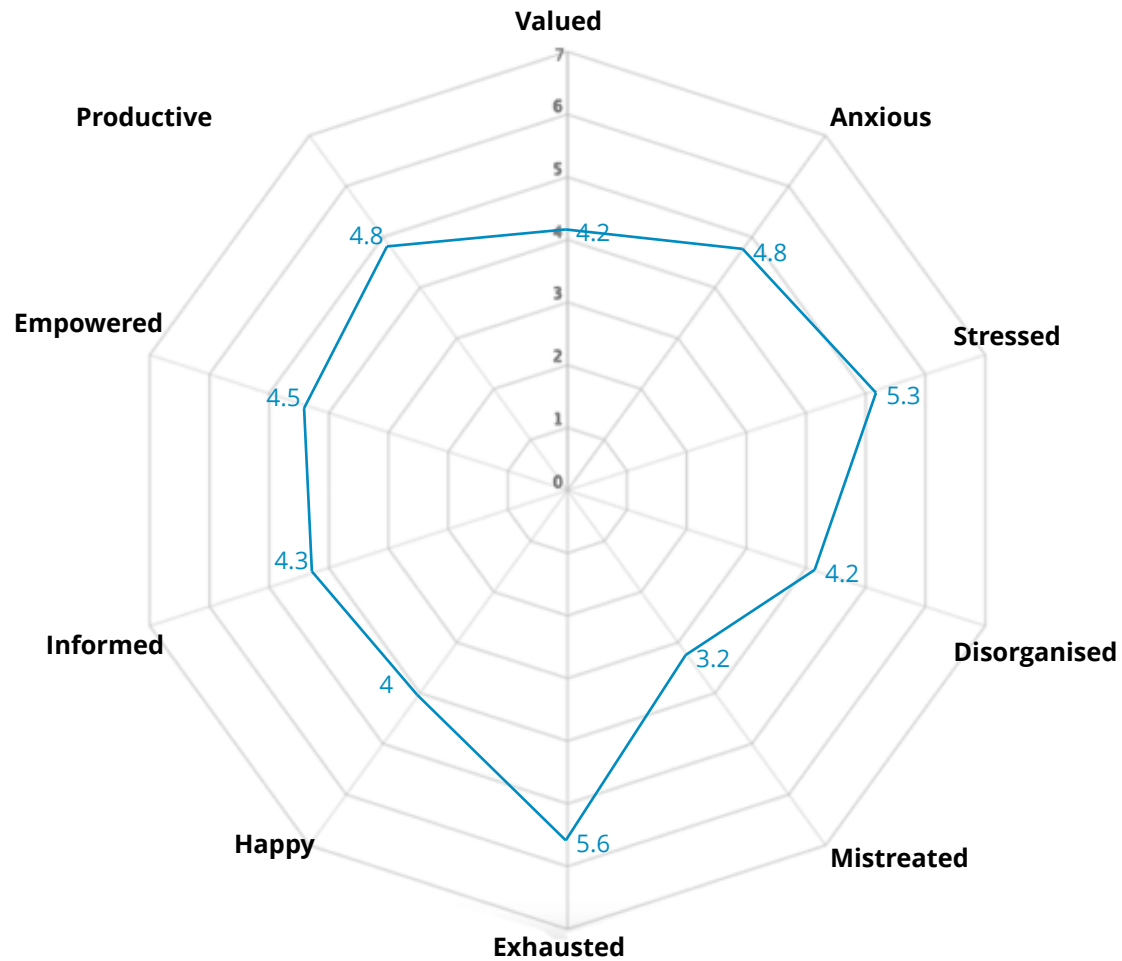
Feeling Most Felt Currently	Feeling Least Felt Currently
Productive	Mistreated
5.1	2.6

Most Expected Feeling	Least Expected Feeling
Informed	Mistreated
5.8	1.7

Most Ideal Feeling	Least Ideal Feeling
Valued	Mistreated
6.4	1.3

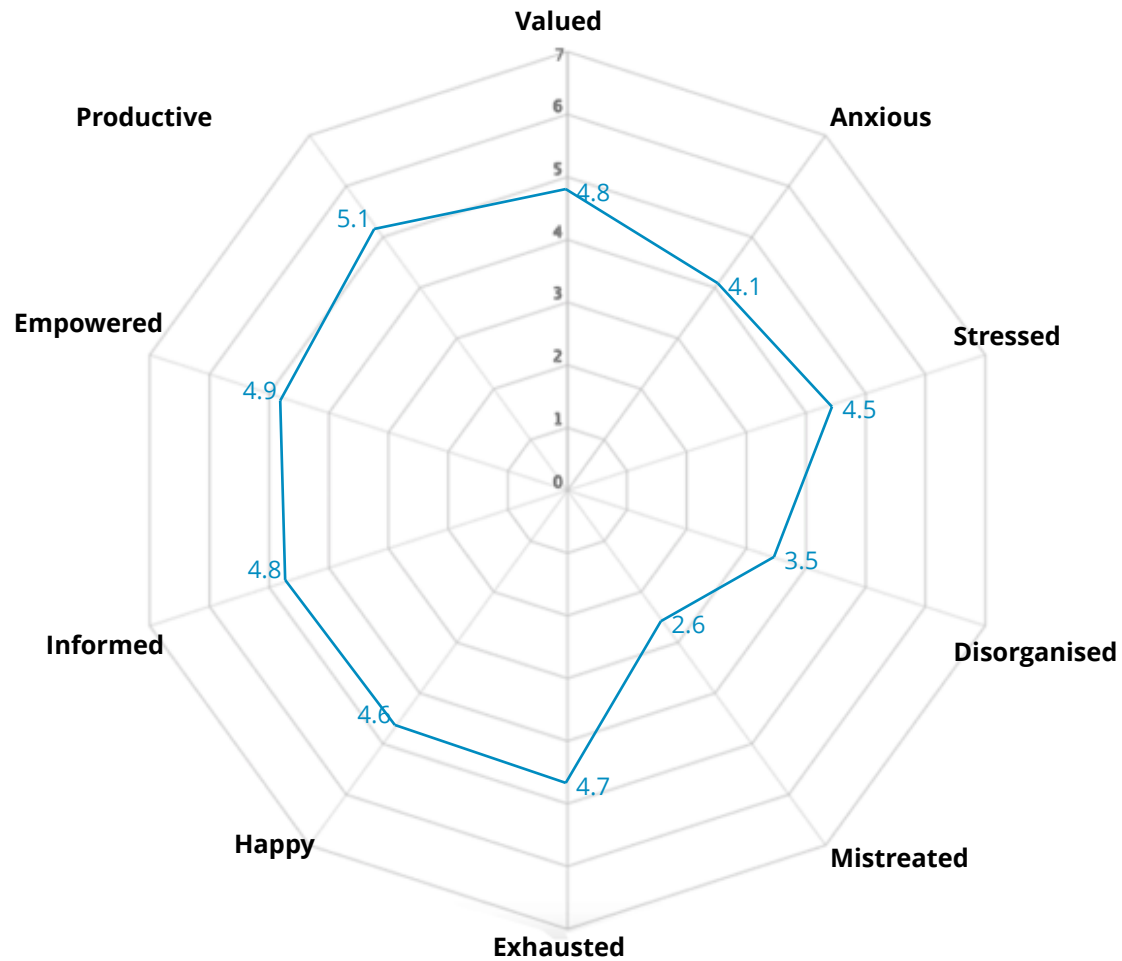
- Current State
 - Expected State
 - Ideal State

FALL RESULTS – OVERALL CURRENT STATE



- Current State

SPRING RESULTS – OVERALL CURRENT STATE



- Current State

Overall

Feeling	November	April	Change
Valued	4.2	4.8	0.6
Productive	4.8	5.1	0.3
Empowered	4.5	4.9	0.4
Informed	4.3	4.8	0.5
Happy	4	4.6	0.6
Anxious	4.8	4.1	-0.7
Stressed	5.3	4.5	-0.8
Disorganized	4.2	3.5	-0.7
Mistreated	3.2	2.6	-0.6
Exhausted	5.6	4.7	-0.9

Licensed Faculty

Feeling	November	April	Change
Valued	4.3	4.8	0.5
Productive	4.8	5.1	0.3
Empowered	4.3	4.8	0.5
Informed	4.4	4.8	0.4
Happy	3.9	4.5	0.6
Anxious	5	4.3	-0.7
Stressed	5.6	4.8	-0.8
Disorganized	4.3	3.6	-0.7
Mistreated	3	2.6	-0.4
Exhausted	5.9	5	-0.9

Educational Support

Feeling	November	April	Change
Valued	3.9	4.7	0.8
Productive	4.9	5	0.1
Empowered	4.3	4.7	0.4
Informed	3.7	4.1	0.4
Happy	4.3	4.6	0.3
Anxious	3.9	3.2	-0.7
Stressed	4.2	3.4	-0.8
Disorganized	4.2	3.4	-0.8
Mistreated	3.3	2.2	-1.1
Exhausted	4.4	3.8	-0.6

Program Support

Feeling	November	April	Change
Valued	3	5.5	2.5
Productive	4.6	5.5	0.9
Empowered	3.9	5.2	1.3
Informed	3.9	4.3	0.4
Happy	3.8	5.2	1.4
Anxious	5.3	4.2	-1.1
Stressed	5.6	4.7	-0.9
Disorganized	4.5	3.5	-1
Mistreated	5.3	3	-2.3
Exhausted	5.6	3.7	-1.9

Administration

Feeling	November	April	Change
Valued	5.2	4.6	-0.6
Productive	4.7	5.4	0.7
Empowered	5.8	5.4	-0.4
Informed	5.2	5.9	0.7
Happy	4.3	4.8	0.5
Anxious	4.9	4.2	-0.7
Stressed	5.7	4.6	-1.1
Disorganized	3.9	3.4	-0.5
Mistreated	2.4	2.6	0.2
Exhausted	5.9	4.9	-1