

# CULTURE ASSESSMENT TOOL HIGH-PERFORMANCE CULTURE ASSESSMENT (HPCA)

The logo for empathic CONSULTING, featuring the word 'empathic' in a lowercase sans-serif font with a colon and a lowercase 'c' inside a circle, followed by the word 'CONSULTING' in a smaller, uppercase sans-serif font. The logo is set against an orange background with three overlapping circles in white and grey.

## STRENGTHEN THE CRITICAL FACTORS IN DEVELOPING A HIGH-PERFORMANCE CULTURE

### WHAT IS THE HPCA?

Empathic Consulting has found that high-performing teams and organisations consistently demonstrate three core cultural attributes that underpin their success. These attributes are:

- High levels of **Trust** between members of the organisation
- Shared **Understanding** of roles, accountabilities and purpose
- Deep **Curiosity** underpinning a culture of constant improvement

The High-Performance Culture Assessment (HPCA) is designed to provide measures of the relative strength of these attributes experienced by members of the group across the different levels within the organisation.

By identifying the strength of each cultural attribute, organisations are able to take specific and tangible actions to improve their organisational performance and drive sustainable performance.

### HOW DOES THE HPCA WORK?

The HPCA can be administered for specific teams or across an entire organisation. Results can be mapped by teams to identify strengths and weaknesses across the organisational structure.

The HPCA takes individuals approximately 15 minutes to complete and include tailored verbatim questions providing rich quantitative and qualitative data.

Results are presented in a comprehensive report including the HPCA Circumplex providing overview of the key attributes by organisational level.

### WHY USE THE HPCA?

- Obtain reliable data on the cultural drivers of performance
- Understand the experience of employees
- Identify areas where change needs to be made
- Evaluate the effectiveness of cultural change programs

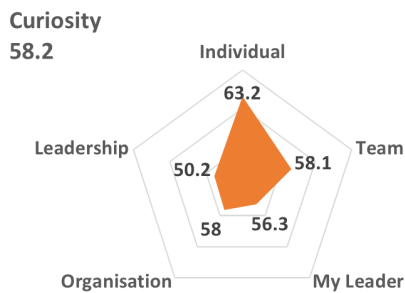
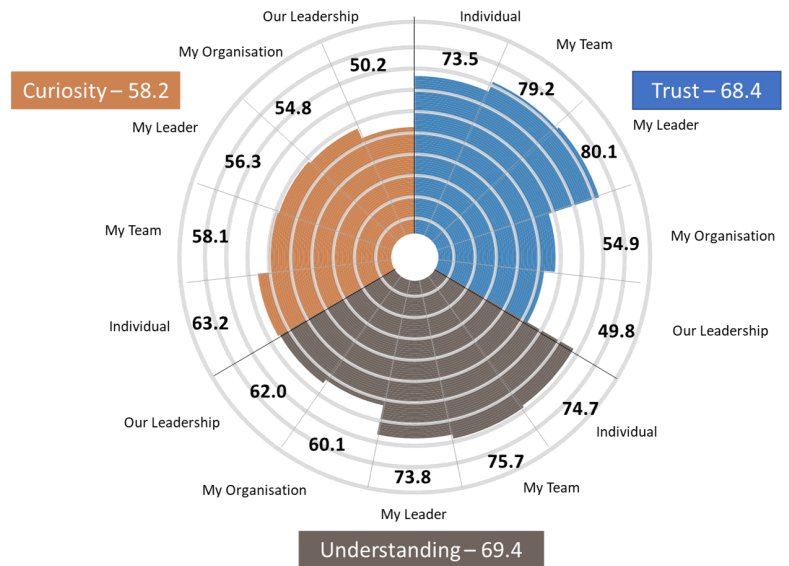


## WHAT YOU CAN EXPECT

The HPCA will help identify where gaps are in the key cultural attributes to drive a high-performance culture.

You will be able to drill into the questions and identify the areas that are supporting or detracting from the cultural experience.

Through tailored design, you will be able to distinguish high-performing sub-cultures within your organisation and areas for specific development.



High Curiosity Responses
<ul style="list-style-type: none"> <li><b>Individual (87.5):</b> I am confident in asking questions of others within my organisation</li> <li><b>Individual (85.4):</b> I am often looking for opportunities to learn in my role</li> <li><b>Individual (79.2):</b> I am encouraged to think of new ideas to improve my work</li> </ul>
Low Curiosity Responses
<ul style="list-style-type: none"> <li><b>My Leader (29.2):</b> My leader encourages people to do what they are told</li> <li><b>Organisation (45.8):</b> People are recognised and rewarded for challenging the status quo and improving how we do things</li> <li><b>Individual (45.8):</b> I feel like raising problems could have a negative impact for me</li> </ul>

## WHAT ARE THE NEXT STEPS?

The HPCA is recommended for all organisations and can be scheduled as a regular monitoring tool, to assess the effectiveness of a change program, or, to provide quantitative information for leaders and HR professionals to develop effective performance-focused strategies.

HPCA is a cost-effective way to provide quality information on your culture. To further understand how the HPCA can support your organisation, get in contact with Empathic Consulting to book a consultation.

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