

Codify Your Current Culture

ACCESSING AND UNDERSTANDING THE EX INDEX



A free resource from the Employee Experience Project
www.TheExProject.com

INTRODUCING

The EX Index

The EX Index helps you codify what type of behaviour your current culture is encouraging in colleagues.

It supports you in engaging your leadership to make the connection between proactively fostering an ideal culture and driving business results.



INTRODUCING

The EX Index

The EX Index helps you codify what type of behaviour your current culture is encouraging in colleagues.

It measures across 5 key factors.



Codify your culture

Want to understand and influence your current culture for the better?

The EX Index helps you codify what type of behaviour your current culture is encouraging in colleagues. This free report can show you in 5 mins or less...

Complete your EX Index here
<https://bit.ly/41KLnr>

SCAN THE QR CODE





Scale Summary

CODIFY YOUR CULTURE

Colleagues expect to have their work set through official instructions.



Colleagues are trusted to influence, or make own their own, decisions.

Colleagues expect to be proactively supported in the delivery of their work goals.



Colleagues expect to act independently to achieve their goals.

Colleagues expect for any issues or to be investigated and problems targeted.



Colleagues look forward in set backs, identifying opportunities to improve.

Where team support and performance is valued above individual actions.



Colleagues are focused on their own individual agendas and needs.

Colleagues feel comfortable to bring their whole selves to work.



Colleagues are expected to project a consistent and business focused image



Potential Risks

CODIFY YOUR CULTURE

VERY LOW PREFERENCE RISKS

Low compliance and consistency of action

Connection to personal rather than organisational goals

Risk aversion, lack of honesty and fear blame

Limited social connection and practical support of colleagues

Lack of authenticity, diversity and inclusion

CONTROL

SUPPORT

RESILIENCE

TOGETHERNESS

ACCEPTANCE

VERY HIGH PREFERENCE RISKS

Compliance over initiative

Learned helplessness

Over-confidence and tendency to overcommit

Cosy clubs and confirmation lack constructive conflict

Prioritisation of own needs and comfort of over those of the business

INTRODUCING THE

Employee Experience Project

In a rapidly changing workforce landscape, The Employee Experience Project support business leaders to define and create the cultures and employee experiences they need to supercharge their business performance.

Our approach sets us apart – we actively instill the confidence, knowledge and capacity you need to cultivate a great culture within your organisation.



Contact us for help to codify your current culture

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