

My Company Culture

Climate · Culture · Change

YOUR RESULTS

Organizational Climate *Self-Assessment*

My Company Culture · mycompanyculture.com

106

Total Score out of
170

The Aware Leader

Climate in Progress · 102 to 135

HOW TO READ THIS REPORT

This report is based on your answers to the Organizational Climate Self-Assessment. It is not a performance review. It is not a grade. Think of it as a mirror, an honest look at what is happening in your organization right now, through your own eyes.

Your results are broken into two parts. The first shows how you scored across seven areas of organizational climate, things like onboarding, supervision, and staff retention. Some areas will be stronger than others and that is normal. No leader scores high across the board. The pattern across all seven areas is what matters most.

The second part gives you an overall picture of what your results mean together, what they suggest about your organization and your role in shaping it.

Pay special attention to Domain 6. For most leaders, it is where the biggest insights are.

This is your data. Let it guide you.

YOUR DOMAIN SCORES

Domain 1
Leadership Presence & Accountability

17 / 20

Strong



Domain 2
Psychological Safety & Communication

13 / 20

Developing



Domain 3
Onboarding & Belonging

14 / 25

Developing



Domain 4
Supervision & Development

16 / 30

Developing



Domain 5
Retention Signals & Climate Health

16 / 25

Developing



Domain 6
Leader Self-Awareness & Perceived Impact

11 / 30

Vulnerable



Domain 7

Mission Alignment & Purpose Transmission

19 / 20

Strong



YOUR DOMAIN ANALYSIS

Domain 1

Leadership Presence & Accountability

17 / 20 **Strong**

Your scores in this domain indicate that you are leading with consistency and integrity. The people around you know what to expect from you, and that predictability is not a small thing. In organizations where the work is hard and the stakes are high, a leader who models what they ask of others and owns their mistakes creates safety that no policy can manufacture. The work here is maintenance. Presence erodes when leaders get busy. Keep paying attention to the signals your behavior sends, especially under pressure.

Domain 2

Psychological Safety & Communication

13 / 20 **Developing**

There is safety in your organization but it is not evenly distributed. Some people speak freely. Others have learned, through experience or observation, that certain topics or certain rooms carry risk. You may not have created that condition intentionally but it exists and it is shaping what information reaches you. The question to sit with is not whether your door is open. It is whether the people who most need to walk through it believe it is safe to do so. Those are different questions with different answers.

Domain 3

Onboarding & Belonging

14 / 25 Developing

You have the instinct for this but not yet the infrastructure. New employees are getting some introduction to culture but it is uneven. It depends on which supervisor they land with, which site they start at, or whether leadership has bandwidth that week. The result is that some people feel genuinely welcomed and some feel dropped into a job with a badge and a handbook. Both experiences are happening inside your organization right now. The gap between them is not a training problem. It is a design problem. What exists informally needs to become structural so it does not require a good week to deliver.

Domain 4

Supervision & Development

16 / 30 Developing

Supervision in your organization is happening but it is not yet consistent enough to be a reliable retention tool. Some managers are doing it well. They are present, they are developing their people, they are having the kind of conversations that make staff feel seen and invested in. Others are managing tasks and putting out fires. The difference in retention between those two groups of direct reports is significant and measurable. What your developing managers need is not a policy about one-on-ones. They need modeling, coaching, and a leader who treats their development with the same investment they are being asked to give their teams.

Domain 5

Retention Signals & Climate Health

16 / 25 Developing

You are paying attention to retention but not yet systematically. You notice when good people leave and you have a general sense of what is driving it, but the patterns are not yet clear enough or early enough to act on consistently. Exit interview data may be telling you part of the story. The fuller story is in what people are

experiencing six months before they decide to leave, and that data is harder to collect because it lives in the day-to-day climate your managers are creating. The gap between what your retention data tells you and what is actually happening is worth investigating before it widens.

Domain 6

Leader Self-Awareness & Perceived Impact

11 / 30 Vulnerable

Your scores suggest that there is a meaningful gap between how you experience your own leadership and how it is being received. This is not about intent. Most leaders at this level are trying hard and caring deeply. The gap lives in the distance between what you mean and what lands, between the decision you made for good reasons and the way it was experienced by the people it affected. That distance has climate consequences. When leaders are not accurately reading their own impact, they cannot adjust it. The staff around them adapt instead, which usually means they disengage, self-protect, or leave. Closing this gap requires more than reflection. It requires feedback from people who trust you enough to tell you the truth and a demonstrated willingness to receive it without defending yourself.

Domain 7

Mission Alignment & Purpose Transmission

19 / 20 Strong

Your scores here indicate that purpose is not just a value on your wall. It is moving through your organization in a way that people can feel. Staff understand not just what they do but why it matters, and they can draw a line from their specific role to the larger mission of the organization. That connection is the most durable retention strategy available in this sector. Your scores suggest you are doing that work. The risk at this level is assuming the transmission is happening automatically. Purpose requires active reinforcement, especially during organizational change, leadership transitions, and periods of sustained pressure when the work feels more like survival than mission.

A NOTE ON YOUR RESULTS

Your Self-Awareness Score Warrants Attention

Your score in Domain 6, Leader Self-Awareness and Perceived Impact, is notably lower than your scores across the other domains. That gap is not incidental. It is informative.

Here is what it means in practice. The domains you rated across this assessment, the safety in your organization, the quality of supervision, the connection to mission, the experience of belonging, are all filtered through your leadership presence. When a leader's self-awareness score is significantly lower than their organizational scores, it raises an honest question: how accurate is the picture?

This is not an accusation. It is the most important question your data is generating.

Leaders who are not accurately reading their own impact tend to overestimate the health of the conditions around them, not because they are dishonest but because the information that would correct their picture is not reaching them. Staff learn quickly what a leader can hear. They adjust their communication accordingly. Over time, the leader receives a managed version of reality rather than an accurate one.

The most productive thing you can do with this flag is not to relitigate your scores. It is to find one person who will tell you the truth and ask them what they see.

YOUR CLIMATE PROFILE

The Aware Leader

You can see the problems clearly enough to name them. That is further than most leaders get. What is between you and a stronger climate is not insight, you have that. It is consistency. The practices that produce healthy climate are present in your organization but they are not yet structural. They depend too much on you having a good week.

WHAT YOU DO WITH THIS

A report does not change anything.

What you do after you read it does.

The leaders who get the most from this assessment are not the ones who scored highest. They are the ones who read their results honestly, sat with what was uncomfortable, and then made a decision to act on what they learned.

If your scores are largely in the Strong and Developing range, the work is about sustainability. Healthy climates do not maintain themselves. They require continued attention, structural reinforcement, and a leader who does not mistake stability for permanence. The question worth asking is what systems you need to build so that what is working does not depend entirely on you.

If your scores include Vulnerable or Critical domains, the work is about prioritization. You cannot address every domain at once and trying to do so usually means addressing none of them well. Look at your lowest scoring domain and ask one question: what is the single most visible change I could make in the next 30 days that would signal to my team that something is shifting? Start there.

If your Domain 6 score was flagged, the work is about perspective. You need an honest outside view before you can move forward with confidence. That is not a weakness. It is the most strategically sound decision a leader in your position can make.

A climate assessment is a starting point, not a solution. If you are ready to work through this with someone, the next step is a single conversation.

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