

What is the Mosaic Performance Framework?

The Mosaic Performance Framework is a research-based model created to help leaders understand the dynamic tensions that exist within their teams and organizations. It consists of a variety of individual, team, and organizational assessments that help to quantify many of the behaviors, values, and norms that drive sustainable performance.

What is the Culture Mosaic?

The multitude of dynamic tensions that exist within an organization can be extremely difficult to manage. Those organizations that are best able to manage these dynamics, and many times, competing tensions are those that are best equipped to survive and thrive over the long-term.

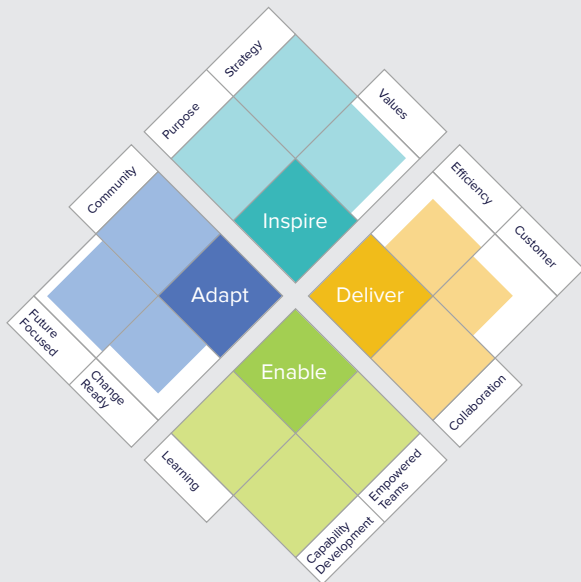
Culture Mosaic is an assessment tool that allows leaders to obtain specific input from their teams in areas of organizational functioning that have been proven to drive organizational performance. The items assessed in the Culture Mosaic have been empirically linked to organizational performance and provide the ability to quantify an organization's ability to manage the complex dynamic tensions that exist within every organization. [Learn more about Culture Mosaic here.](#)

Is it Right for Us?

Culture Mosaic is designed to provide detailed feedback on the key aspects of organizational functioning that drive long-term performance. If you are invested in understanding how your organization can create clarity and alignment around how work gets done in support of your strategy, the Culture Mosaic may be a tool for you.

What You'll Learn.

Culture Mosaic will provide your organization with specific insight into how your culture and ways of working are supporting, or potentially derailing, your ability to drive performance. It will also help to shed light on areas where you may need to evolve in order to position your organization to thrive moving forward.



The Specifics

- 52-item survey
- Customizable for your needs
- Optional Anti-racism, Diversity, Equity, and Inclusion subscale
- Deployable via desktop and mobile device
- Data available within 48 hours of survey close
- Completely anonymous and secure

ADAPT

Capable of adapting and responding to the needs of the market, customer, and community.

■ Future Focused

We're always looking out for opportunity and change on the horizon

■ Change Ready

We are flexible and make change happen

■ Community

Our partners, stakeholders, and community matter to us

INSPIRE

Aligned purpose, strategy, and values provide clarity on organizational direction and how to get there.

■ Strategy

Our strategy gives direction to our work

■ Purpose

Our purpose is clear and inspires us

■ Values

We have strong values that actually influence our behavior

DELIVER

Execution enabled by effective collaboration and a focus on efficiency, improvement and the customer.

■ Collaboration

Collaborating in teams and across the business is the norm

■ Efficiency

Delivering great outcomes is our thing

■ Customer

We really understand our customers and deliver for them

ENABLE

People and teams are empowered and capable to work at high standards.

■ Capability Development

Our superstars are not just born, they're made

■ Learning

We are always learning on the job, from experience and from others

■ Empowered Teams

Our people are supported to do their best work, and expected to do it too

“ We have always used business data to inform our understanding of which facilities were outperforming others. But we had a difficult time understanding why employee engagement data didn't seem to correspond to the performance data. We knew that the people weren't happy, but there was no one-size-fits-all approach that we could use to improve the employee experience across all facilities, nor were we able to

consistently improve our operations in every facility. It always seemed there was a missing piece. gothamCulture's Culture Mosaic has helped us understand the rest of the story. The framework showed us why we were seeing the performance metrics we were, and where we needed to focus to deconflict—or even introduce—our dynamic tensions and competing priorities in the organization.

**We now see how the puzzle fits together.
Employees, Culture, and Performance.”**

—Senior Executive, Fortune 500 Company