



**MOSAIC**  
Performance  
Framework

# Culture Mosaic Report



*Prepared for*

[CLIENT NAME]

[DATE]

# Contents

---

3	Overview of Mosaic Performance Framework
4	The Culture Mosaic
5	Understanding Your Report
6	Culture Mosaic Detail <i>Adapt</i>
7	Culture Mosaic Detail <i>Inspire</i>
8	Culture Mosaic Detail <i>Deliver</i>
9	Culture Mosaic Detail <i>Enable</i>
11	Links to Performance
12	<i>Your</i> Culture Mosaic
30	Culture Mosaic Comparison Reports
35	Free Response Questions
37	Psychological Safety Index
39	Anti-racism, Diversity, Equity, & Inclusion Index

# Mosaic Performance Framework



Sustainable organizational performance is dependent on a multitude of factors— a mosaic—that must be carefully managed, balanced, and adapted to best meet the challenges presented both in the external environment and internal context

Founded in the theoretical model, the [Competing Values Framework](#)<sup>1</sup>, the Mosaic Performance Framework provides organizations with the ability to understand how their culture, leadership, and workforce capability create a dynamic that either supports or derails their ability to achieve their goals.

Each mosaic is comprised of a series of factors, or tiles, that are assessed and managed over time. These tiles have been identified

through exhaustive research over decades and have been shown to be empirically linked to performance.

The Mosaic battery of assessments are designed to be used in conjunction with each other, over time, to provide leaders with the insight they need to proactively shape their performance.

# The Culture Mosaic

---

The Culture Mosaic is comprised of four key dimensions, each assessed by three subcomponents. These dimensions and subcomponents have been shown to drive organizational performance on a wide variety of performance outcomes.

## ADAPT

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

## INSPIRE

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

## DELIVER

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

## ENABLE

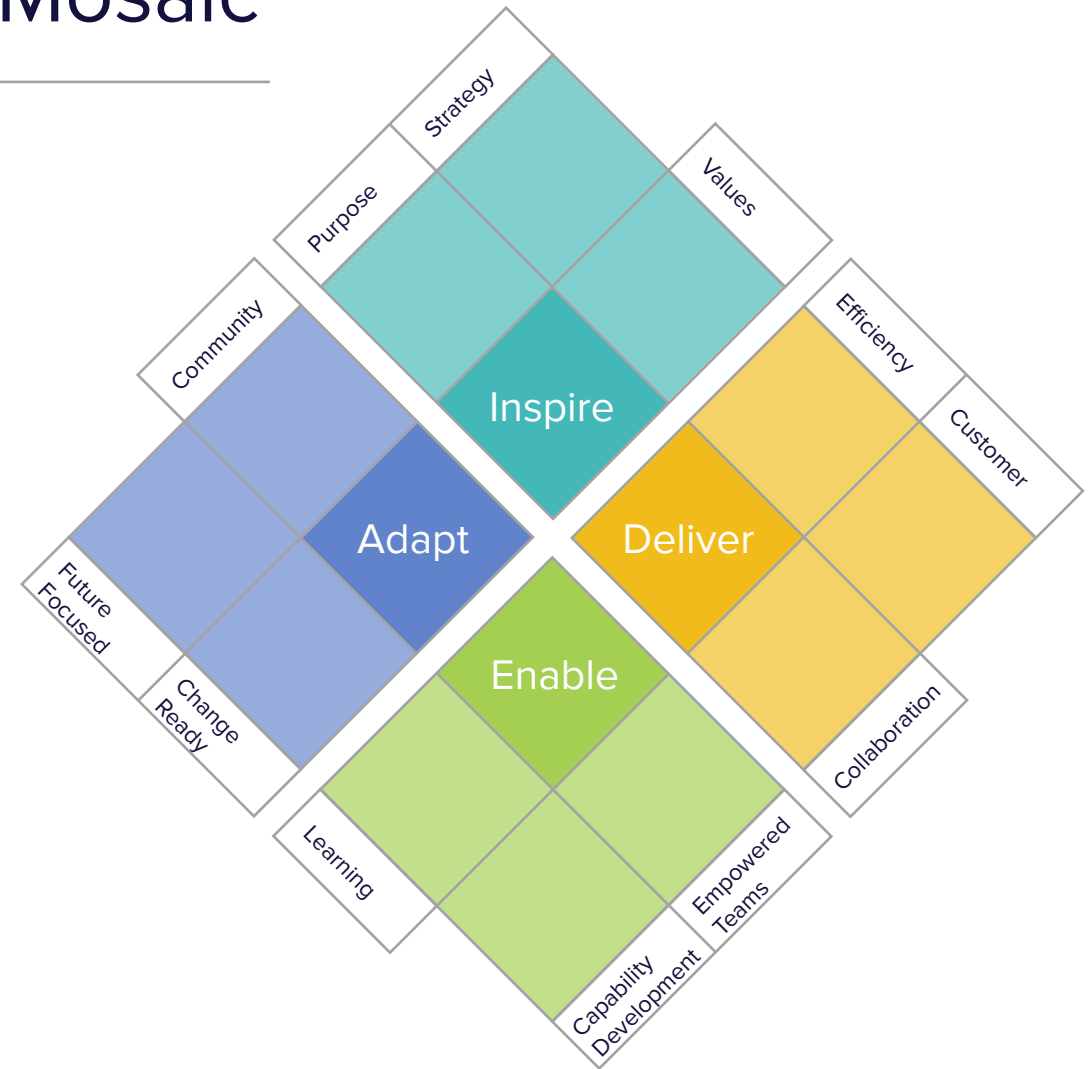
People and teams are empowered and capable to work at high standards.

# The Culture Mosaic

---

Each Culture Mosaic report is oriented in a diamond with subcomponents oriented around the perimeter.

Varying scores will be depicted numerically and via different size “tiles” to allow easy comparison with other reports.



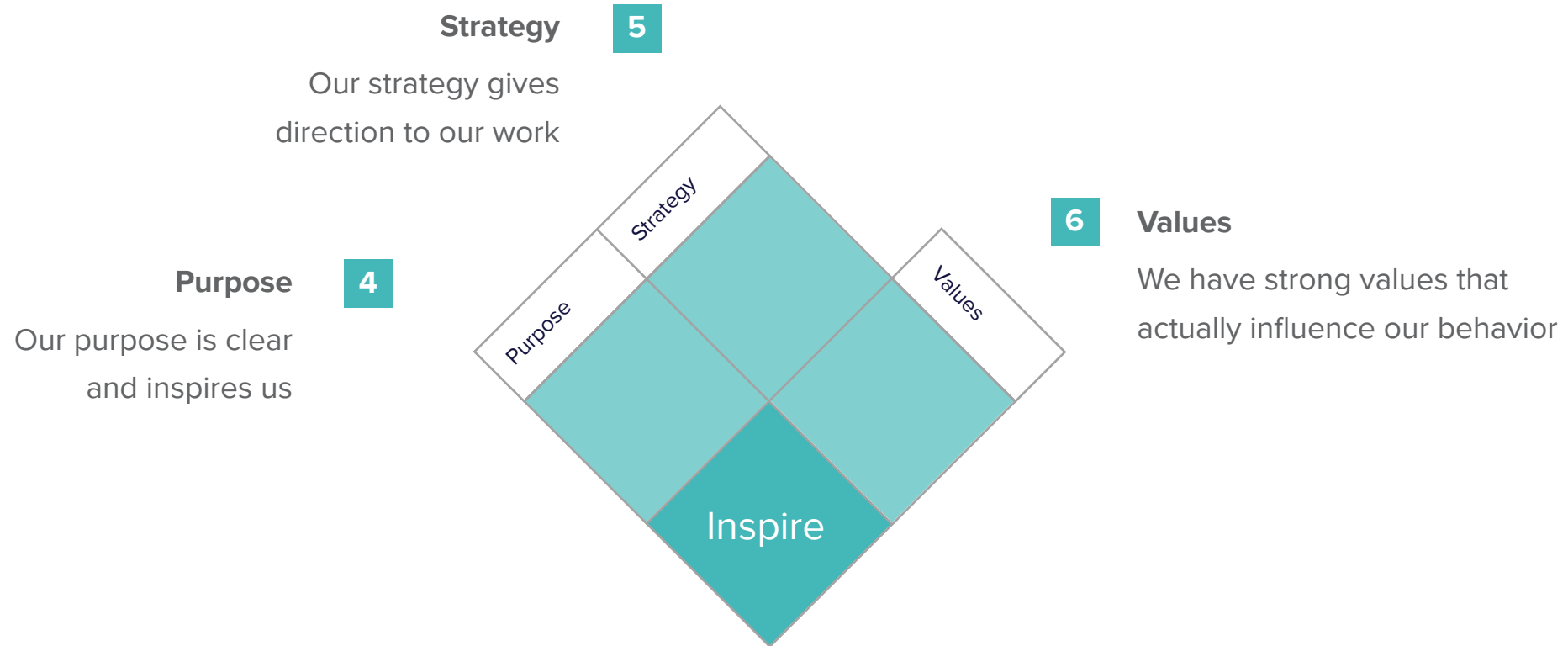
# ADAPT

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



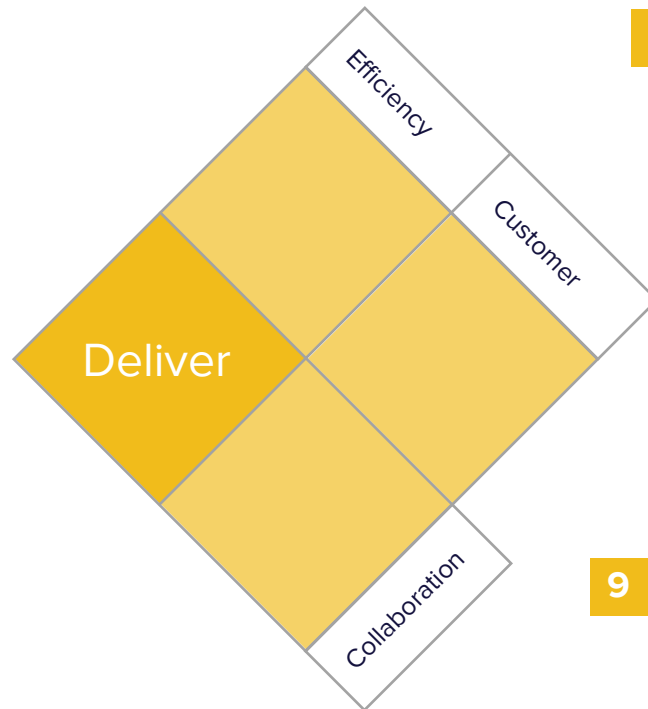
# INSPIRE

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



# DELIVER

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



7

## Efficiency

Delivering great outcomes is our thing

8

## Customer

We really understand our customers and deliver for them

9

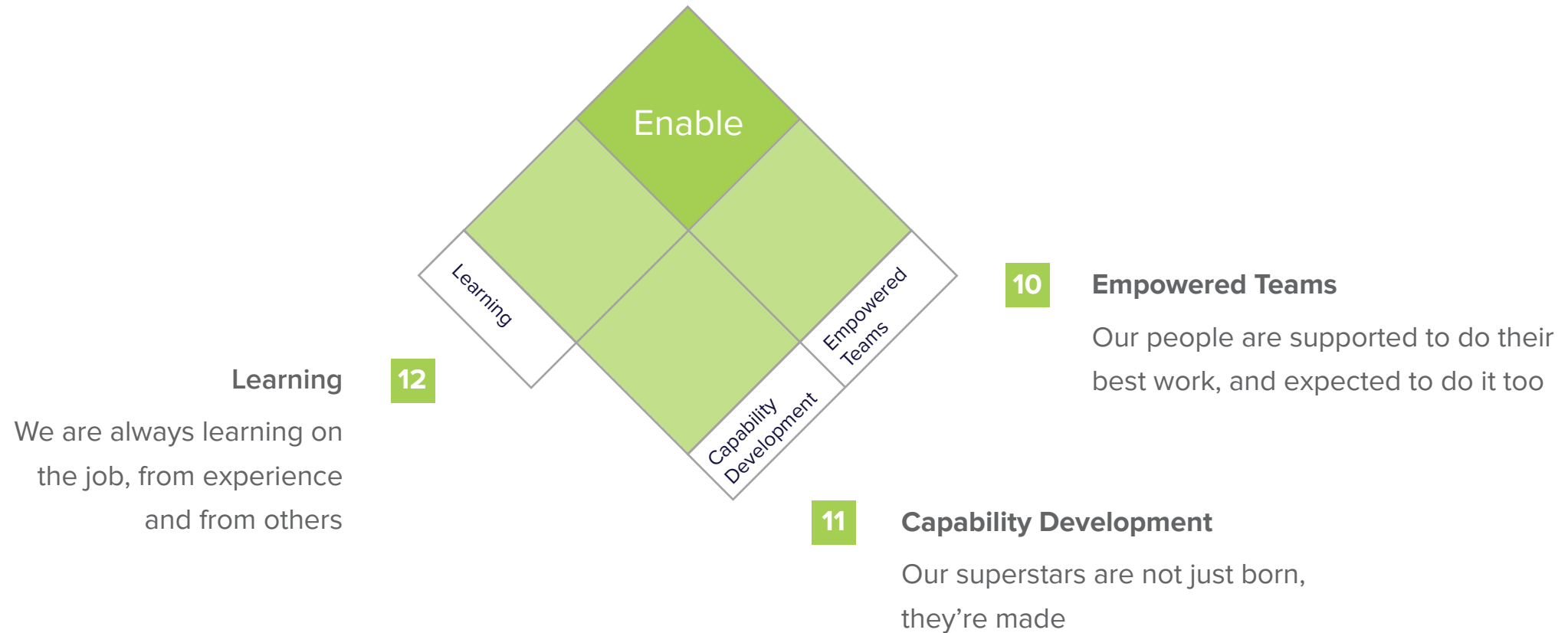
## Collaboration

Collaborating in teams and across the business is the norm



# ENABLE

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



## ADAPT

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

### Change Ready

We are flexible and make change happen

### Future Focused

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

### Community

Our partners, stakeholders, and community in which we operate matter to us

## DELIVER

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

### Efficiency

Delivering great outcomes is our thing

### Customer

We really understand our customers and deliver for them

### Collaboration

Collaborating in teams and across the business is the norm

## INSPIRE

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

### Purpose

Our purpose is clear and inspires us

### Strategy

Our strategy gives direction to our work

### Values

We have strong values that actually influence our behavior

## ENABLE

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

### Empowered Teams

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

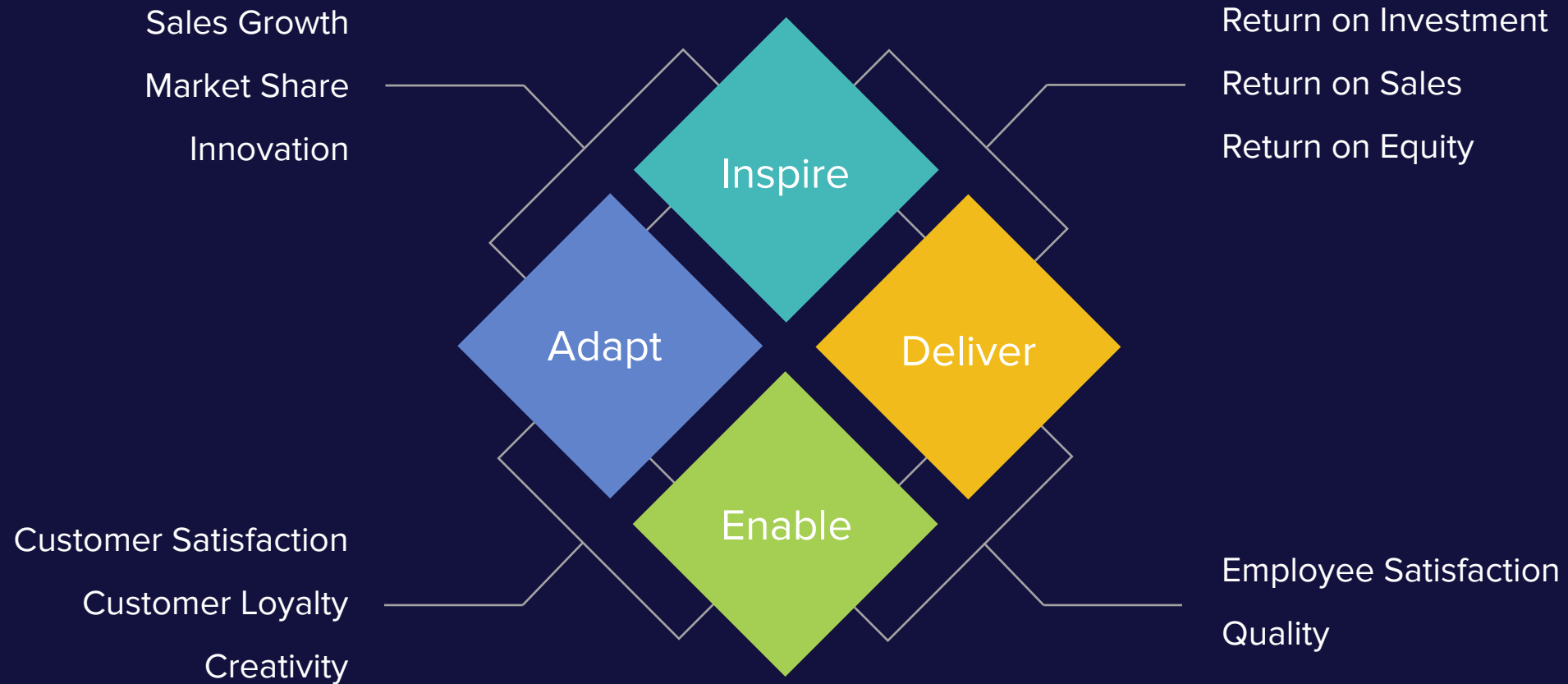
### Capability Development

Our superstars are not just born, they're made

### Learning

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

# Mosaic Links to Performance



# WELCOME

*to your Culture Mosaic.*

The Mosaic Performance Framework is grounded in the belief that achieving and sustaining a high level of performance is dependent on a variety of key behaviors across an organization.

These behaviors, in turn, are driven by the underlying beliefs and assumptions that exist within that organization about "how business should be done".

Each organization, over time, learns to survive and thrive in their own unique operating environment. Through these successes and failures, groups develop a certain philosophy about what

"right" looks like and these ways of doing things have a massive impact on future behavior within the group.

Your Culture Mosaic, provides you with an in-depth analysis of your organization's maturity on a variety of components that have been empirically linked to sustained organizational performance.

# [CLIENT'S] Culture Mosaic

## Research Methodology

Invited: 9

Responded: 9

Response Rate: 100%

Sampling Methodology: Census

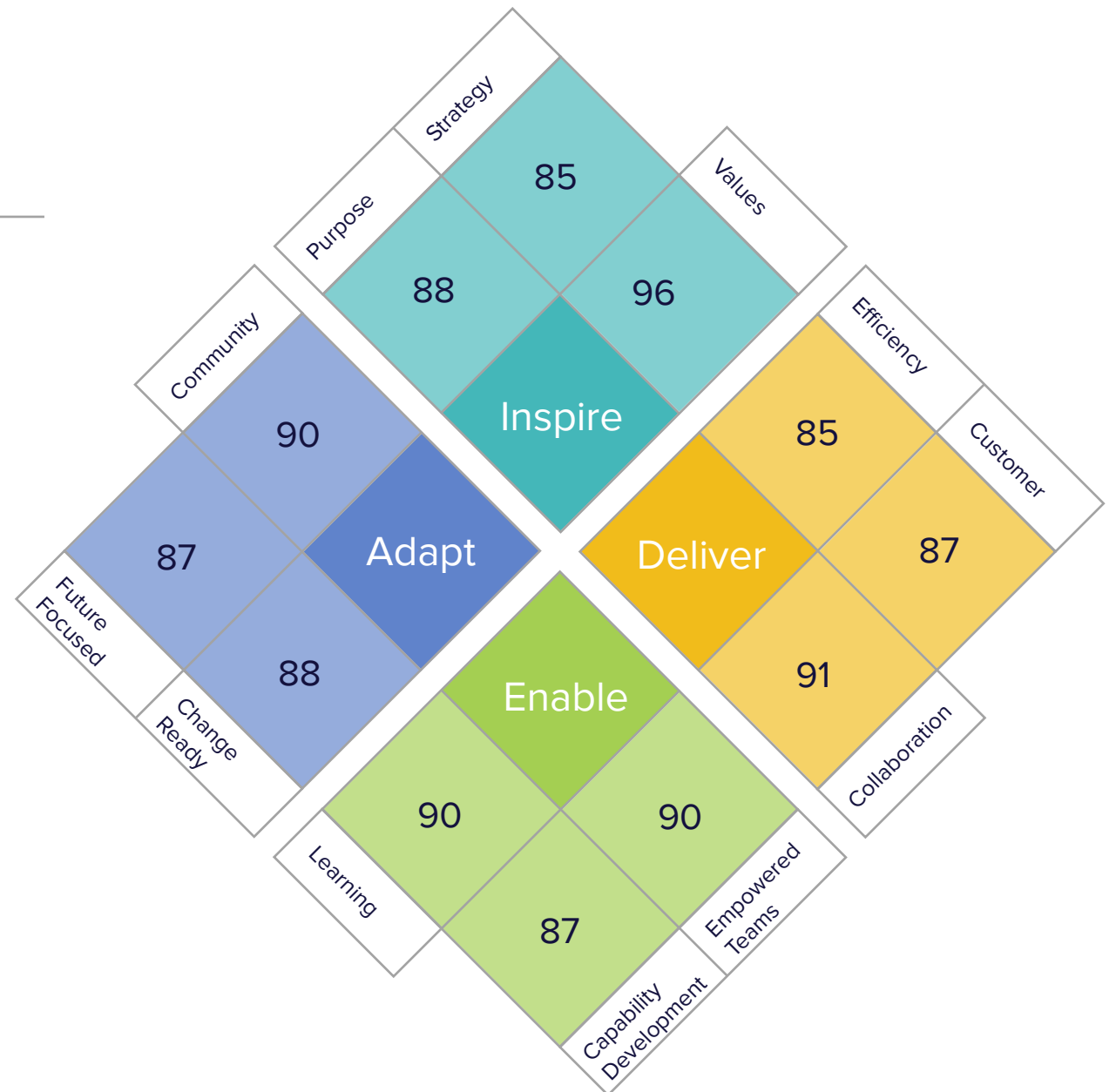
## Survey Components

Culture Mosaic

Culture Mosaic Leader-Only Items

Psychological Safety Index

ADEI Index



# ADAPT

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

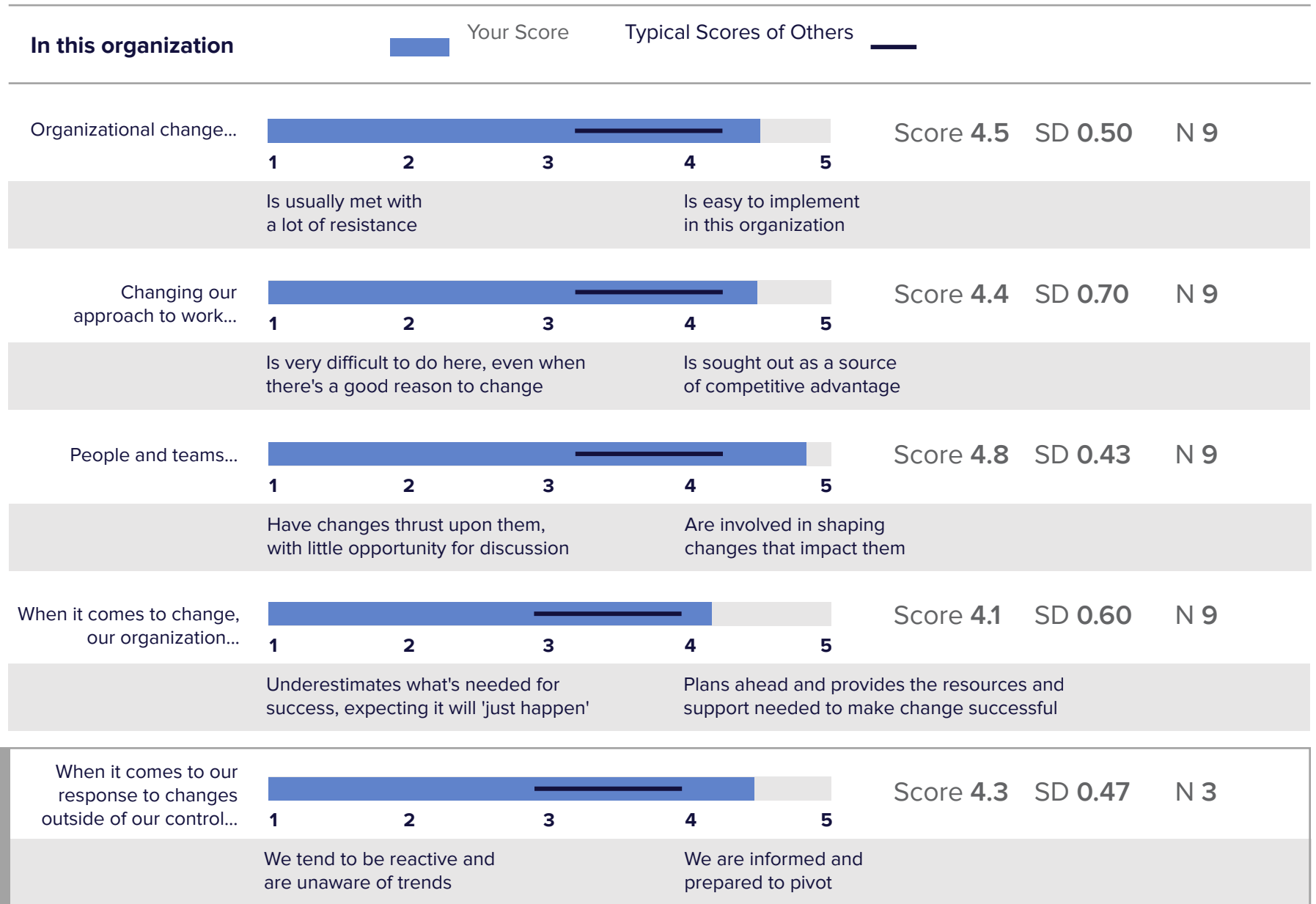


# ADAPT

## 1

### Change Ready

We are flexible and make change happen.

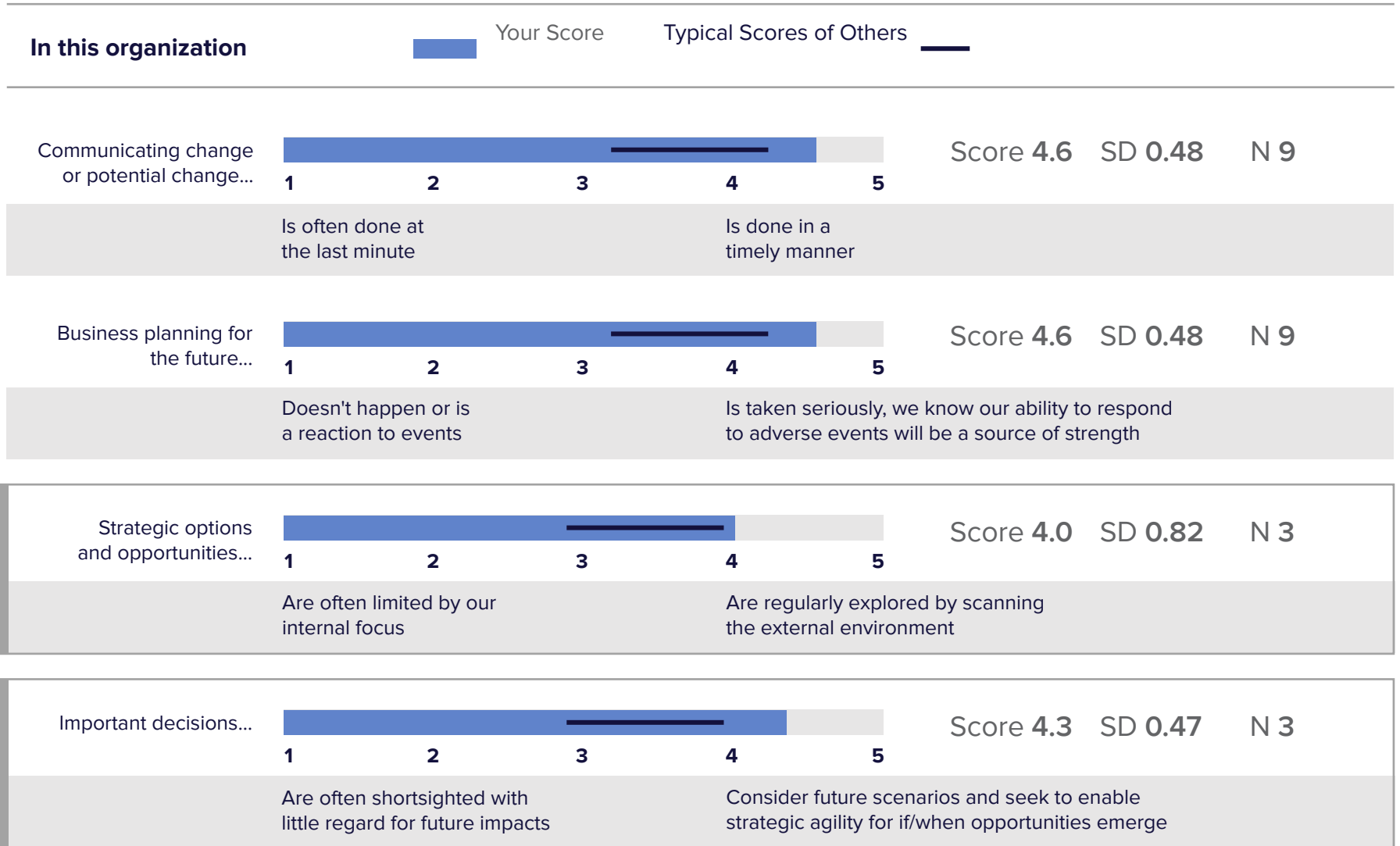


# ADAPT

## 2

### Future Focused

We are always looking out for opportunity and change on the horizon.



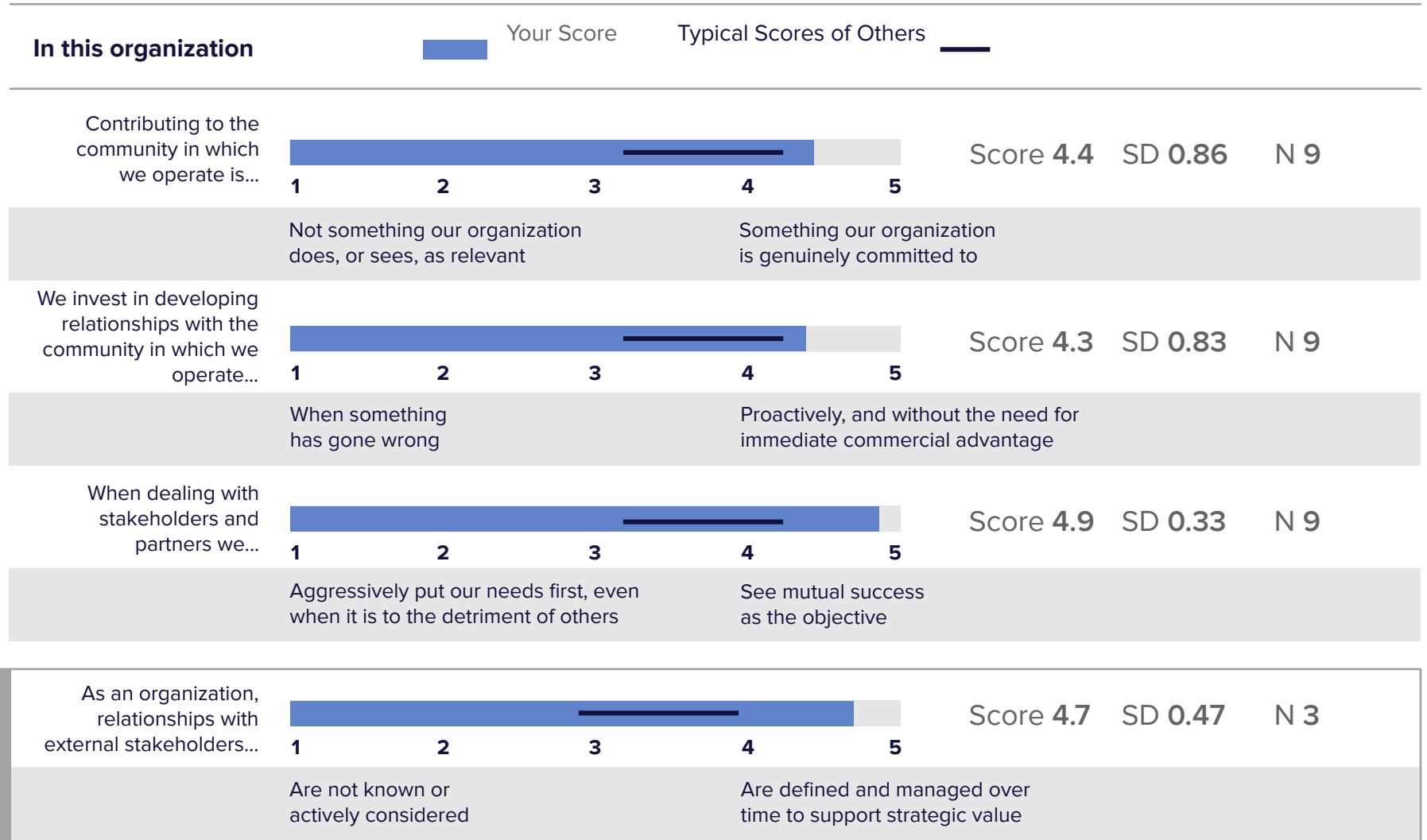


# ADAPT

## 3

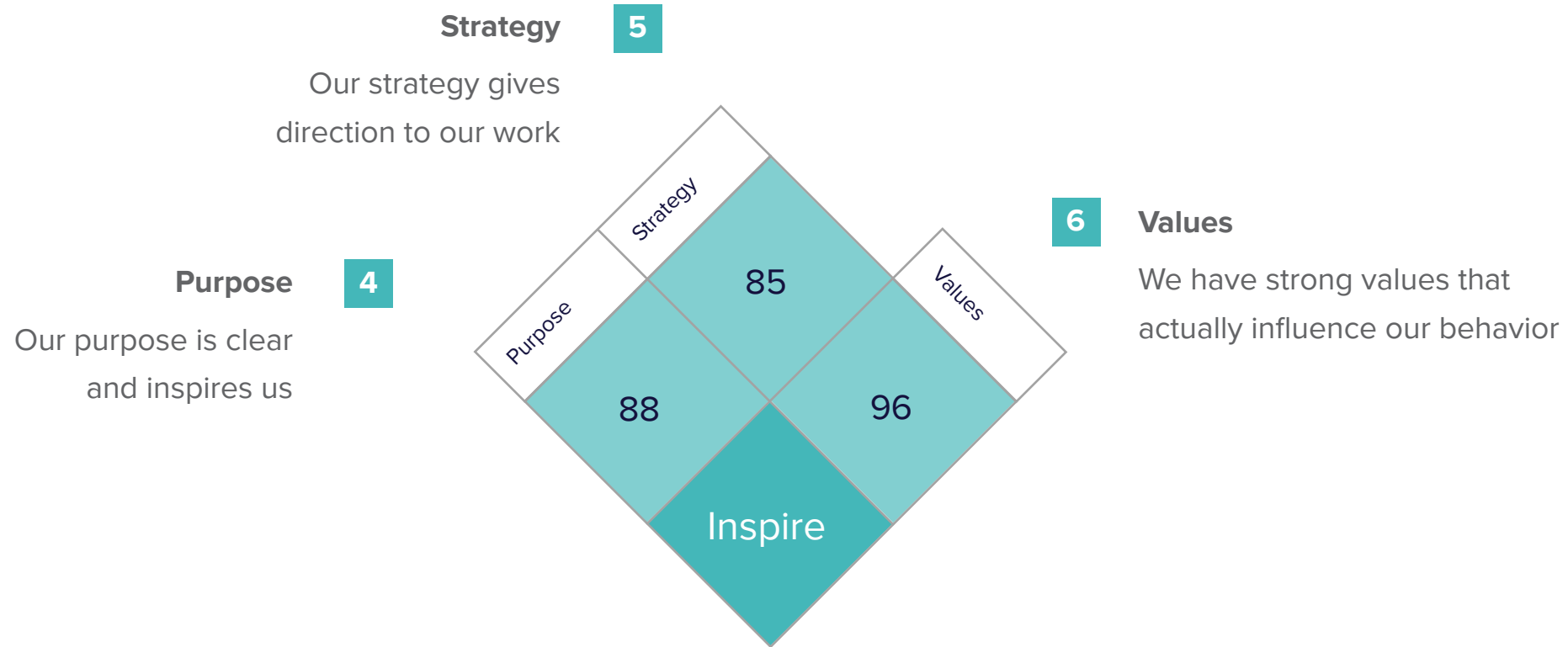
### Community

Our partners, stakeholders, and community matter to us.



# INSPIRE

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

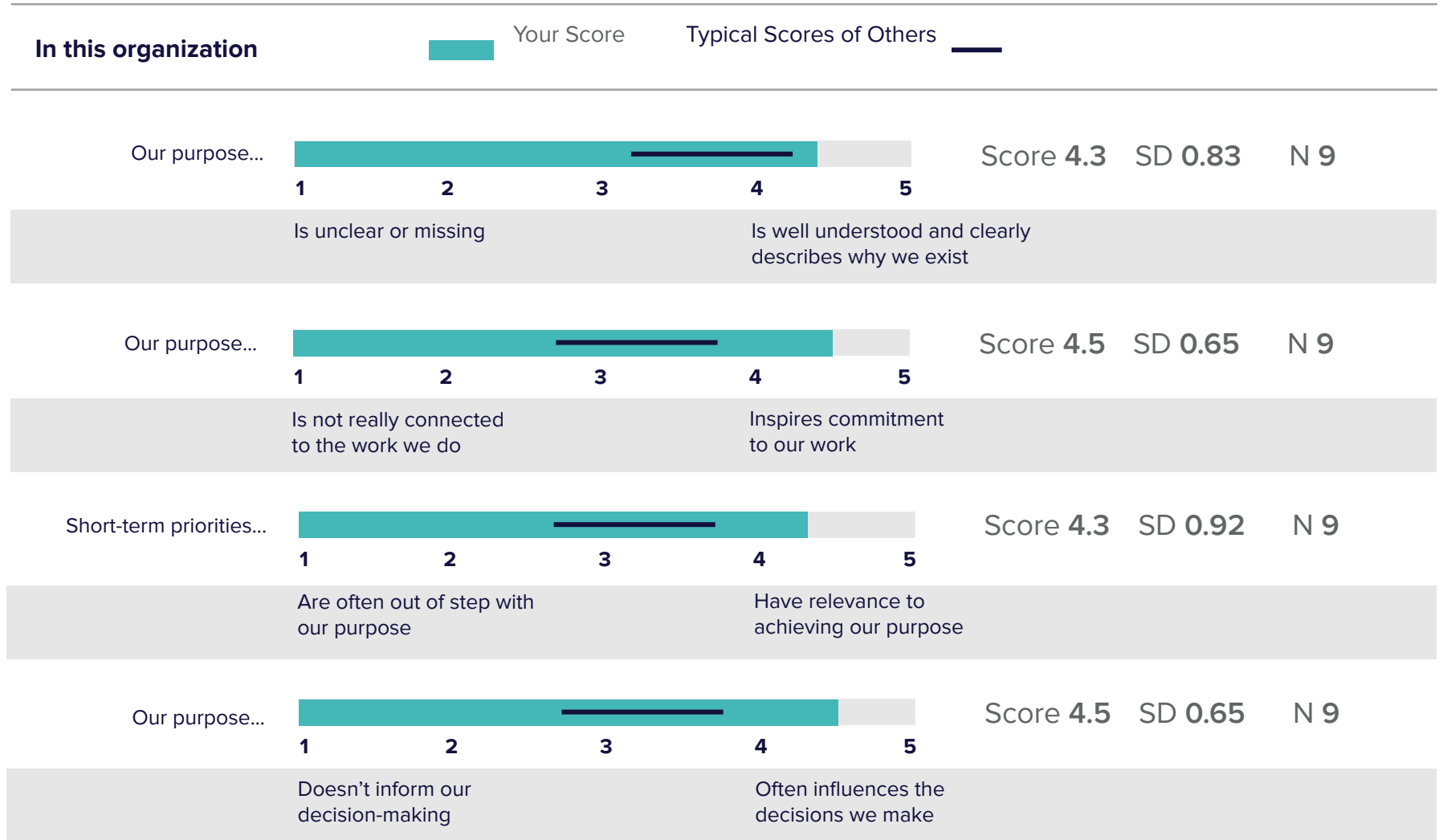


# INSPIRE

## 4

### Purpose

Our purpose is clear and inspires us.



# INSPIRE

## 5

### Strategy

Our strategy gives direction to our work.

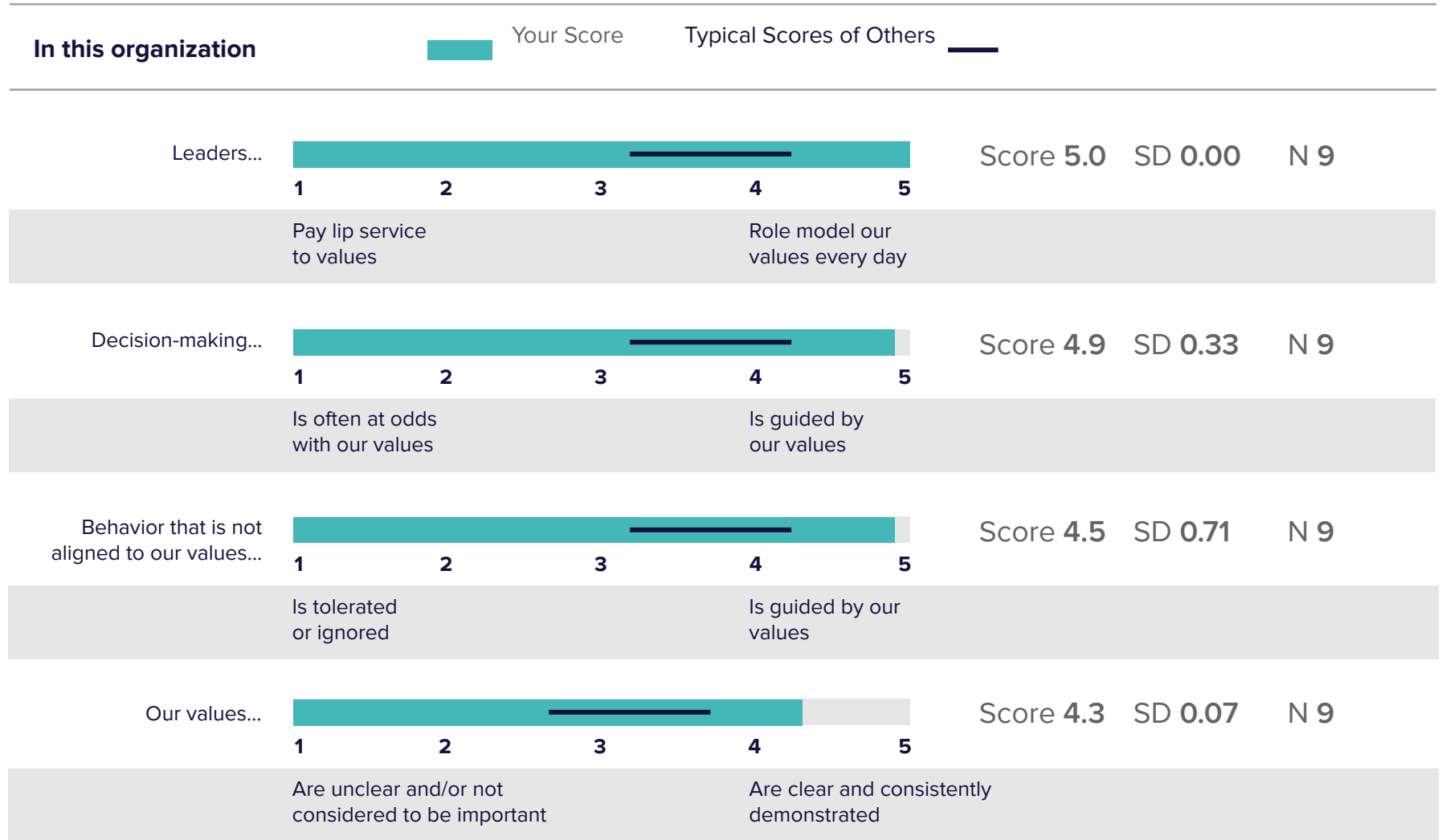


# INSPIRE

## 6

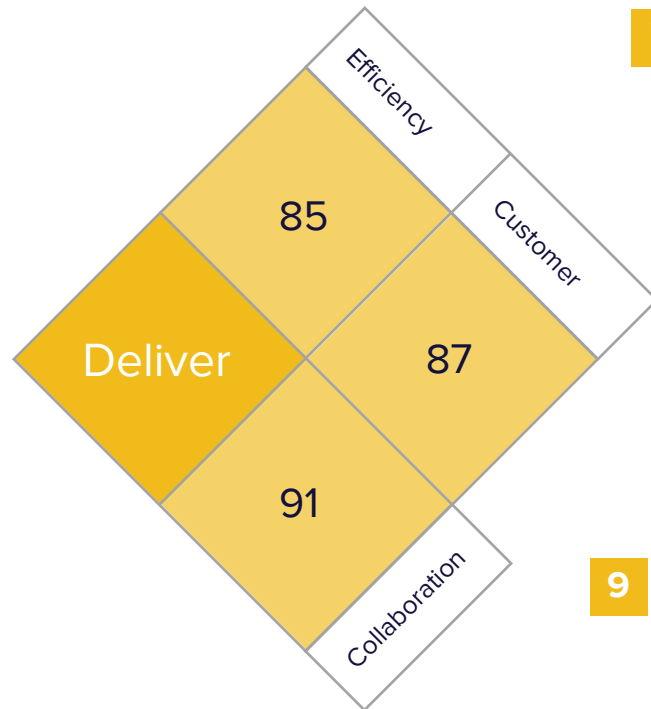
### Values

We have strong values that actually influence our behavior.



# DELIVER

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



**7** **Efficiency**  
Delivering great outcomes is our thing

**8** **Customer**  
We really understand our customers and deliver for them

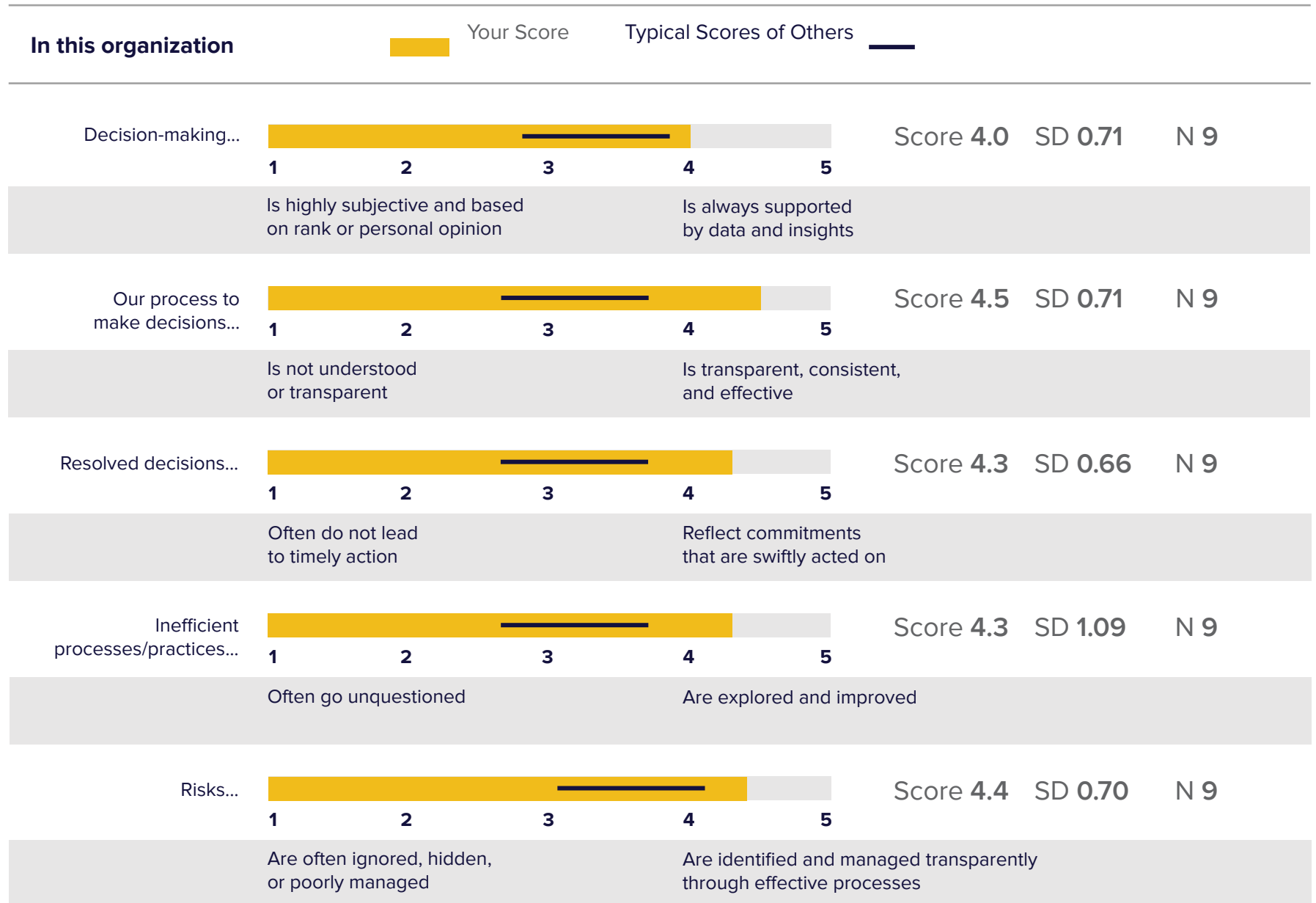
**9** **Collaboration**  
Collaborating in teams and across the business is the norm

# DELIVER

## 7

### Efficiency

Delivering great outcomes is our thing.

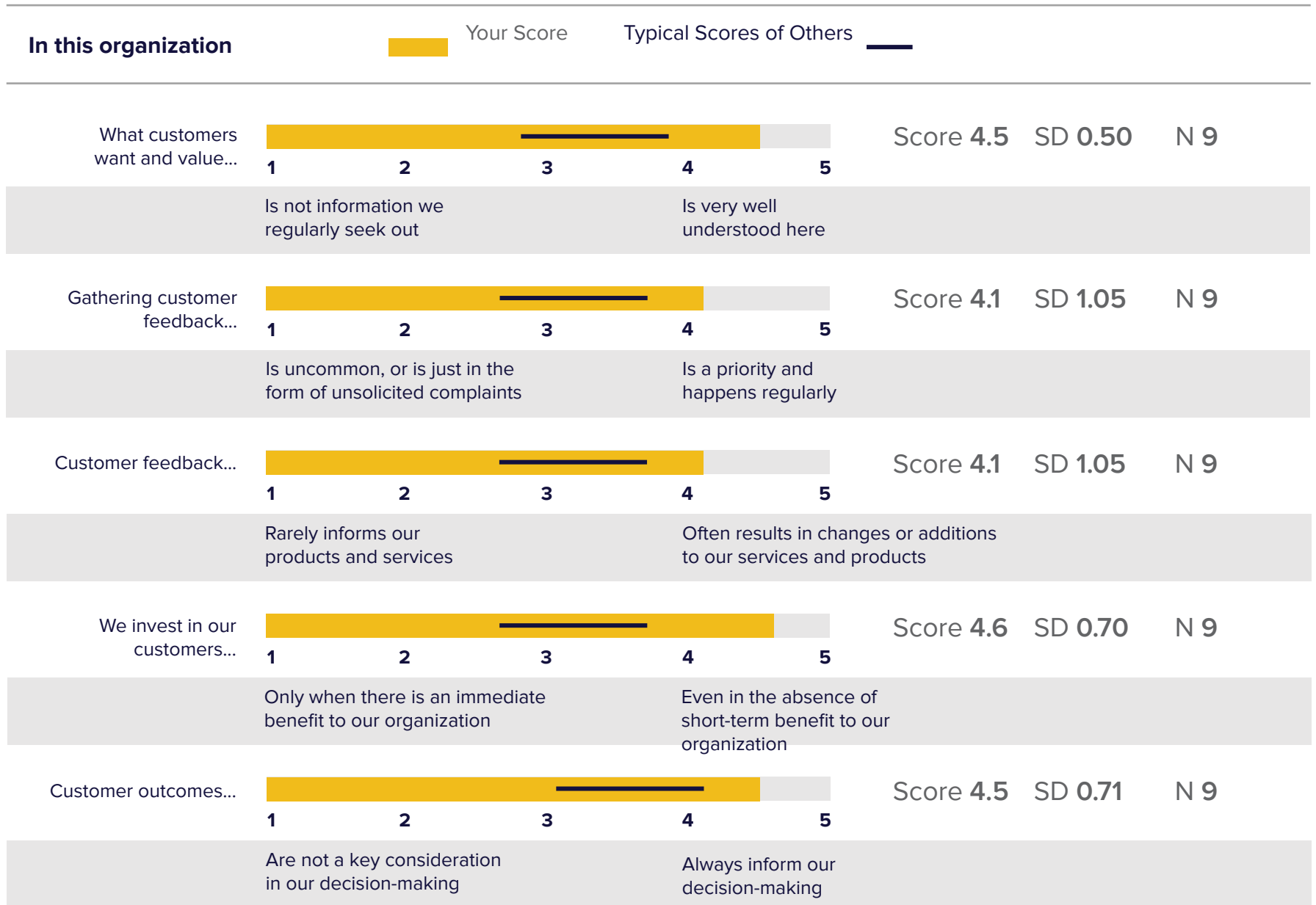


# DELIVER

## 8

### Customer

We really understand our customers and deliver for them.



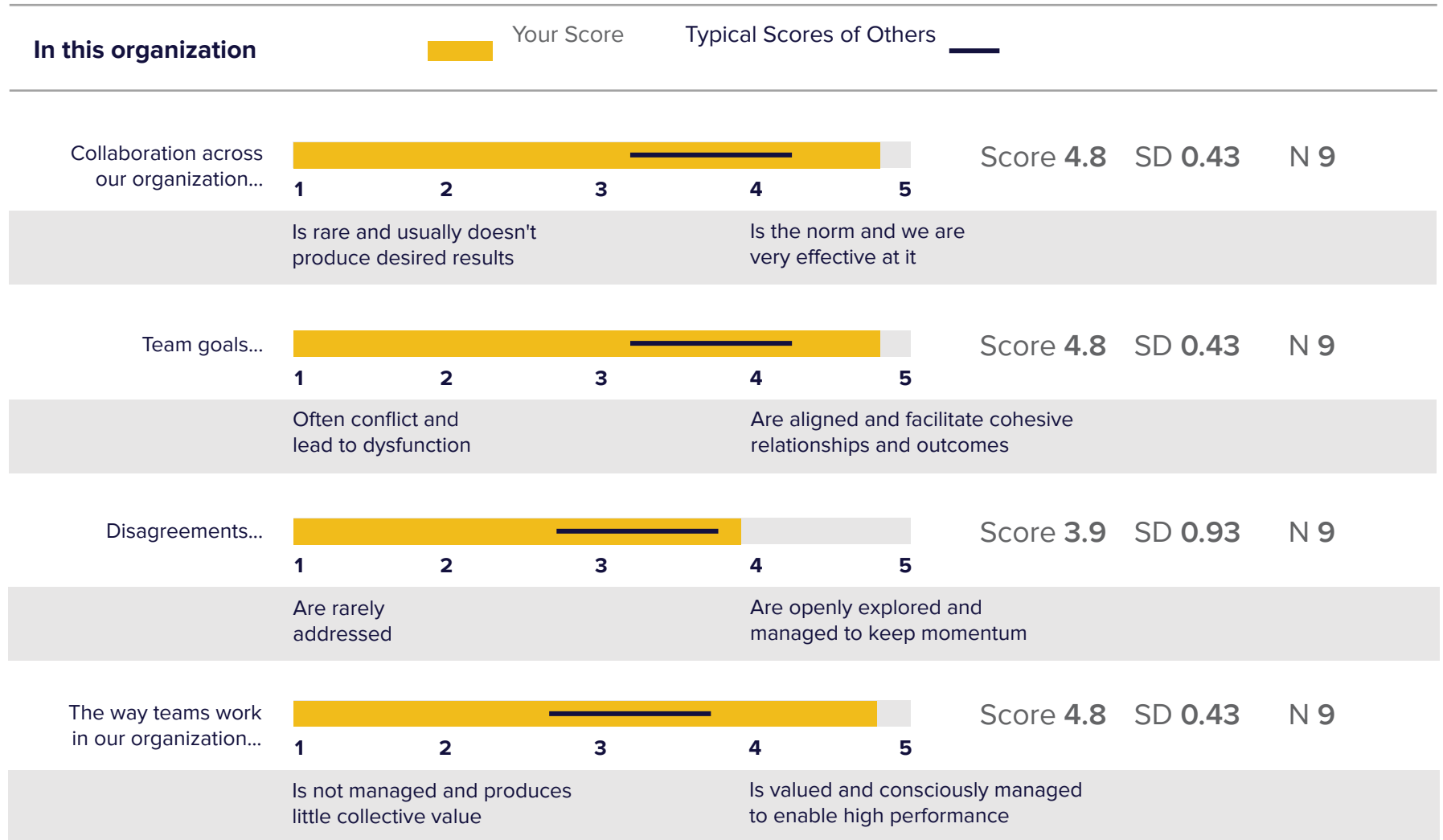


# DELIVER

## 9

### Collaboration

Collaborating in teams and across the business is the norm.



# ENABLE

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

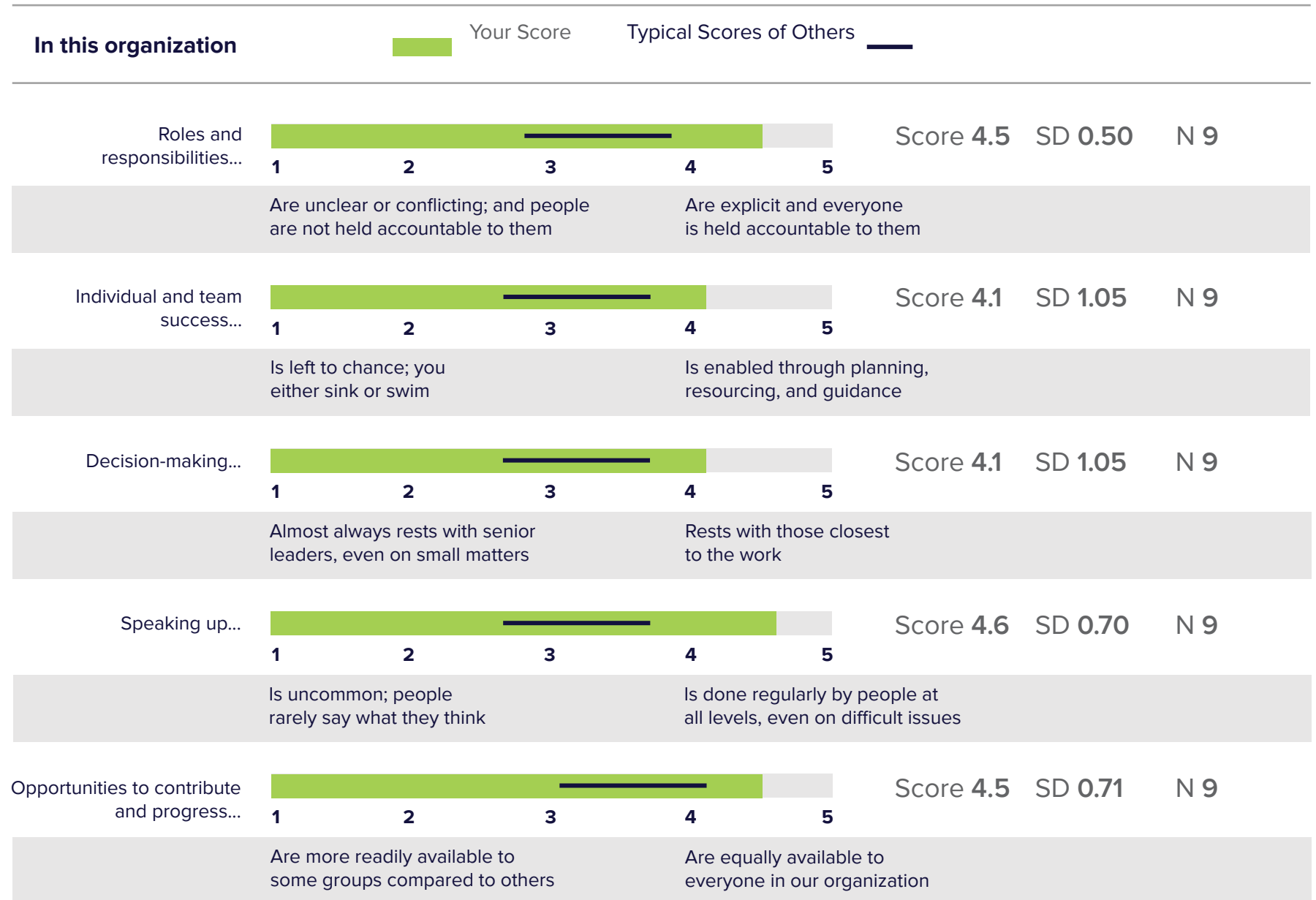


# ENABLE

10

## Empowered Teams

We have an environment where people are supported and expected to be active participants in work and problem solving.

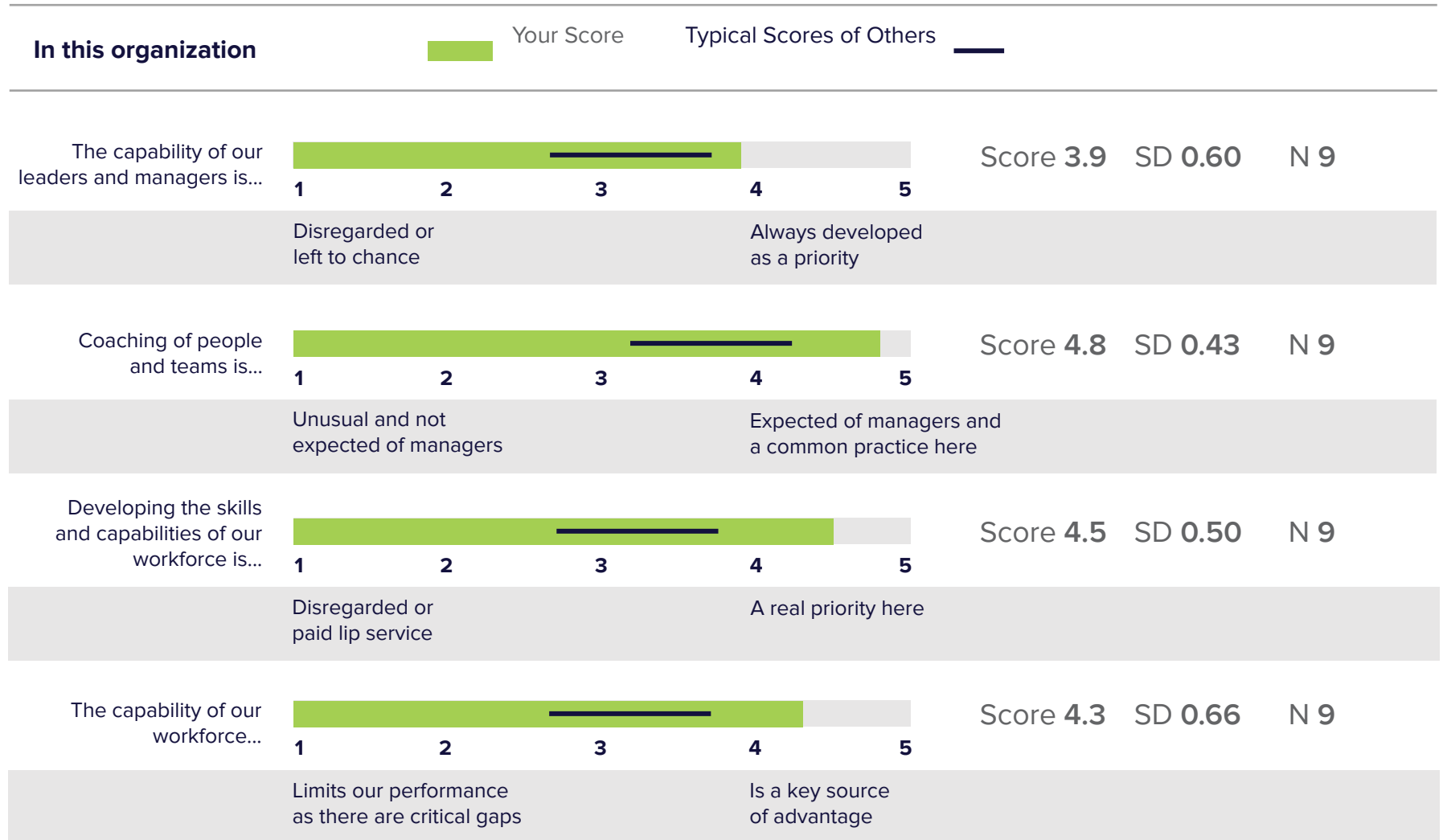


# ENABLE

11

## Capability Development

We have a commitment to developing the capabilities of our people and team.

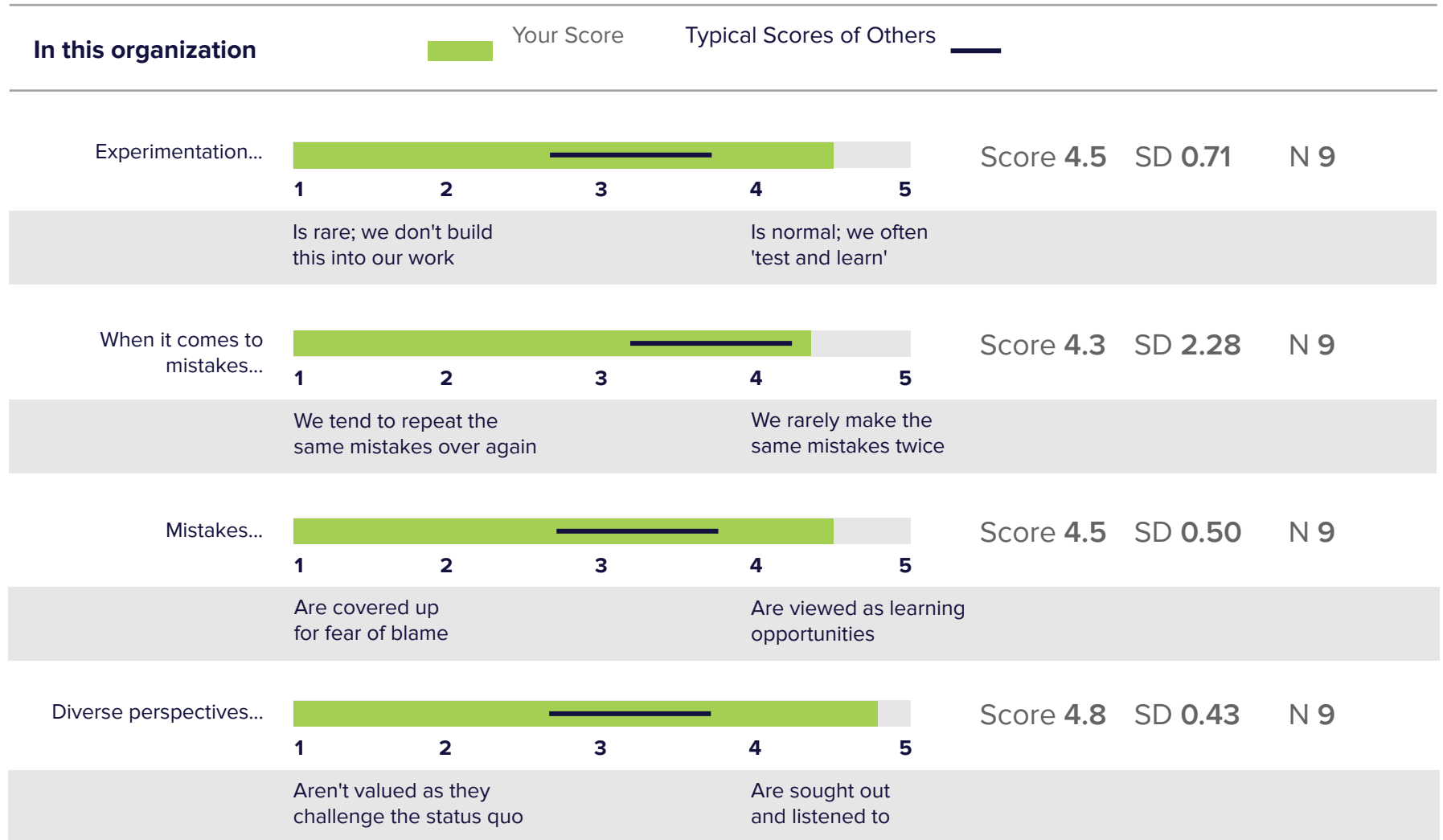


# ENABLE

12

## Learning

We value learning as a critical source of information, opportunity and growth.

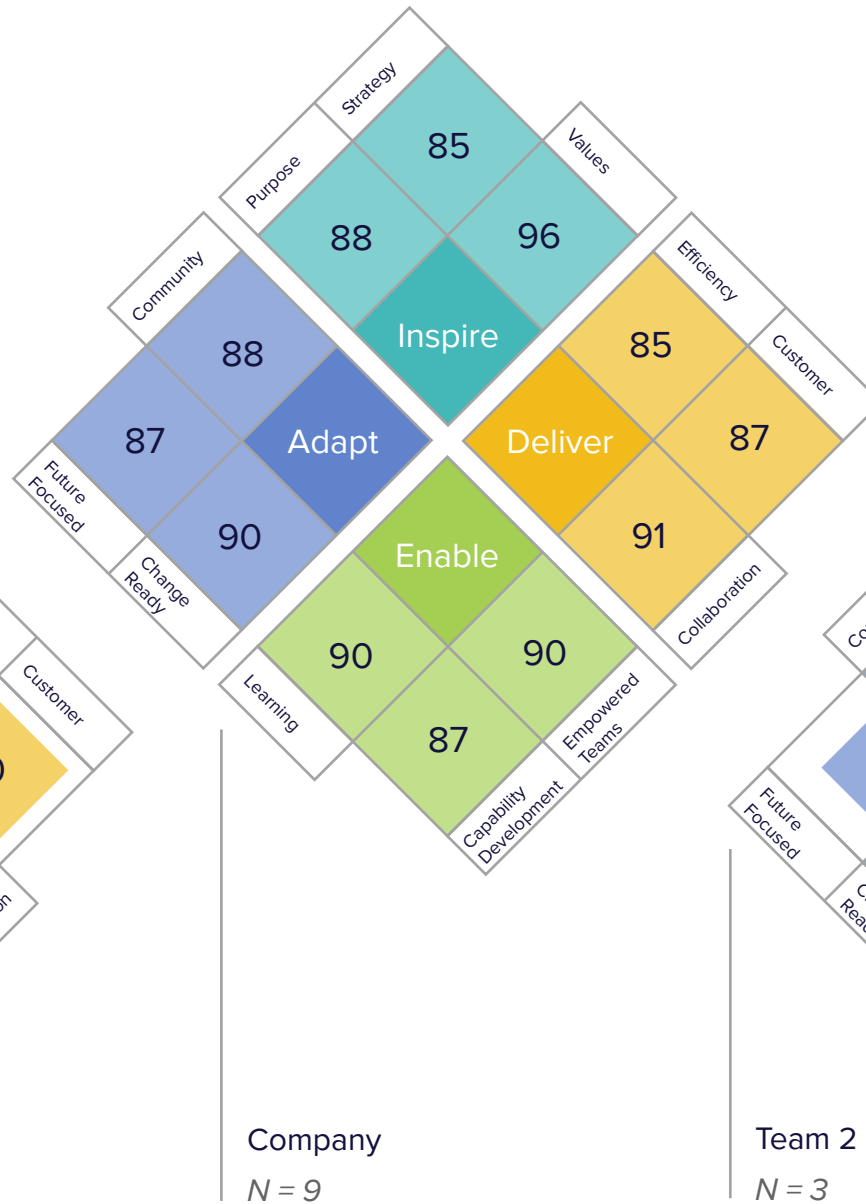
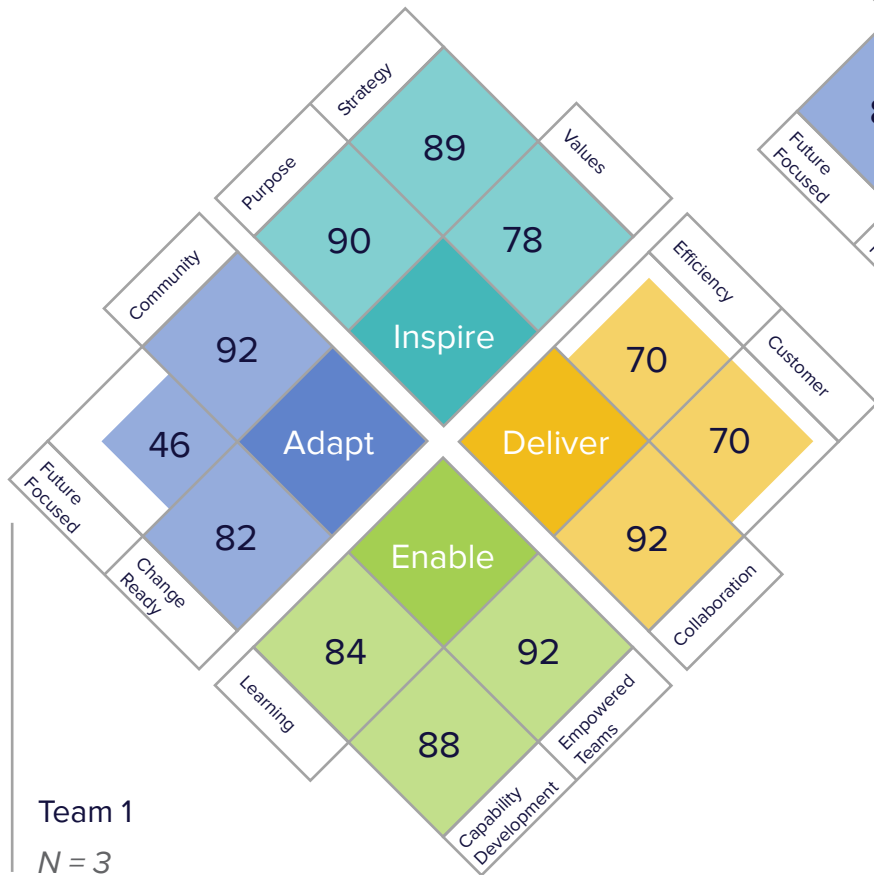


# Culture Mosaic Comparison Reports



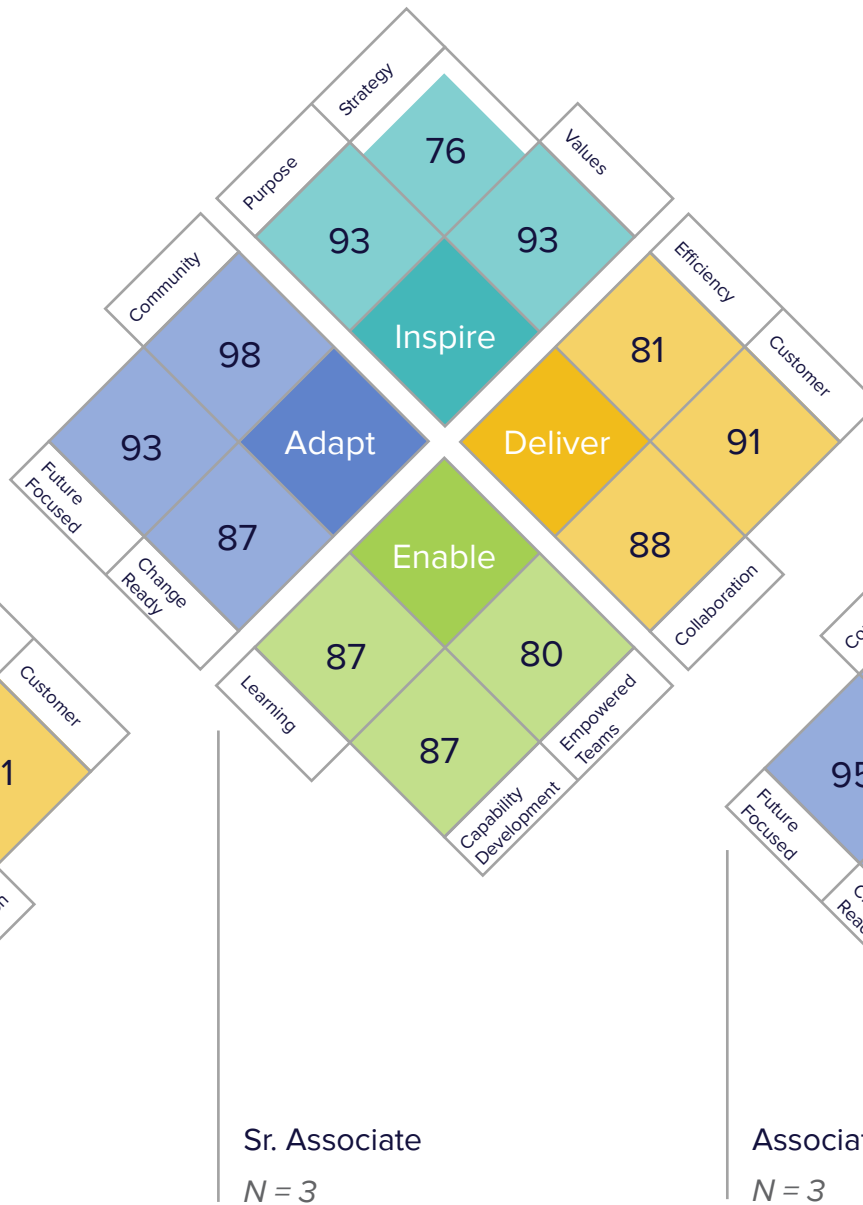
# Comparisons

Team



# Comparisons

Level





# Comparisons

## Gender

### Male

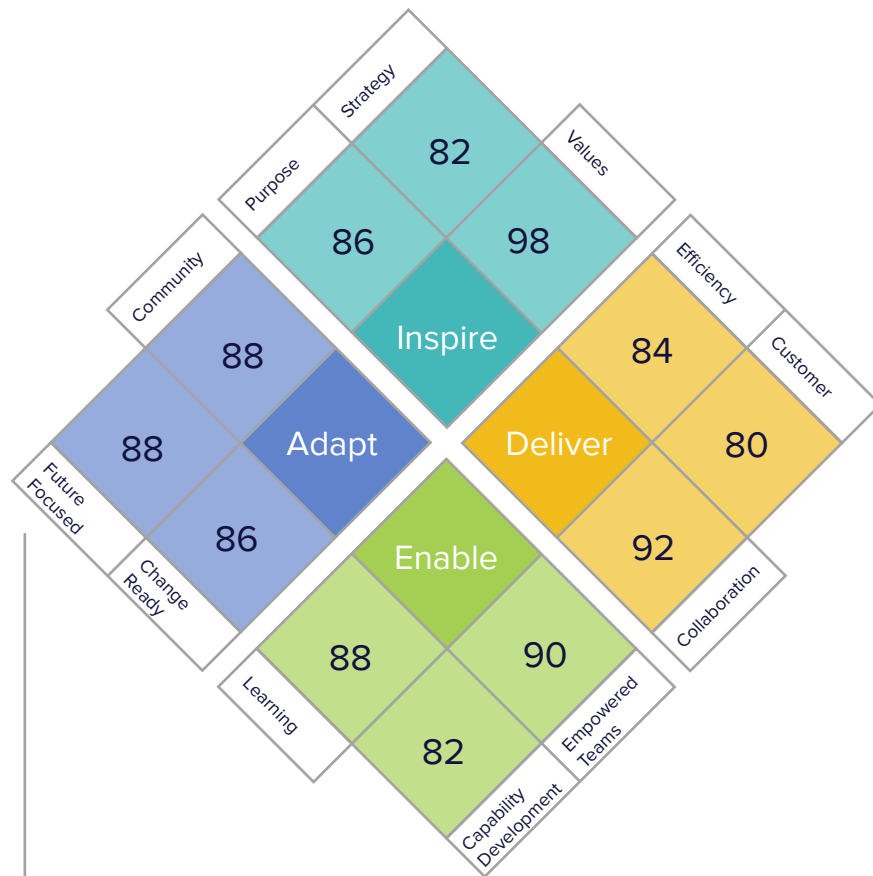
- Insight
- Insight
- Insight

### Female

- Insight
- Insight
- Insight

### Comparison

- Significant alignment between groups

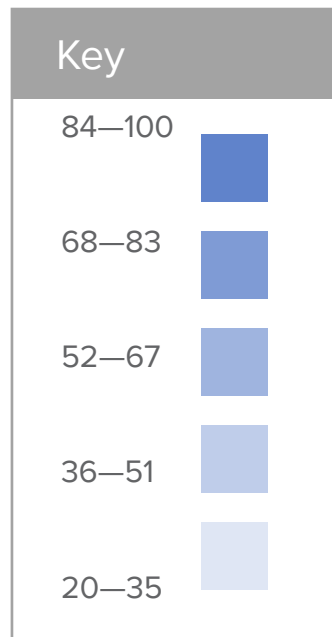


Male  
N = 4



Female  
N=5

# Comparisons



	OVERALL	Team 1	Team 2	Male	Female	Leadership	Sr. Associates	Associates
Change Ready	88	82	90	86	86	89	87	98
Future Focused	87	46	87	88	88	90	93	95
Community Purpose	88	92	88	88	94	95	98	96
Strategy	88	90	88	86	92	82	93	90
Values	85	89	85	82	80	77	76	92
Efficiency	96	78	93	98	92	95	93	100
Customer Collaboration	70	70	86	84	88	84	81	94
Empowered Teams	70	70	96	80	94	81	91	92
Capability Development	92	92	88	92	90	92	88	93
Learning	90	92	82	90	90	84	80	93
	87	88	92	82	82	87	87	88
	90	84	90	88	88	92	87	93

# Free Response Questions

---



What aspects of our culture and ways of working will continue to serve us well in the future?

Sample text here. Free response sample text goes here. Sample text here. Free response sample text goes here. Sample text here. Free response sample text goes here. Sample text here. Free response sample text goes here.

# Free Response Questions

---



When it comes to our culture and ways of working together, what are our biggest areas of opportunity to improve?

Sample text here. Free response sample text goes here. Sample text here. Free response sample text goes here. Sample text here. Free response sample text goes here. Sample text here. Free response sample text goes here.

# Psychological Safety



The highest performing teams have one thing in common—they create a sense of psychological safety amongst the members of their organizations where people feel that they will not be punished for making mistakes. Breakthroughs can only be achieved when team members feel safe enough to speak their minds, take smart risks, and engage in creative thinking.

# Psychological Safety

---

Score 4.2

You have created a level of psychological safety in your organization that will help facilitate positive, sustainable change. Keep...

...nipping negativity in the bud when it arises.

...avoiding the blame game.

...demonstrating your understanding.

...showing that you're engaged.

...welcoming curiosity.

...promoting healthy conflict.

...practicing self-awareness.

...including your team in decisions.

...being open to feedback.

...being the champion your people need.

# Diversity, Equity, Inclusion, & Accessibility Index

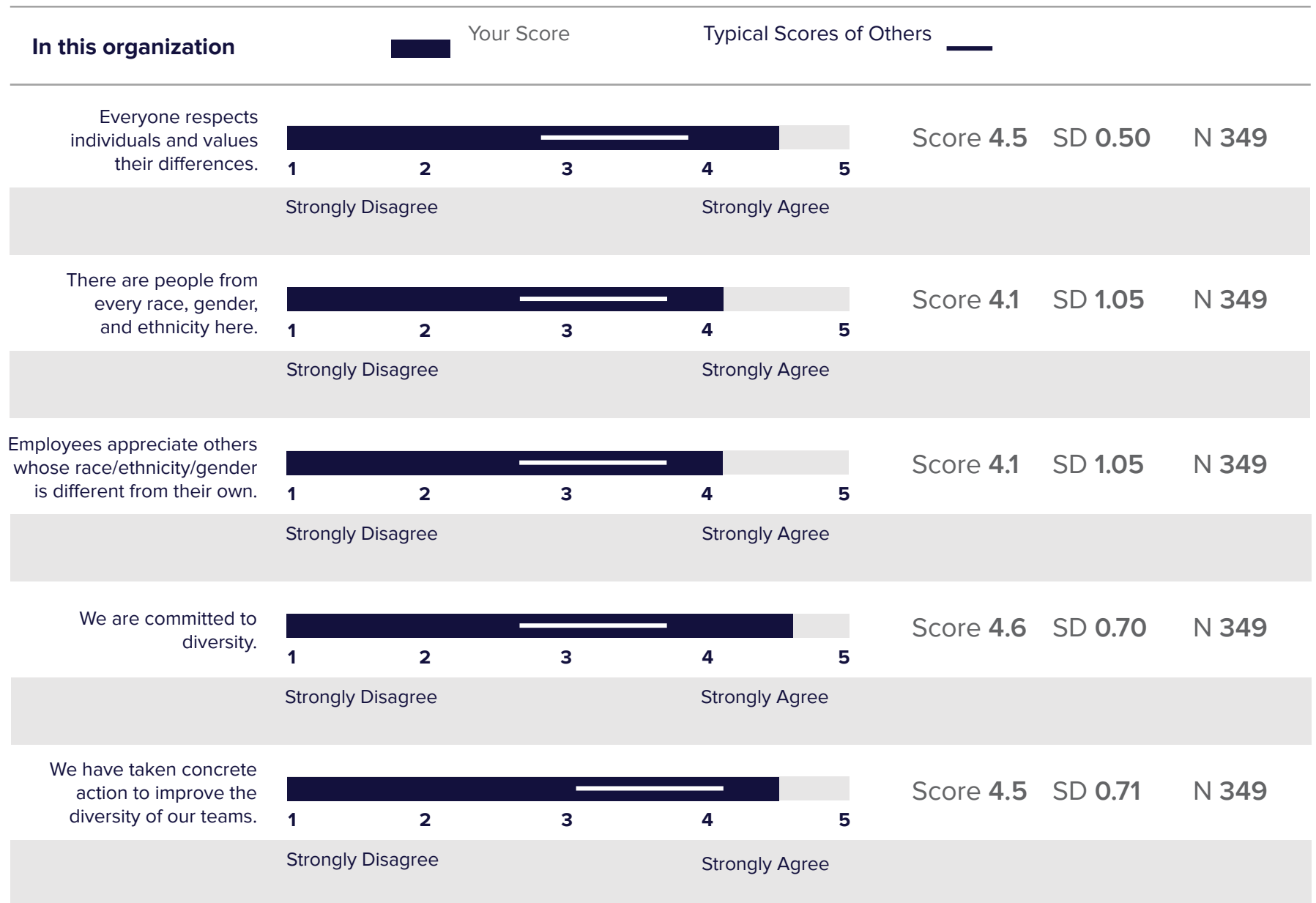


# DEIA



## Diversity

The practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.





# DEIA



## Equity

The quality of being fair and impartial.

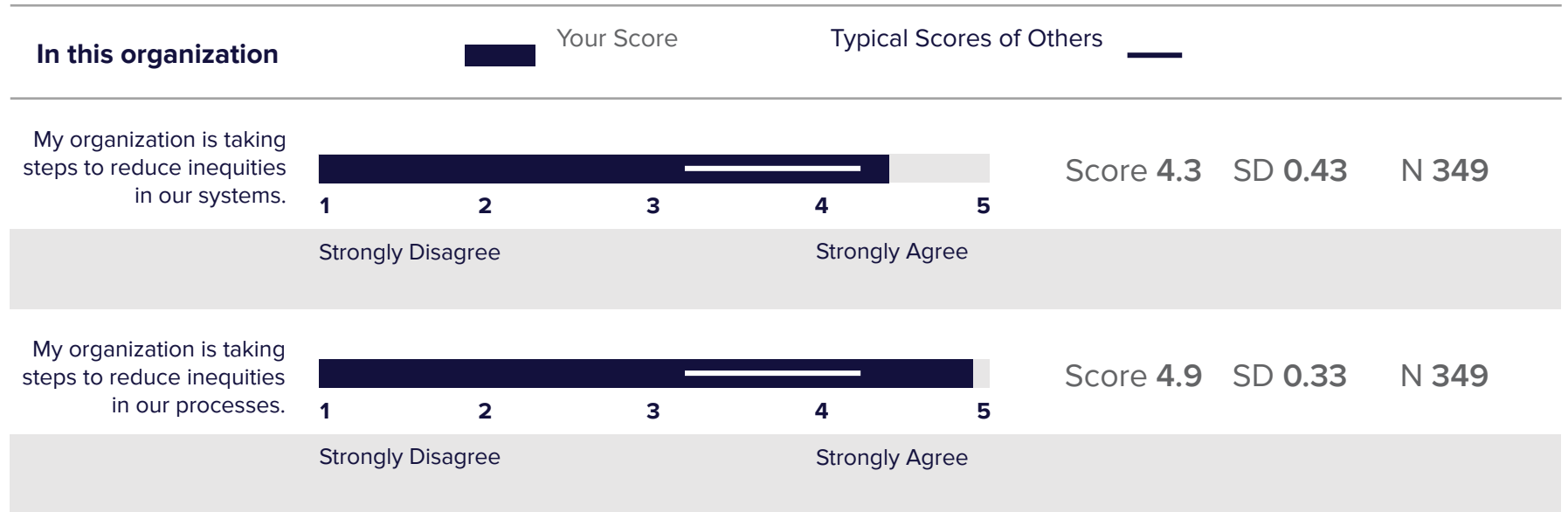


# ADEI



## Equity (Continued)

The quality of being fair and impartial.



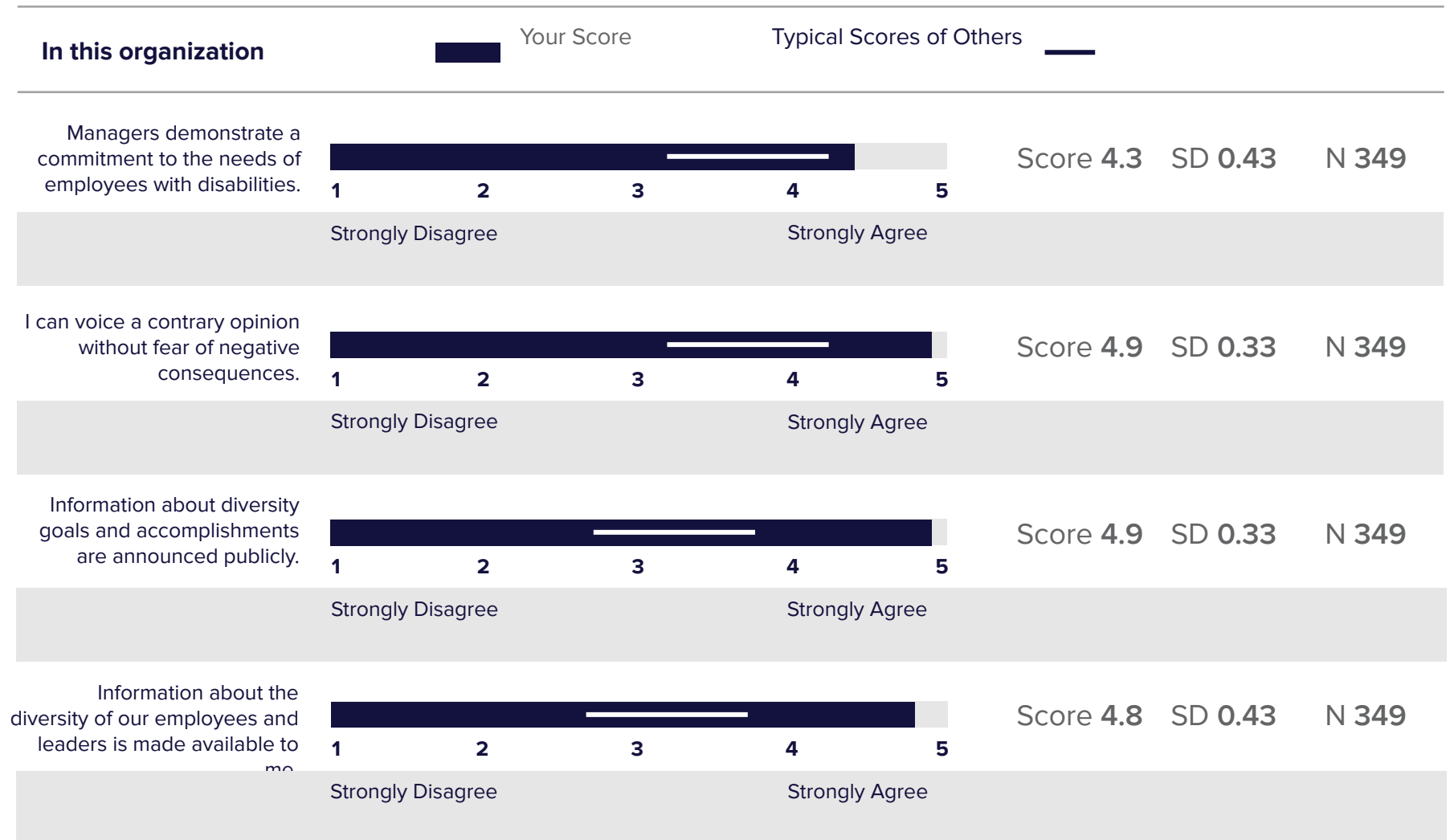
(Continued)

# DEIA



## Inclusion

The act of embracing all people irrespective of race, gender, sexual orientation, disability, medical, or other need.

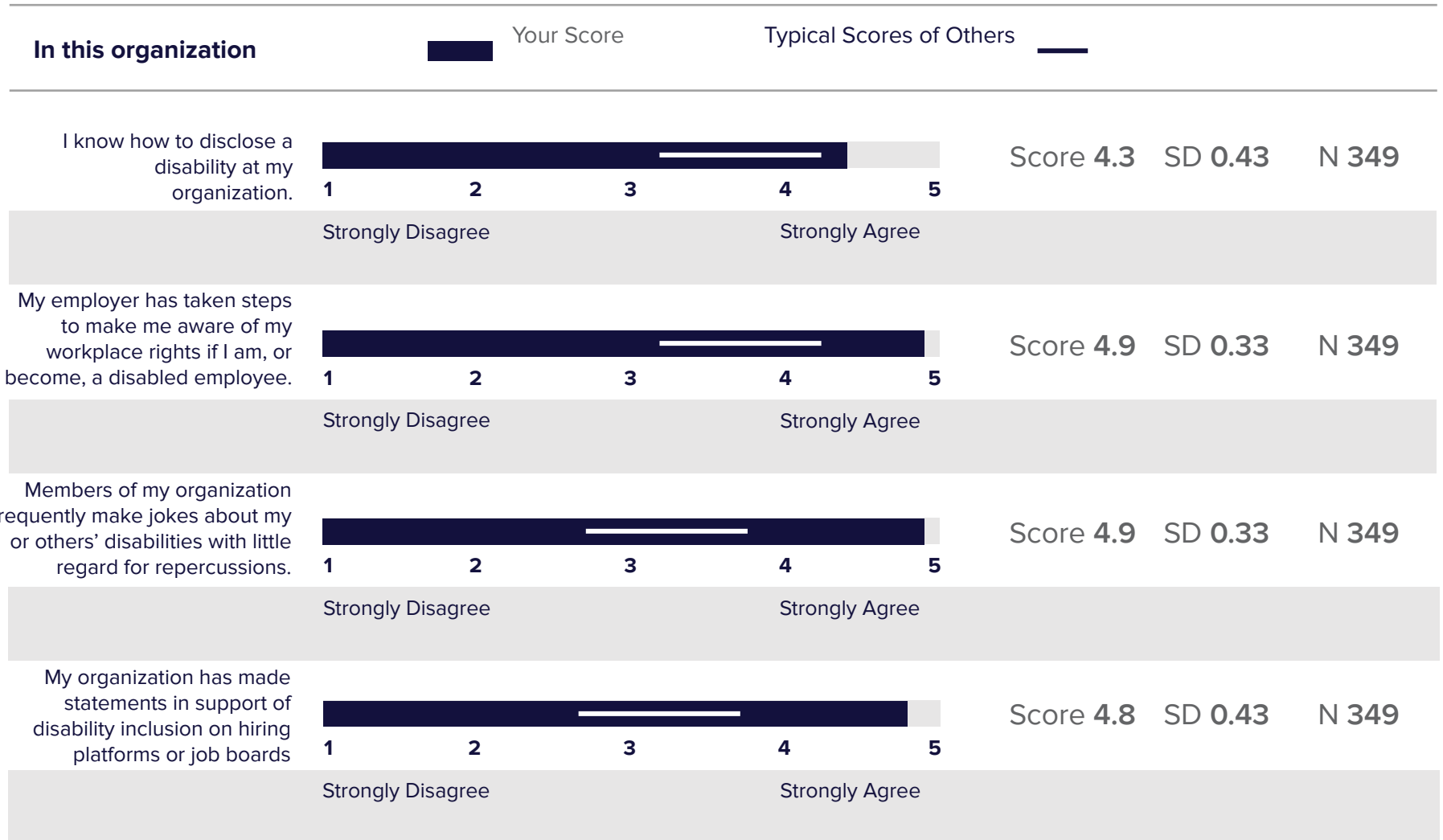


# DEIA

## A

### Accessibility

Those with a disability must be able to access information and services as fully, equally, and independently as people without disabilities.



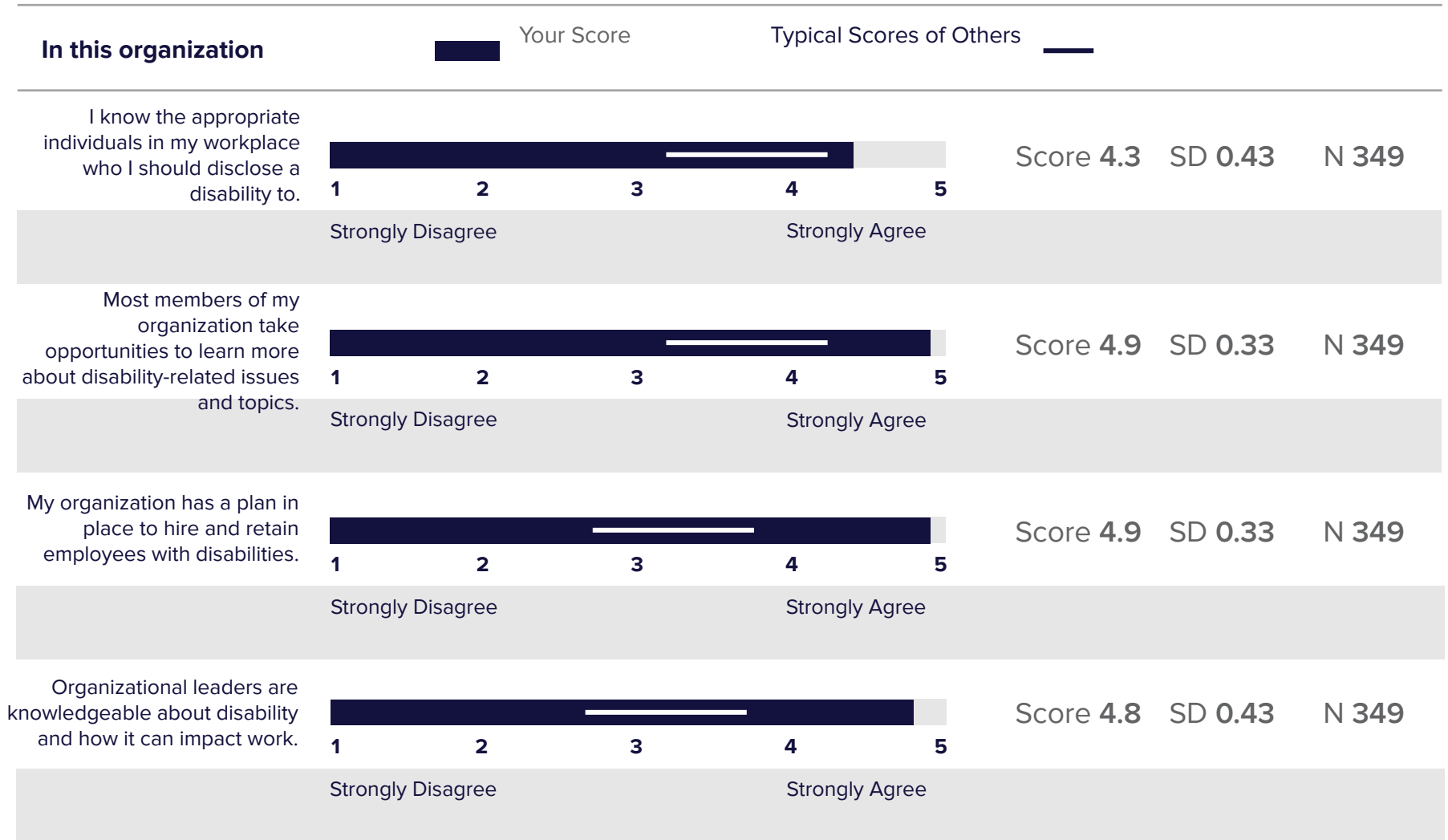
# DEIA

## A

### Accessibility

(Continued)

Those with a disability must be able to access information and services as fully, equally, and independently as people without disabilities.



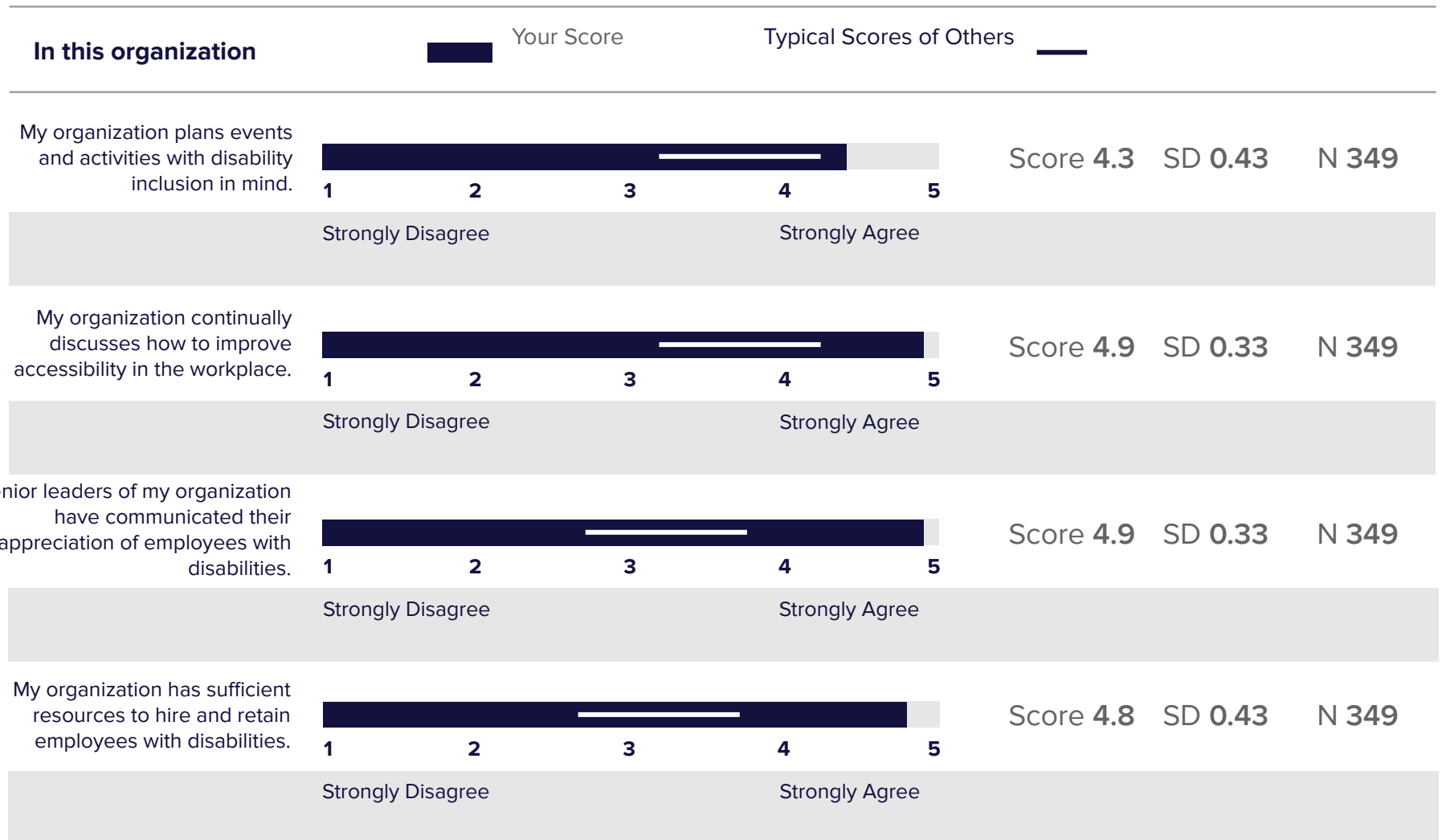
# DEIA



## Accessibility

(Continued)

Those with a disability must be able to access information and services as fully, equally, and independently as people without disabilities.



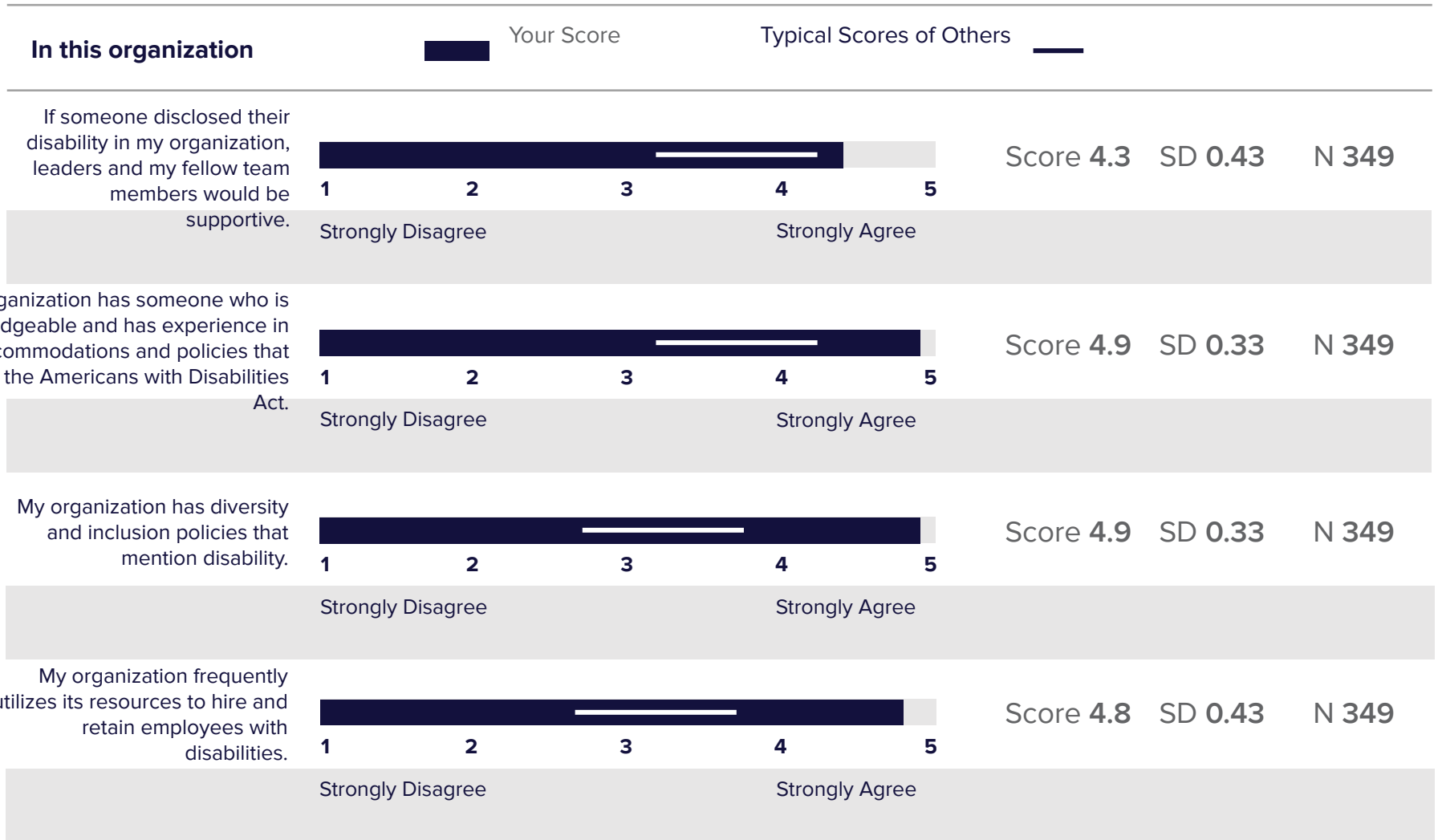
# DEIA

## A

### Accessibility

(Continued)

Those with a disability must be able to access information and services as fully, equally, and independently as people without disabilities.



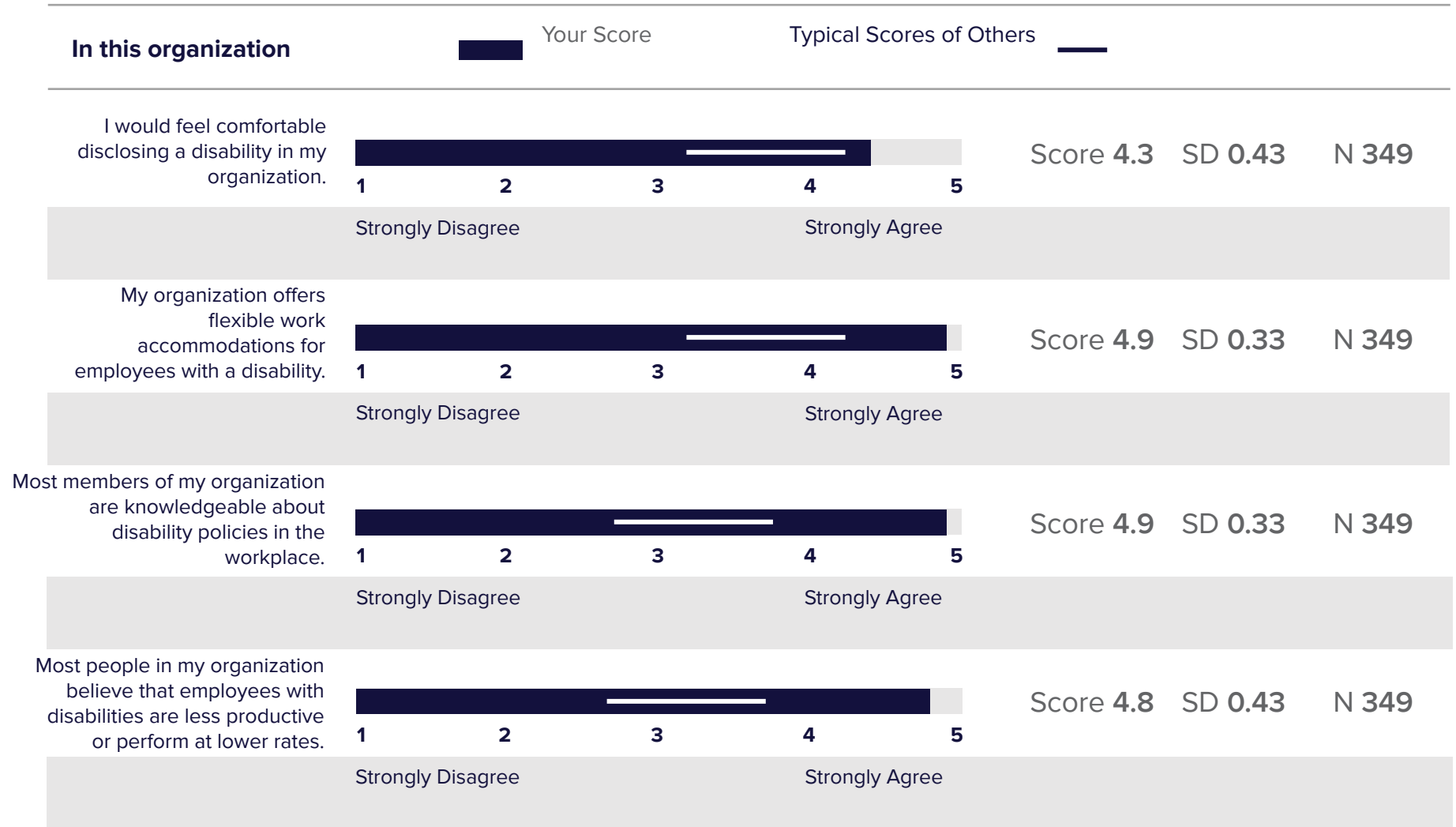
# DEIA

## A

### Accessibility

(Continued)

Those with a disability must be able to access information and services as fully, equally, and independently as people without disabilities.





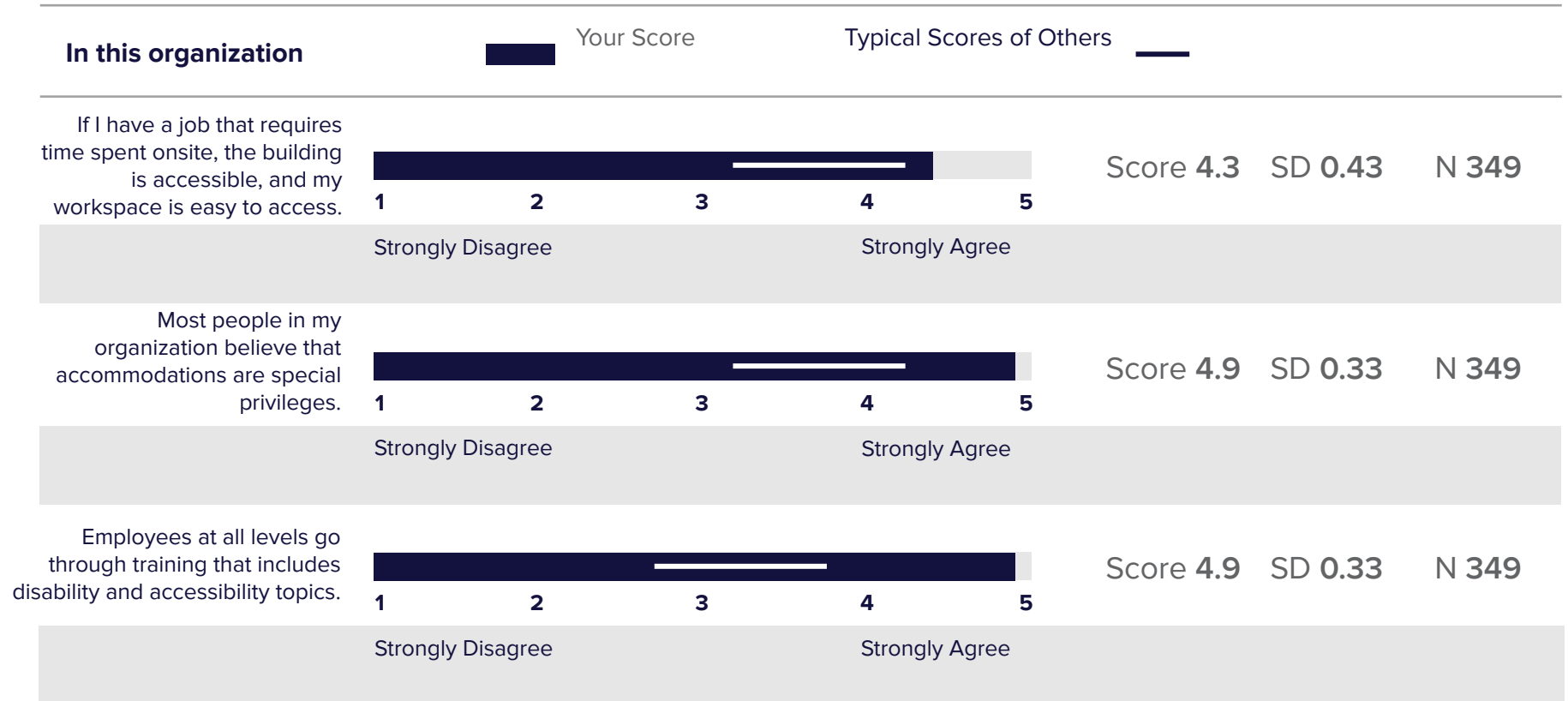
# DEIA



## Accessibility

(Continued)

Those with a disability must be able to access information and services as fully, equally, and independently as people without disabilities.





*Developed and implemented by* **gothamCulture**<sup>®</sup>  
HELPING NAVIGATE CHANGE<sup>®</sup>

[www.gothamCulture.com](http://www.gothamCulture.com)