

l t i e o u O s à c T

h p o u A o T W E

- 53-item survey (4 items presented to leaders only)
- Customizable for your needs
- Four optional subscales: Employee Engagement, Diversity, Equity & Inclusion, Resilience, and Accessibility
- Deployable via desktop and mobile device
- Available in 29 languages
- Data available within 48 hours of survey close
- Completely anonymous and secure

P p i r u a p o u O s à c T u n e W e n i F t u a i n o k s e? R

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.

P p i r u a p o u l t i e o u O s à c T R

The multitude of dynamic tensions that exist within an organization can be extremely difficult to manage. Those organizations best able to manage these dynamics — and many times, competing tensions — are those 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 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.

G u r g c t p r u e u A R

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.

P p i r u s l t t u b i e F

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.

S f r s F t u A F a T t o a

For clients who want to dive deeper into some of the most important topics in organizational life today, four optional subscales can be added to your Culture Mosaic Survey:

- **y n f t s e o y F U t o n o F r u A s** assesses the level of commitment and involvement employees have, offering insight into motivation and productivity.
- **v, c o e a r e y l c u - u F T a s F u D i x** examines how well the organization promotes diversity, equity, and inclusion, ensuring a fair workplace where everyone can contribute.

- **goatco F'buDM** measures the organization's and employees' capacity to adapt, recover, and thrive — including the physical, mental, and emotional well-being that underpins resilience during challenges or change.
- **I Tbaa ftr uDix** examines how well the organization removes barriers so everyone — regardless of ability — can fully participate at work.

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Aligned purpose, strategy, and values provide clarity on organizational direction and how to get there. Tiles: Strategy | Purpose | Values

I vI rh

Capable of adapting and responding to the needs of the market, customer, and community. Tiles: Future Focused | Change Ready | Community

vy b Gyg

Execution enabled by effective collaboration and a focus on efficiency, improvement, and the customer. Tiles: Collaboration | Efficiency | Customer

y I by

People and teams are empowered and capable to work at high standards. Tiles: Capability Development | Learning | Empowered Teams

“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.”

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