Team Mosaic Pricing Overview

Standard Features:

Team Mosaic Survey

The standard Team Mosaic includes 52 items that measure specific aspects of organizational functioning empirically shown to link to performance in a variety of business outcomes. The standard Team Mosaic report also includes the Psychological Safety Index designed to assess the current level of psychological safety that exists within your team.

Two open-ended items and comment export

Team Mosaic includes two, standard open-ended items. These items are reported verbatim in the standard Team Mosaic. Advanced text analytics are available, if desired, for an additional fee.

Digital survey administration

Individualized link: Individual survey links can be deployed with unique employee identifiers that link to your HRIS. This provides anonymity of respondents while also providing you with the ability to cut the data by any demographic categories you currently track across your team. This method also reduces the need for employees to enter their own demographic information into the Team Mosaic.

Shared link: An identical survey link is provided to all respondents. Response rates can be tracked to determine progress by survey administrators.

Kiosk link: Surveys can be deployed via "kiosk" stations which are made available to respondent groups.

Standard Team Mosaic Reports in .pdf

Standard Team Mosaic Reports are provided to clients in .pdf format. Click here to see a sample report.

Add-on Features:

Link to client HRIS
Clients will be provided a data feed template to structure data in such a way as it can be uploaded into the Team Mosaic. Validating and cleaning the data in the data feed can be provided at a rate of $250 per hour.

Customized invitations, reminders, and respondent communications
Customized communications can be created upon client request to help support successful Team Mosaic deployment. The cost for these services is billed at a rate of $250 per hour.

Custom items (Likert Scale)
Customized Likert Scale items can be added to the standard Team Mosaic.

Custom items (Open-ended)
Customized open-ended items can be added to the standard Team Mosaic.

Text analytics
Our text analytics tool provides theming for the two standard open-ended questions in the standard Team Mosaic and can be deployed to analyze additional open-ended questions added to the Team Mosaic by the client. Text analytics is designed to be used with English items only. Translations can be done when requested for an additional fee.

Survey translation services
Currently, the Team Mosaic is available in English only. Additional languages can be provided upon request, but additional time and fees will be required to allow time for proper translation of the survey and open-ended responses.

Access to add-on modules
Add-on modules are short, sub-scales that are designed to be optionally appended to the standard Team Mosaic to allow clients to dive deeper into specific topics of interest.

Rapid deployment option
Rapid deployment of the Team Mosaic (less than 48 hours from survey launch) is available for an additional rush fee of 30% of the total survey cost.

Paper survey administration
In rare cases, the deployment of a paper survey may be most appropriate for your needs. In such cases, clients are expected to manage the survey distribution and collection process.

Team Mosaic FAQs

How many questions are on the Team Mosaic?
Team Mosaic consists of 52, Likert scale items covering 12 aspects of team functioning that have been empirically linked to organizational performance. The Team Mosaic also includes two standard free-response items which can be customized to meet your specific needs and interests.

What is the pricing for the Team Mosaic?
The Team Mosaic is priced on a scaled model:

Total Number of Invited Respondents	Price
1-10	$2,500
11-25	$4,000
26-50	$6,850
51-+	$11,000

How long does it take to set up a Team Mosaic?
Setup time varies based upon the scale and complexity of the study. Small, standard deployments of the Team Mosaic can be ready for deployment within as little as 48-72 hours while larger, more complex, and customized deployments can take much longer to plan.

How long does the survey take to complete?
Team Mosaic typically takes between 10 and 15 minutes to complete.

Can we deploy the survey online?
Team Mosaic can be deployed online or via paper in order to meet the diverse needs of our clients.

What languages are available?
Currently, Team Mosaic is only available in English. We will be developing translations of our surveys in the coming years.

Can we add items to the Team Mosaic?
In order to maintain the validity and reliability of our core Team Mosaic, the default items can only be modified slightly without altering the intent of the items. Our team will work with you to determine what, if any, changes can be made while ensuring the integrity of the assessment. The free-response questions can be modified, and additional items can be added to the default survey if desired.

How do you ensure respondent anonymity?
Creating a safe space for respondents to be open and honest is critical to our mutual success. Anonymity is ensured in a variety of ways. Deploying the Team Mosaic in Shared Link or Kiosk Link formats ensures that all respondents use the same link to

respond to the Team Mosaic. They each then complete the desired demographic questions. Team Mosaic reports will only ever break out data for subgroups containing at least three or more respondents.

For Team Mosaics deployed using individual links to a client HRIS, each respondent is assigned a unique identifier. With this, we at no time have names of employees to link to their Team Mosaic responses but we will be able to generate reports of demographic cuts as requested. Again, to maintain anonymity, no sub-reports will be generated for three or fewer respondents.

Our staff may be a bit wary about the anonymity of their responses. Is there anything you can do to help ease peoples' concerns?
We provide tips and best practices to our clients as they prepare to deploy their their Mosaic. We also provide standard invitations and reminders which are specifically crafted to help create trust in the process. Additional change management and communication support is available upon request to help set the stage for a successful deployment at a rate of $250 per hour.

How long does the Team Mosaic typically stay open for feedback?
Depending on the size of the team and initial response rates, Team Mosaic surveys typically stay open for about two weeks. This can be extended at any time if you have not achieved your response rate goals to ensure that you collect an acceptable sample.

How long does it take to get our results?
We believe that speed to value provides our clients with the ability to drive change more quickly and easily which is why we work to get your data back within 48 hours of closing the Team Mosaic for most projects. For larger, more complex projects, this timeline may take longer.

How do we receive our survey data?
You will receive your Team Mosaic data electronically in one or more .pdf files. These files will be stored in our secure, cloud-based system and will be accessible to you in the future upon request.

How long does the entire process take from the time we start to the time we get our data?
Typically, the process takes anywhere from 2-3 weeks from the launch of the survey.

How do you secure our Data?
gothamCulture uses a third-party vendor, Explorance, to house and maintain our Team Mosaic database. This provides one extra level of separation to ensure that anonymity is guaranteed. Explorance's hosted data center, based in Canada, is SOC 2 Type 2 certified, and their products leverage Microsoft's Azure regional data centers. Data transfers use secure FTP and HTTPS. As well, Explorance has several internal data security policies and programs, including an Information Security and Data Protection Policy, a Breach Notification Policy, and a company-wide security awareness training program. These policies are reviewed regularly by Explorance's data protection

governance team. For more information on Explorance's information security and privacy policies, [click here](#).

Do you utilize our data in any way?
In order to continue to develop and validate our assessments, your de-identified data will be added to our growing benchmark in order to enhance the value that all users obtain from the Team Mosaic.

Can we get assistance understanding our data?
Yes. The Team Mosaic process includes one team debrief but additional debrief or consulting support is available should you desire it.

How long do you keep our data?
To make the Team Mosaic as valuable an assessment as possible, we de-identify all data and add it to our database. This data is kept in perpetuity so that we can norm future data against our constantly growing database. Your data will be assigned a unique identifier that will ensure that it is never possible for someone to access your data in relation to the name of your organization.

What is needed from us to support this process?
We will need some level of partnership during the planning process to ensure that we are developing a survey methodology that will successfully help you meet your goals. You will also need to be prepared to support the following activities unless you have us do them for you:
- Communications customization
- Setting expectations about the process with your team
- Change management

Do you provide support in making sense of the data once we receive our reports?
We have staff advisors available to provide data debriefs and action planning processes to your team(s) upon request. We highly encourage this if this is your first time going through a process like this and/or if you do not have internal facilitation staff with the subject matter expertise in this content available.

A two-hour debrief with your team is baked into the standard pricing of the Team Mosaic. Additional debriefs and process facilitation will be scoped during the planning process should you desire it.

Sense-making support can be provided in a variety of formats to help you bring speed to value. In-person, via video conference, or via virtual reality (VR), the gC team can help you to understand your data and make decisions that help drive your team forward.

Is support available throughout the process?
Absolutely. Our staff will guide you through the process and support your success along the way. You will be assigned an Engagement Manager who will be your primary point of contact throughout the process.

What do we do with our Team Mosaic data once we get it?
Clients utilize their Team Mosaic data for a wide variety of uses so there is no one answer to this. Some clients use the data to support strategic conversations in support of senior leadership planning processes, new team alignment processes, turnarounds, or simply as an ongoing "temperature check". Others dive even deeper, using the data to drive action planning at various levels within the team to intentionally shape the culture and climate of the organization. The choice is yours based on your established goals.

Are we able to measure our progress over time?
Yes. Some clients choose to deploy the entire Team Mosaic at various points in time to understand how their change efforts are progressing. Others choose to deploy abbreviated sections of the Team Mosaic to hone in only on the areas of the framework that they have been focused on.

Is pulse surveying available?
Yes, we can support the continuous pulse surveying of your team either utilizing your own internal pulse survey technology or ours. The development of the data collection and reporting strategy is something we can assist with as well to ensure that you are getting the data you need when you need it to drive decisions.

Can we customize some of the items on the survey?
Customized items (Likert, free response, etc.) can be added to the standard Team Mosaic for an additional fee.

What does the Antiracism, Diversity, Equity, and Inclusion (ADEI) subscale assess?
The ADEI subscale is an optional add-on scale that assesses four key aspects of social justice. This 19-item assessment takes approximately five minutes to complete.