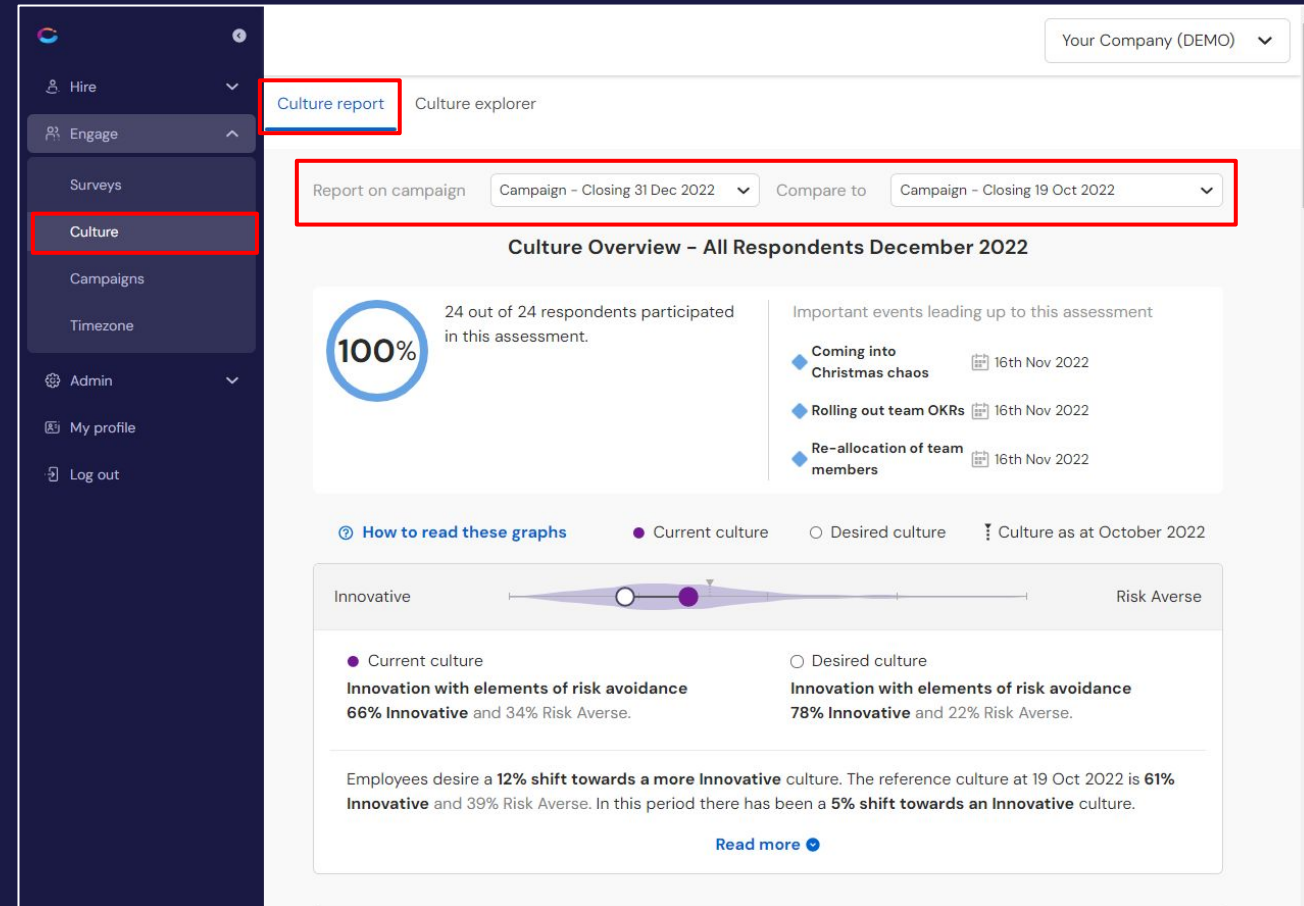


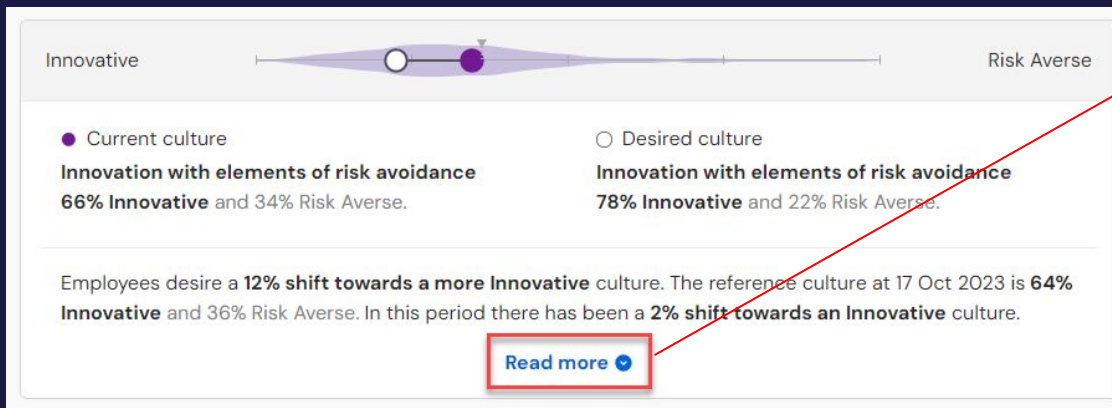
Review the collective responses in the Culture Report

- Go to the **Engage**→**Culture** page
- Your culture report will be available after the campaign closes
- This report gives you an overview of the results for all respondents



Review the collective responses in the Culture Report

- Drill down into each culture dimension to see differences between current and desired culture
- If you have run a culture campaign before you can also see change over time
- Click on “**Read more**” for a detailed summary



Summary (current and desired culture)

Employees generally challenge the status quo, innovate, and think outside-the-box. Few work situations exist where they are required to use tried-and-tested ways of work.

Benefits of an incrementally innovative work environment

- + Sustained business positioning through ongoing improvement efforts.
- + Enhanced organisational effectiveness through the identification of new work methods and opportunities.
- + Fostered inclusivity by welcoming diverse ideas.

Pitfalls of an incrementally innovative work environment

- Insufficient adaptation to environmental factors and missed opportunities due to a slow pace of change.
- Risk aversion hindering the balance between innovation and risk-taking, limiting the exploration of new ideas and potential breakthroughs.
- Change fatigue and resistance among employees due to frequent incremental changes, leading to decreased motivation and productivity.

Tips for balancing risk taking and risk avoiding

- 💡 Disciplined approach to innovation: Evaluate your business, identify inefficiencies, and focus on the 4 Ps of Profit models, Processes, Products, and Policies. Prioritise and tackle each area individually for faster and more agile progress.
- 💡 Strategic risk assessment: Identify critical elements requiring tried and tested approaches, comply with regulations, and consider incremental improvements where possible.
- 💡 Prioritisation and resource allocation: Avoid overwhelming changes by selecting initiatives wisely and dedicating adequate resources, skills, time, and space to support innovation.

[Read less](#)

