



Express Report

Culture Compass

Assessment instrument: Organizational Culture

SAMPLE

PREPARED FOR

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Operations Director · Example Company Inc.

Date: 13/10/2026 · Order: SAMPLE

Before you read

This is a sample report, created with fictitious answers and data to show the format and content of the deliverable.

The indices, stages, profiles, comparisons and recommendations do not describe any real person or company and must not be used for decisions.

The official report is generated from the buyer's own answers, without a watermark, and sent to the e-mail given in the order.

See the products at www.ideavus.com.br/en/loja

SAMPLE

Summary

The essentials of this report on one page.

INDEX

54

STAGE

Emerging

PROFILE

Aligned but silent

Three strengths

Mission and Direction

88

Leadership and Coherence

71

Adaptability and Customer Focus

50

Three priorities

Involvement and Empowerment

21

Consistency and Integration

46

Trust, Communication and Psychological Safety

50

FIRST ACTION, THIS WEEK

Delegate one decision that currently goes through you unnecessarily.

Your result

The index ranges from 0 to 100 and summarizes your view of the six pillars of the assessment. The stage shows where the organization stands today on the maturity path.

54

out of 100

STAGE

Emerging

Favorable and limiting cultural elements coexist; culture in transition.

The six stages

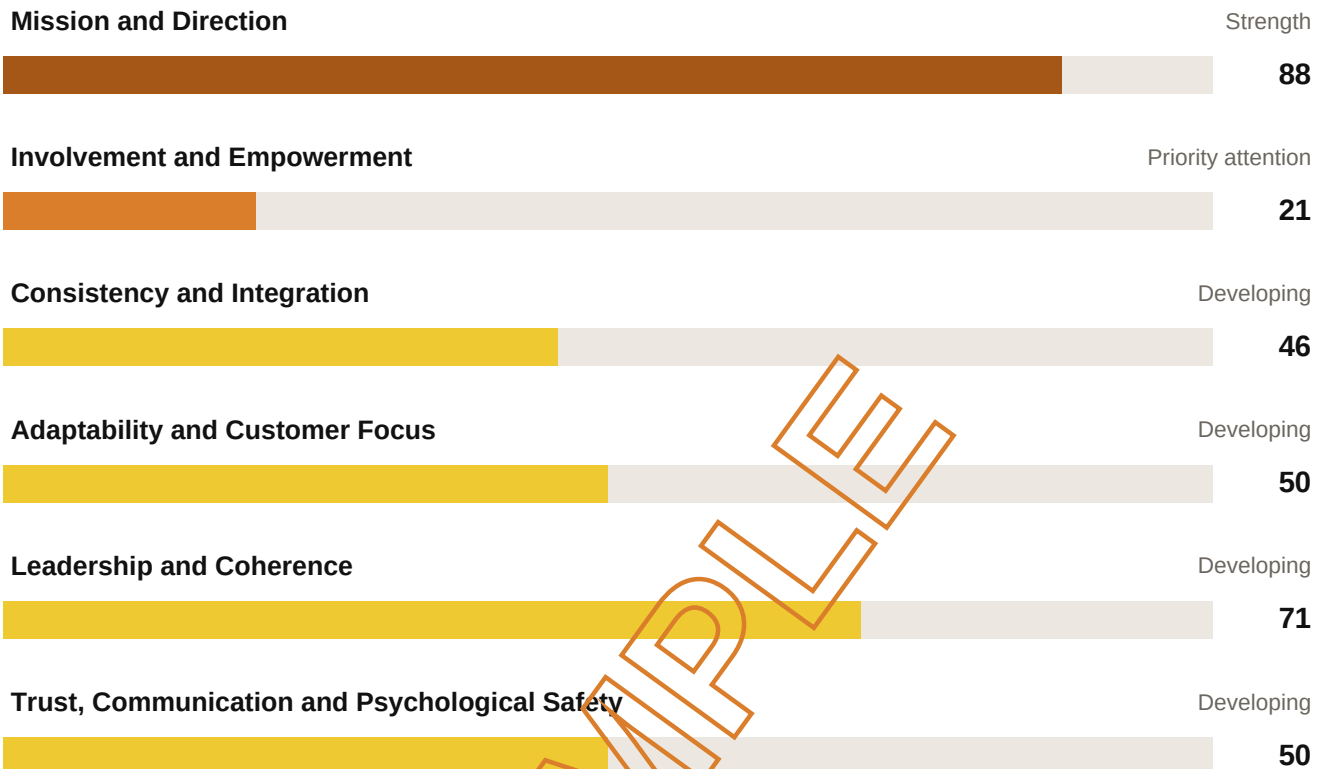


What this stage calls for now

- Clarify direction and priorities.
- Work on leadership coherence.
- Open channels for voice and respond to suggestions.

The six pillars

Each bar shows the pillar result from 0 to 100. The color shows where to focus attention.



STRONGEST POINT

Mission and Direction · 88

POINT THAT NEEDS THE MOST ATTENTION

Involvement and Empowerment · 21

The organization's profile

The combination of pillars forms a pattern of how the organization works, in your view. It describes how it tends to act today, and it can change.

Aligned but silent

The organization has a clear course and shared rules. This produces predictability and organized execution. People comply but rarely speak up, and problems surface late.

Core recommendation

Open safe channels for teams to question and propose within the set course.

What shaped this profile

PILLARS PULLING AHEAD

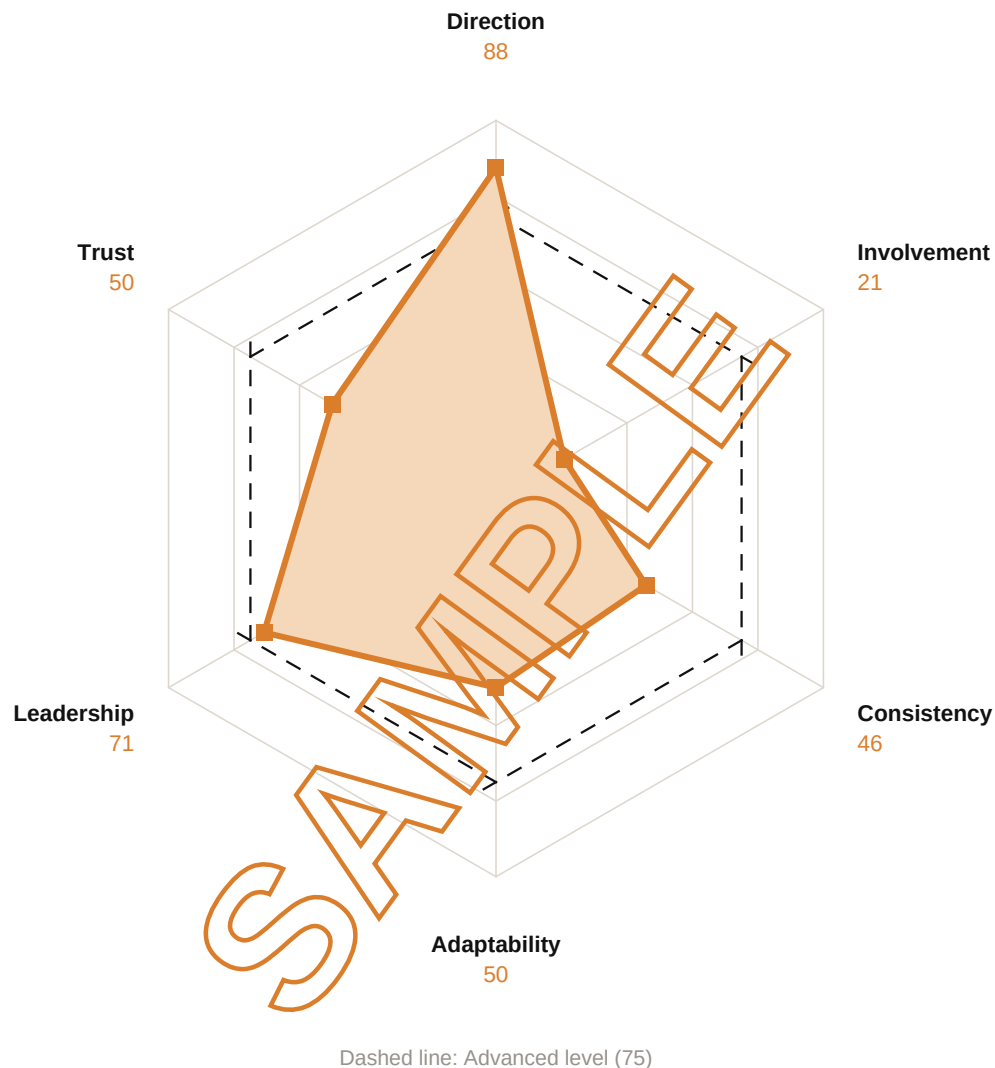


PILLARS HOLDING BACK



Your profile at a glance

The shape shows the organization's profile in your view. Peaks and dips show where it relies on strengths and where there is room to grow.

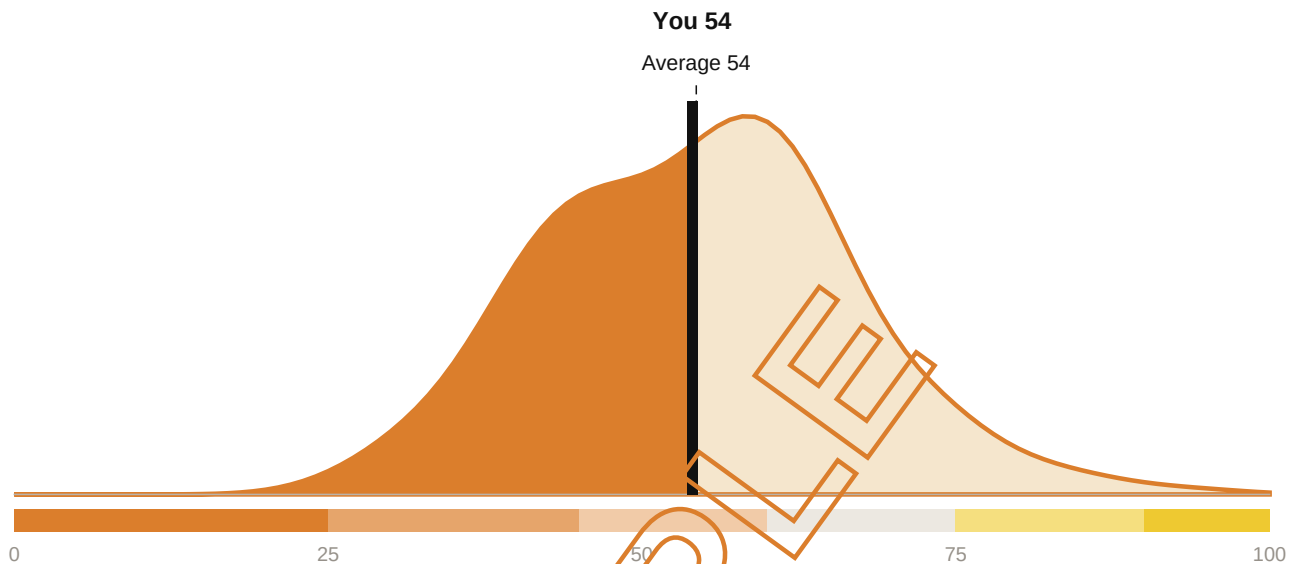


Profile balance

Gap between the highest and lowest pillar: 67 points. Profile with strong contrasts: one or two pillars are well below the rest and tend to limit the others. Start with them.

How you compare

The curve shows how the indices of people who have taken this assessment are distributed. The marker shows your position.



Your index is higher than 46% of respondents.

Comparison base: 240 respondents. Example with a fictitious base, for demonstration only.

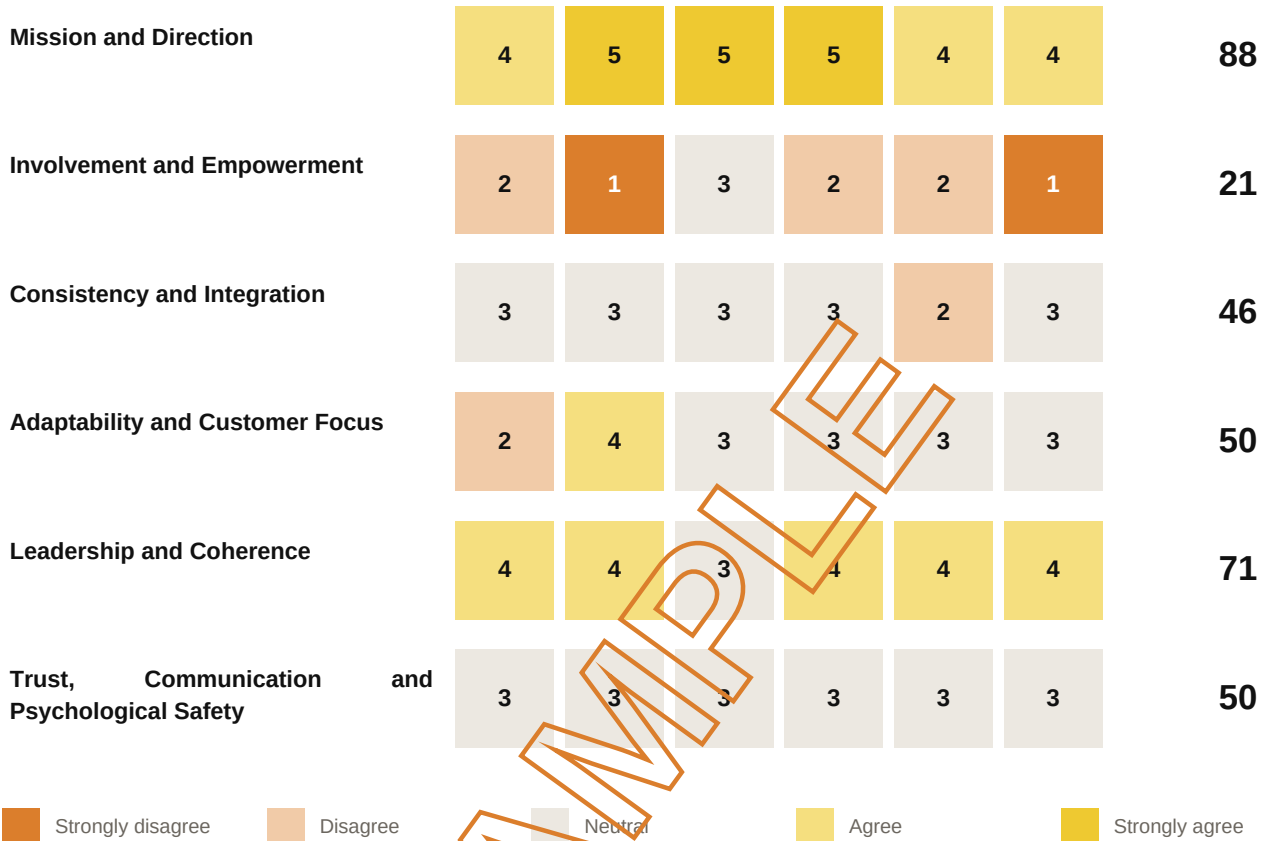
Your pillars compared to the average



The comparison shows relative position, not absolute quality. Comparison bases change over time and with the profile of respondents.

Heat map of your answers

Each square is one statement, grouped by pillar. Colors go from orange (disagree) to gold (agree) and show where each pillar result comes from.



Statements that stand out

The statements with the highest and lowest answers. They help turn the index into concrete day-to-day examples.

Where the organization is strongest

- 5** Company priorities do not change without explanation.
Mission and Direction
- 5** People agree on the goals to be achieved.
Mission and Direction
- 5** Progress toward goals is tracked and communicated.
Mission and Direction
- 4** People understand why the company's work matters.
Mission and Direction
- 4** The vision is understood at every hierarchical level.
Mission and Direction

Where the organization most needs to advance

- 1** Collective achievements are celebrated.
Involvement and Empowerment
- 1** I would recommend the company as a good place to work.
Involvement and Empowerment
- 2** Decisions are made close to where the work happens.
Involvement and Empowerment
- 2** There are channels for people to take part in improvements.
Involvement and Empowerment
- 2** People get feedback on the suggestions they make.
Involvement and Empowerment

Pillar by pillar

Mission and Direction

88

Strength

What this result usually indicates

People understand the direction, agree on goals and follow progress. The risk is the direction becoming too rigid, with the company slow to change course when the context shifts.

Recommended actions for the next 90 days

1. Review goals every six months using market and customer data, adjusting what no longer makes sense.
2. Listen to frontline teams before setting new goals to test whether they are realistic.
3. Avoid piling on new goals without removing old ones; keep the list short.

Involvement and Empowerment

21

Priority attention

What this result usually indicates

Decisions stay at the top and people carry out work without taking part. Suggestions get no answer and investment in development is minimal, which weakens people's bond with the company.

Recommended actions for the next 90 days

1. Reply in writing to every suggestion within fifteen days, saying what will be done.
2. Agree with each manager on two day-to-day decisions that the team will now make itself.
3. Make sure each person has at least one development action agreed with their manager this quarter.

Consistency and Integration

46

Developing

What this result usually indicates

Values are known but applied unevenly. Areas cooperate when managers get along personally and stall when they do not.

Recommended actions for the next 90 days

1. Set up a biweekly meeting between the most interdependent areas, with an agenda of shared problems.
2. Agree on a simple rule for resolving disagreements between areas, with a deadline and a decision forum.
3. Use the values as an explicit criterion in hard decisions and tell the teams so.

Adaptability and Customer Focus

50

Developing

What this result usually indicates

The company responds to change, but late, and customer knowledge stays in a few areas. There is some tolerance for risk, as long as it is small and already tested by others.

Recommended actions for the next 90 days

1. Share a monthly summary of customer complaints, praise and requests with all areas.
2. Include a competitor analysis in pricing, product or investment decisions above a set amount.
3. Approve one or two small tests per quarter with a set deadline and success criterion.

Leadership and Coherence

71

Developing

What this result usually indicates

Most leaders are coherent, but there are known exceptions that go unaddressed. The vision is communicated but not always linked to each team's work.

Recommended actions for the next 90 days

1. Include coherence between words and actions in leader evaluations, gathering input from their teams.
2. Address explicitly and consistently the cases of leaders who disregard the values, regardless of their results.
3. Ask each manager to explain to their team how its work contributes to the vision.

Trust, Communication and Psychological Safety

50

Developing

What this result usually indicates

There is trust in part of the leadership, but people choose carefully what they say and to whom. Information flows well in some areas and poorly in others, and knowledge is held back.

Recommended actions for the next 90 days

1. Train managers to respond to bad news with questions, without looking for culprits on the spot.
2. Define what information each team needs and how often, and stick to that agreement.
3. Create short, regular knowledge-sharing moments between peers, such as fifteen-minute talks.

What your set of results indicates

More than each pillar alone, the combination says a lot about what to do first.

Strengths to use in your favor

Your highest pillars are Mission and Direction and Leadership and Coherence. Use these strengths as leverage: they are the shortest path to improving the lowest pillars.

What may be holding the rest back

Involvement and Empowerment is the pillar with the lowest result. When one pillar is far below the others, it tends to limit the effect of everything that already works well.

Combination worth attention

The largest gap is between Mission and Direction (88) and Involvement and Empowerment (21). Use the first to support the development of the second in the coming weeks.

Consistency of answers

Your answers vary little within each pillar. Each pillar result is a good summary of what you marked.

SAMPLE

From the current stage to the next

For the two lowest pillars, what day-to-day looks like at the current level and what it looks like at the next.

Involvement and Empowerment · 21

TODAY

- Almost every decision goes up to management.
- People wait for orders before acting.
- Suggestions are rarely requested.

AT THE NEXT LEVEL

- There is autonomy in routine tasks.
- The team is consulted on some decisions.
- Initiative depends on each manager's style.

Consistency and Integration · 46

TODAY

- There are common standards, unevenly applied.
- Values are known but rarely used to decide.
- Coordination between areas works with effort.

AT THE NEXT LEVEL

- Areas follow shared working agreements.
- Values serve as criteria in hard decisions.
- Conflicts between areas are resolved quickly.

Your first week

Small actions to start now, tied to the pillar that needs the most attention. Each one takes less than an hour.

Involvement and Empowerment

DAY 1	Delegate one decision that currently goes through you unnecessarily.	☐ Done
DAY 2	Ask the team how they would solve a problem before giving your view.	☐ Done
DAY 3	Invite someone from the front line to the next decision meeting.	☐ Done
DAY 4	Agree with one person how far they can decide without checking in.	☐ Done
DAY 5	Publicly recognize an initiative someone took without being asked.	☐ Done

90-day plan

A plan in three waves, starting with the pillars with the lowest results. Fill in owner and deadline and review progress every 30 days.

Days 1 to 30

Focus: Involvement and Empowerment

1. Reply in writing to every suggestion within fifteen days, saying what will be done.
Owner: _____ Deadline: ____/____/____
2. Agree with each manager on two day-to-day decisions that the team will now make itself.
Owner: _____ Deadline: ____/____/____
3. Make sure each person has at least one development action agreed with their manager this quarter.
Owner: _____ Deadline: ____/____/____

Days 31 to 60

Focus: Consistency and Integration

1. Set up a biweekly meeting between the most interdependent areas, with an agenda of shared problems.
Owner: _____ Deadline: ____/____/____
2. Agree on a simple rule for resolving disagreements between areas, with a deadline and a decision forum.
Owner: _____ Deadline: ____/____/____
3. Use the values as an explicit criterion in hard decisions and tell the teams so.
Owner: _____ Deadline: ____/____/____

Days 61 to 90

Focus: Adaptability and Customer Focus

1. Share a monthly summary of customer complaints, praise and requests with all areas.
Owner: _____ Deadline: ____/____/____
2. Include a competitor analysis in pricing, product or investment decisions above a set amount.
Owner: _____ Deadline: ____/____/____
3. Approve one or two small tests per quarter with a set deadline and success criterion.
Owner: _____ Deadline: ____/____/____

Follow-up and reflection

Use this page to record what changed. Come back to it at 30, 60 and 90 days.

1. Which result in this report most surprises leadership, and why?

2. What recent situation shows the organization's strongest pillar well?

3. What stops progress today on the lowest pillar?

4. Who needs to discuss this report in the next two weeks?

5. How will we know in 90 days that there has been progress?

Checkpoint	What I did	What changed	Next step
30 days			
60 days			
90 days			

Pillar glossary

What each pillar means and why it matters.

Mission and Direction

Shows whether people know where the organization is heading and how their own work contributes. With clear direction, teams prioritize on their own and waste less energy on tasks that do not matter.

Involvement and Empowerment

Indicates whether people take part in decisions that affect their work and have autonomy to act. Those who feel ownership of the outcome try harder and solve problems before they grow.

Consistency and Integration

Assesses whether values, rules and ways of working are shared across areas and units. This coherence reduces rework and conflict and makes decisions more predictable.

Adaptability and Customer Focus

Measures whether the organization notices market changes and adjusts what it does based on what customers say. Organizations that listen and change in time lose fewer customers and opportunities.

Leadership and Coherence

Checks whether leaders act according to what they ask for and to the stated values. People copy what the leader does, not what the leader says.

Trust, Communication and Psychological Safety

Shows whether people trust each other and feel safe to disagree, ask questions and admit mistakes. Without that safety, problems reach leadership late and the best ideas go unsaid.

Your next steps

A report shows today's picture. Progress shows up when you measure again.

Retake this assessment every 6 months

Behaviors and practices change over time. Retake it twice a year, around April 2027 and October 2027, and the new report shows your progress pillar by pillar compared with this one.

[Retake the assessment](#)

Assessments that complement this one

LeadScope Self

How you lead today and what to develop first.

[Learn more >](#)

Innovability Score

Your reading of the company's ability to innovate.

[Learn more >](#)

ChangeReady Index

Whether the company is ready for the next change.

[Learn more >](#)

Want a reading of the whole company?

With many people answering, the diagnostic shows where the organization stands, the differences between areas and an action plan for leadership.

[Diagnostics for companies](#)

Limits of this reading and next steps

This report shows one person's view. It is a good way to open the conversation, but it does not replace the team's reading.

In the full assessment, Ideavus applies the instrument to many people and delivers the map by area, the perception gaps between leaders and teams, the comparison with similar organizations and an action plan built with you.

To track progress, answer again in six months using the same criterion: think of the organization as it works today, not as it should work.

Want this picture with the whole team?

Talk to Ideavus: contato@ideavus.com.br · www.ideavus.com.br

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