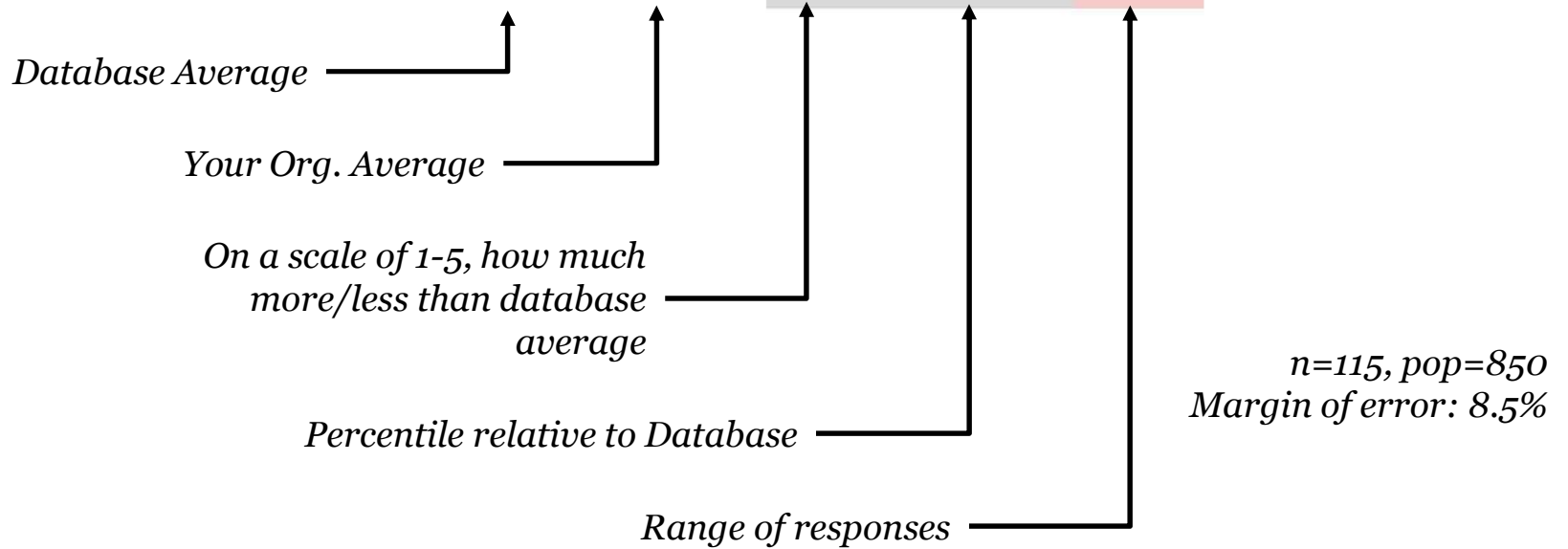


SUMMARY

Item	Reference	Your Org.	Scale5	Percentile	Range
AUTONOMY	2.62	2.68	0.06	45%	0.75
CONSTRUCTIVE DISAGREEMENT	2.93	3.02	0.09	47%	0.73
TRUST COMPONENTS	3.26	3.33	0.07	61%	0.63
TRUST & OUTPUT	4.77	4.97	0.20	46%	0.69



AUTONOMY

Item	Reference	Your Org.	Scale5	Percentile	Range
TOTAL	2.62	2.68	0.06	45%	0.75
Fear of delivering bad news	2.28	2.33	0.05	61%	0.60
Ask permission when unneeded	1.94	1.90	-0.04	27%	0.80
High level of bureaucracy	1.74	1.83	0.08	44%	0.80
Follow policy for CYA	2.28	2.34	0.06	53%	0.80
Information distributed freely	3.70	3.77	0.06	34%	0.80
Comfortable taking risk	3.06	3.00	-0.06	24%	0.60
Accountability	3.67	3.76	0.09	37%	0.60
Analysis paralysis	2.03	2.10	0.06	60%	0.80
Autonomy to choose how	3.12	3.11	-0.01	65%	0.80
Blame game	2.26	2.44	0.19	52%	0.80
Management "spins"	2.69	2.91	0.22	36%	0.80

CONSTRUCTIVE DISAGREEMENT

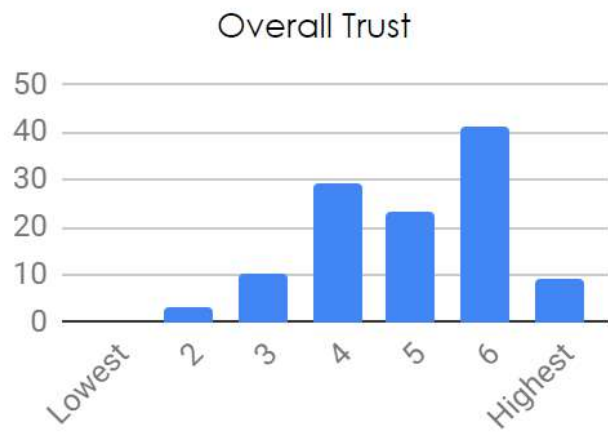
Item	Reference	Average	Scale5	Percentile	Range
TOTAL	2.93	3.02	0.09	47%	0.73
Comfortable speaking their mind	3.66	3.77	0.10	40%	0.60
Receptive to feedback	3.69	3.68	-0.01	35%	0.60
Cliques, gossip, rumors	1.84	1.98	0.15	36%	0.80
Feedback behind the back	2.17	2.30	0.13	64%	0.80
Willingness to be vulnerable	3.17	3.20	0.03	65%	0.80
Disagreement is avoided	2.21	2.23	0.02	60%	0.80
Stupid ideas	3.72	3.79	0.07	36%	0.60
Backstabbing	2.65	2.85	0.20	38%	0.80
Meetings are productive	3.26	3.42	0.15	53%	0.80

TRUST COMPONENTS

Item	Reference	Average	Scale5	Percentile	Range
TOTAL	3.26	3.33	0.07	61%	0.63
Competent	4.21	4.31	0.11	63%	0.60
Shared values	4.08	4.11	0.04	73%	0.60
Face-to-face	4.22	4.38	0.16	61%	0.60
Telling the truth	4.04	4.14	0.10	77%	0.40
Fair compensation	3.27	3.26	-0.01	53%	0.80
Text/email mostly	1.77	1.77	0.01	40%	0.80
Contribute more	1.24	1.30	0.06	62%	0.60

TRUST & OUTPUT

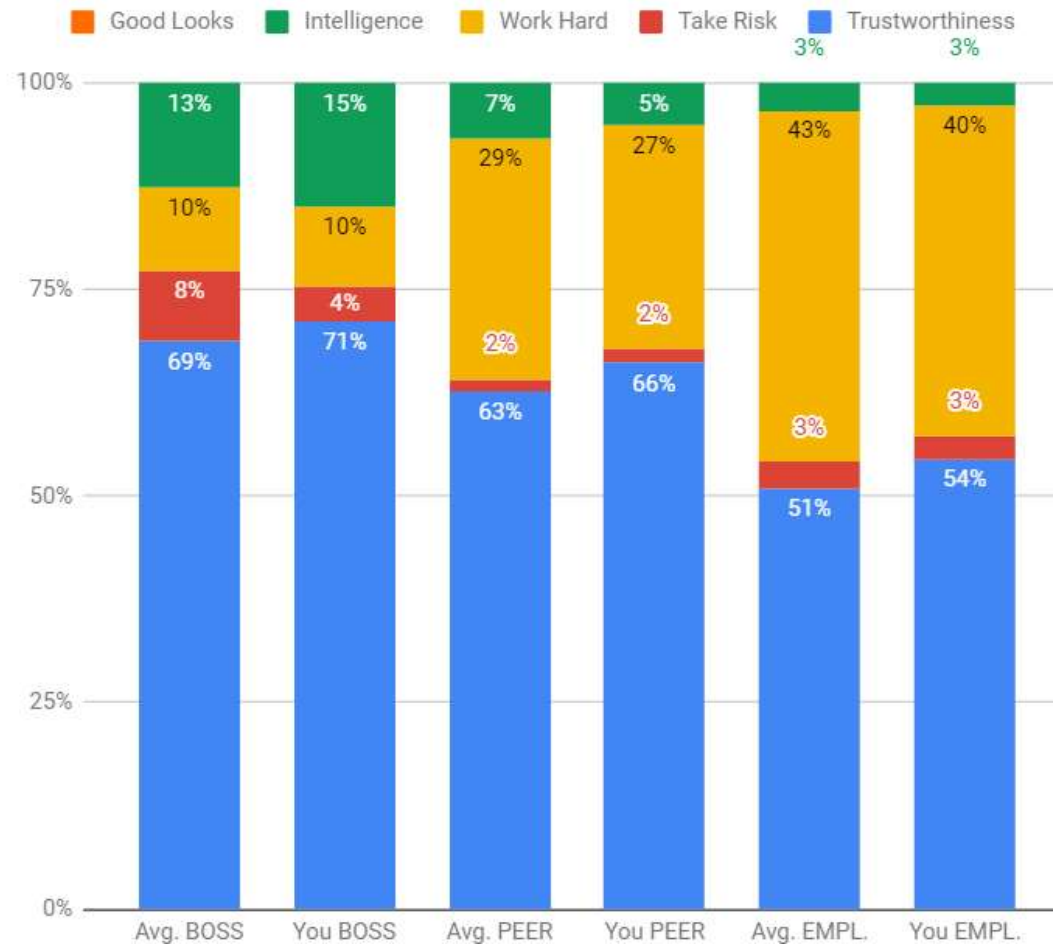
Item	Reference	Average	Scale5	Percentile	Range
TOTAL	4.77	4.97	0.20	46%	0.69
Organization is productive	4.22	4.38	0.16	58%	0.40
Organization is innovative	3.81	3.93	0.12	32%	0.60
Overall trust in organization	4.71	5.01	0.30	62%	0.71
Trust in boss	5.56	5.81	0.25	39%	0.86
Boss trusts you	5.57	5.72	0.15	40%	0.86



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Text **TRUST** to **21000**

What is the most important quality for you in...



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