

FACT SHEET

Organizational Culture and EVP Diagnostic

 **AMPLIFIERS**[™]
BY PEOPLESOUT



Turn Your Company Culture into a Competitive Advantage

In today's competition for top talent, culture matters. A strong organizational culture and compelling Employee Value Proposition (EVP) are key to attracting and retaining the right employees—especially as new generations prioritize well-being, purpose, and inclusion alongside pay and benefits. Unlike internal engagement surveys, which can be influenced by biases or blind spots, PeopleScout's Organizational Culture and EVP Diagnostic provides an objective, expert assessment of your company's culture, leadership dynamics, and internal communications. Our in-depth analysis uncovers strengths, gaps, and opportunities, delivering a custom, actionable roadmap to enhance engagement, improve alignment and attract the right talent for your future business needs.

How it Works

Initial Culture Assessment:

We conduct anonymous surveys, employee and leader interviews, and carefully review internal processes and documents to evaluate communication, decision-making, teamwork and recognition practices.

Culture Review and Analysis:

Our experts observe meetings, collaboration patterns, leadership effectiveness and inclusion efforts to assess how your teams operate in real-time, diving deeper into cultural experiences to identify gaps between your goals and the employee experience.

Best-in-Class Recommendations:

We summarize our findings and share with key stakeholders to refine our focus and determine any areas requiring further analysis. We then share recommendations to enhance communication, leadership, diversity and engagement.

Focused Organizational Plan and Roadmap:

From change management and decision-making improvements to employee empowerment and recognition programs, we provide tailored solutions to drive meaningful change across your organization and a detailed roadmap to help you identify goals, track milestones and measure success.

Value

- ✓ **Strengthen Culture & Retention:**
Build an inclusive, engaging workplace that fosters loyalty and long-term success.
- ✓ **Enhance Employer Brand:**
Define and refine your EVP to attract talent that aligns with your mission and values.
- ✓ **Increase Leadership Impact:**
Empower executives and managers with actionable insights to shape a high-performance culture.
- ✓ **Improve Employee Experience:**
Foster open communication, transparency and alignment between employees and leadership.
- ✓ **Data-Driven Decision Making:**
Gain measurable insights into cultural strengths and areas for improvement to drive meaningful change.

