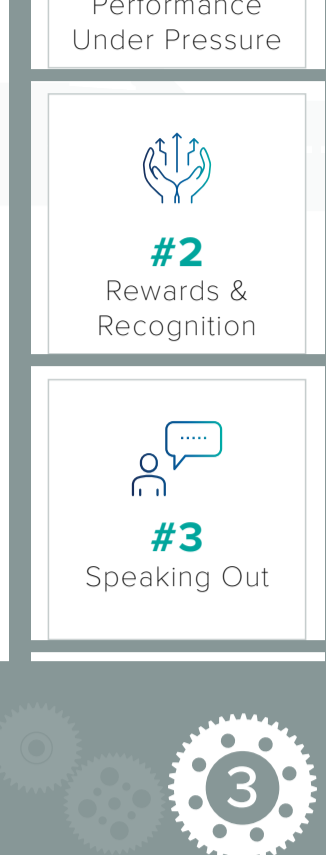


11 insights into culture in the manufacturing industry

Top areas of ethical cultural strength



Top areas of ethical cultural opportunity



Highest scoring statements

Culture Dimension	Statement
Program Resonance	My company's policies are clear and easy to understand.
Trust	I trust the members of my team.
Transparency	My company explains decisions in the context of our mission and values.
Program Resonance	I know how to report misconduct at my company.
Program Resonance	My company's policies are easily accessible to employees.

Lowest scoring statements

Culture Dimension	Statement
Rewards and Recognition	The people I see getting promoted are role models of our company values.
Performance Under Pressure	People at my company do not compromise our ethical standards to achieve business objectives.
Speaking Out	People question decisions that don't seem to align with our values or ethical standards.
Performance Under Pressure	Even under pressure, people abide by our values and Code of Conduct.
Leadership Modeling	Leaders view mistakes as an opportunity to learn.

Observation of misconduct

32% of employees observed misconduct or unethical behavior in the past year.

Types of misconduct or unethical behavior reported:



Speaking out: Did you report observed misconduct?

81%

Of those that did report they raised the concern in the following ways:



Speaking out: Why wasn't misconduct reported?



Highest rated for corporate employees

People seek guidance if they're not sure of the right thing to do.

81% Agree

People in my company would speak out if they saw something unethical.

79% Agree

Our company values guide people's behavior.

79% Agree

Lowest rated for corporate employees

People do not feel pressured to achieve short-term objectives if it means acting unethically.

72% Agree

People question decisions that don't seem to align with our values or ethical standards.

74% Agree

I would feel comfortable raising concerns about unethical behavior to my manager.

74% Agree

Highest rated for production employees

I would speak out if I saw or suspected misconduct occurring.

74% Agree

People in my company would speak out if they saw something unethical.

71% Agree

People seek guidance if they're not sure of the right thing to do.

71% Agree

Lowest rated for production employees

People do not feel pressured to achieve short-term objectives if it means acting unethically.

58% Agree

I would feel comfortable raising concerns about unethical behavior to my manager.

57% Agree

People voice their opinions in team meetings, even in front of management.

65% Agree

Corporate & production employees differ greatly on speaking up

I would feel comfortable raising concerns about unethical behavior to my manager.



People voice their opinions in team meetings, even in front of management.



People do not feel pressured to achieve short-term objectives if it means acting unethically.



Do you know your company culture? Questions to ask:

- 1 Do we truly understand what is driving and influencing the behavior that we are seeing?
- 2 Do we know how our employees are experiencing our culture, and how that might vary across the organization?
- 3 Do we know how employee, leadership, and organizational behavior are impacting our business performance?
- 4 Are we going through a period of significant change in strategy, leadership, or organizationally? There are many ways to collect data on your company culture, but the best is going straight to the source: your employees.

Learn how an ethical culture can elevate your business—and get a measuring framework to prove it.

Download the LRN Benchmark of Ethical Culture to learn more.