



ASSESSMENT

The Loutel VIBE Assessment

The most effective way to determine how employees experience your organizational culture is to ask. Assessment of your workforce allows you to determine where you are so you can create effective strategy to get you where you want to be. Over the past 25 years, Loutel's data science team has supported small, mid-size, and large companies, including many on the Fortune 100 list, who want to enhance their talent performance, business performance, and culture. We have assessed organizations as small as 20 employees and as large as tens of thousands of people across industries and markets.

Through our innovative and proprietary quantitative data tool, the Loutel VIBE Assessment, we measure and enhance the key elements that define your organization's culture. Unlike traditional engagement surveys that focus more on processes, VIBE uncovers deeper insights into your organization's vibrancy and alignment with core values. It evaluates critical factors such as communication effectiveness, leadership trust, respect, fairness, psychological safety, and employee voice. This comprehensive approach provides organizations with a clear understanding of both the collective and individual experiences within the workplace, providing a precise benchmark of the current state and a foundation for a strategic roadmap for meaningful and intentional progress.

Utilizing the Loutel VIBE Assessment results in:

1. **Strategic Insights:** Equip your leadership team with actionable data and metrics to effectively address cultural challenges and opportunities.
2. **Enhanced Employee Experience:** By amplifying employee voices and addressing psychological safety and fairness, you create an inclusive environment where everyone feels valued.
3. **Informed Decision-Making:** VIBE's insights enable better alignment of strategic goals with employee sentiment, fostering engagement and driving innovation.
4. **Sustainable Growth:** Establish a culture of trust, respect, and a growth mindset, which is critical for retaining talent and achieving long-term organizational success.
5. **Tailored Recommendations:** Each assessment concludes with a detailed report and customized action steps, ensuring solutions align perfectly with your organization's needs.
6. **Risk Mitigation:** Understanding the employee experience allows organizations to identify potential legal risks and take proactive measures to address them, reducing the likelihood of complaints or lawsuits.



Focus Groups and Individual Interviews

Organizations often seek qualitative insights into employee experience—the stories behind the numbers. As part of our Assessment Services, Loutel Consulting conducts Listening Sessions, Focus Groups, and Individual Interviews with a range of key stakeholders, including C-suite executives, Boards of Directors, Culture and Employee Group Leaders, managers, and individual contributors. We collaborate closely with our clients to develop targeted questions, establish participant criteria, and ensure a transparent, well-communicated process.