

PSO Culture Assessment Results

Water Polo West



Measuring Culture Matters

Culture is your organization’s “way of being” and includes the customs, social contracts, policies and language that communicates how people treat each other. As part of the Operational Enhancement Initiative (OEI), knowing your culture score will help you better understand and prioritize ways to enhance the governance and operational functions of your organization. With this culture data, you can feel more confident in making informed decisions to achieve the goal of strengthening capacity and improving the sustainability of your Provincial Sport Organization.

We hope that this brief overview of your culture will help advance your efforts within the OEI Project. If you would like to unlock additional cultural data including a change map, individual feedback responses, summary of key culture trends, lowest and highest scoring items, and so much more, please reach out to Cheryl Humphrey at chumphrey@sportlaw.ca to explore your options.

Index Results Overview

SCORE RANGE: 0-4 5-6 7-10

Key Outcomes
(Aspects often predicted by culture factors)

Well-being (7.9)

Inclusion (7.6)

Safety (7.6)

Participation: 8/12 (67%)

Participation by role:

1. Board: 5/6 (83%)
2. Staff: 2/2 (100%)
3. Facilitators: 1/3 (33%)
4. Com Vol (ops): 0/1 (0%)

Performance Factors

(Aspects of an aligned & goal-oriented culture)

(6.3) Clarity

(6.9) Accountability

(7.4) Mission & Vision

(7.3) Improvement

(6.9) Impact

(7.0) Governance/Leadership

Belonging (7.8)

Integrity (7.1)

Psychological Safety (7.3)

Value Alignment (6.7)

Learning (7.2)

Communication (6.6)

People Factors

(Aspects of a supportive & intentional culture)



Heatmap of culture results overall

	Totals	Board
NUMBER OF RESPONSES	8	5
OVERALL SCORE	7.1	7.1
Well-being ▶	7.9	7.8
Belonging ▶	7.8	7.7
Inclusion ▶	7.6	7.6
Safety ▶	7.6	7.6
Mission & Vision ▶	7.4	7.5
Psychological Safety ▶	7.3	7.3
Improvement ▶	7.3	7.5
Learning ▶	7.2	7.0
Integrity ▶	7.1	7.5
Governance/Leadership ▶	7.0	7.0
Accountability ▶	6.9	6.7
Impact ▶	6.9	6.7
Values Alignment ▶	6.7	6.7
Communication ▶	6.6	6.6
Clarity ▶	6.3	5.9

Example question set heatmapped:

	Totals	Board
NUMBER OF RESPONSES	8	5
Governance/Leadership ▼	7.0	7.0
We maintain high ethical standards in our decision-making processes.	7.3	7.4
Decision-making processes include relevant stakeholders (e.g. Member branches).	6.6	6.4
We are responsive to the concerns and suggestions of others (e.g., athletes, coaches, staff, and other stakeholders).	7.3	7.2

Glossary of factors measured

PEOPLE DIMENSION

Psychological Safety

- *Psychological Safety is a measure of people feeling safe to speak up, share ideas, and express concerns without fear of negative consequences.*

Belonging

- *Belonging is a measure of valuing and celebrating individual differences, so people feel respected, heard, and accepted.*

Values Alignment

- *Values alignment is a measure of a clearly defined set of values that are regularly communicated and used to guide behaviors and decision-making across the organization.*

Communication

- *Communication is a measure of transparently and promptly sharing information, with a focus on open dialogue to keep everyone informed and connected.*

Learning

- *Learning is a measure of promoting growth through treating mistakes as improvement opportunities and fostering curiosity to seek solutions.*

Integrity

- *Integrity is a measure of the commitment to mutual respect, where fairness is upheld, and people are honest and sincere in their actions.*

Glossary of factors measured

PERFORMANCE DIMENSION

Accountability

- *Accountability is a measure of collectively upholding goals, maintaining the highest standards, and meeting performance expectations.*

Clarity

- *Clarity is a measure of the clear definition of roles and responsibilities, outlined performance expectations, and a well-defined path to achieving objectives.*

Mission & Vision

- *Mission & Vision is a measure of the understanding and commitment to the organization's purpose and direction, serving as a roadmap to approach work.*

Impact

- *Impact is a measure of the effectiveness of everyone's work in aligning with the organization's broader goals and mission, ensuring that each contribution drives success and makes a meaningful difference.*

Governance/Leadership

- *Governance and leadership is a measure of the commitment to ethical decision-making, inclusion of relevant stakeholders in the process, and responsiveness to concerns and suggestions.*

Improvement

- *Improvement is a measure of the emphasis on continuous growth, encouragement for everyone to reach their full potential, and the commitment to embedding high standards.*

Glossary of factors measured

OUTCOMES

Well-being

- Sample item: *I would rate my overall well-being in this environment as...*

Inclusion

- Sample item: *Overall, I would rate how included and welcomed I feel in this environment as...*

Safety

- Sample item: *Overall, I would rate how safe I feel in this environment as...*