



Data Drives Insight is the trusted source for leadership 360 feedback and staff engagement, culture and capability assessments specific to the organisations where safety is integral. We are here to create a world of thriving organisations, through the use of our specialised assessment tools which allow organisations, leaders and their teams to explore insights with the intent of learning and growing.

We know that the performance of an organisation comes down to the quality of its decisions. That's why we want to enable all organisations to make insightful decisions based on insightful data.



TEAM FEEDBACK SURVEY



PERFORMANCE & SAFETY



ONLINE ASSESSMENT



ACCREDITED PRACTITIONERS ONLY

What is it?

The Integral 360 Assessment of Safety and Culture is the only valid and reliable 360 degree feedback assessment, designed specifically for industries where safety is integral.

What does it measure?

- Employee Capability
- Organisational Culture & team Culture
- Employee Engagement
- Customer Satisfaction
- Psychological Safety

Participants are assessed against 4 areas that are critical for leaders to be high performing. These domains are; **Purposeful, Caring, Curious and Connecting.**

It also provides feedback on the team's **Impact on Others** and their ability to foster a **Psychologically Safe** environment.

How is it administered?

Consisting of 53 questions the survey is administered **completely online** and takes around 15 minutes to complete. The IASC consists of qualitative and quantitative data. It is confidential.

Team members and their Leaders participate by completing an online survey about the entire team and provide feedback across all areas. Also optional to get feedback from interfacing team.

Projects run for 6 weeks, from set up and nominations through the administration period, reporting and debriefing of results.

Who is it for?

Organisations that want to develop their teams (N=5), by benchmarking and targeting key areas for development through the transformation of leadership and culture, using valuable and reliable staff and leadership feedback.

What do organisations receive?

Identify levers for change. HISCA reveals why your culture, capability or performance is not where it could be. Helps shift key organisational metrics like engagement and Psychological Safety.

Benchmarking. IASC allows benchmarking of each team's performance and engagement across your organisation and the entire care industry.

Targeted approach. It illuminates key areas of focus in team of organisational development to enable a targeted investment approach.

Holistic. Combine IASC with ISA 360 to understand the full picture of leadership impact and staff capability, engagement & culture.

Insights. Gives organisations data-driven insights to create even higher quality care outcomes.

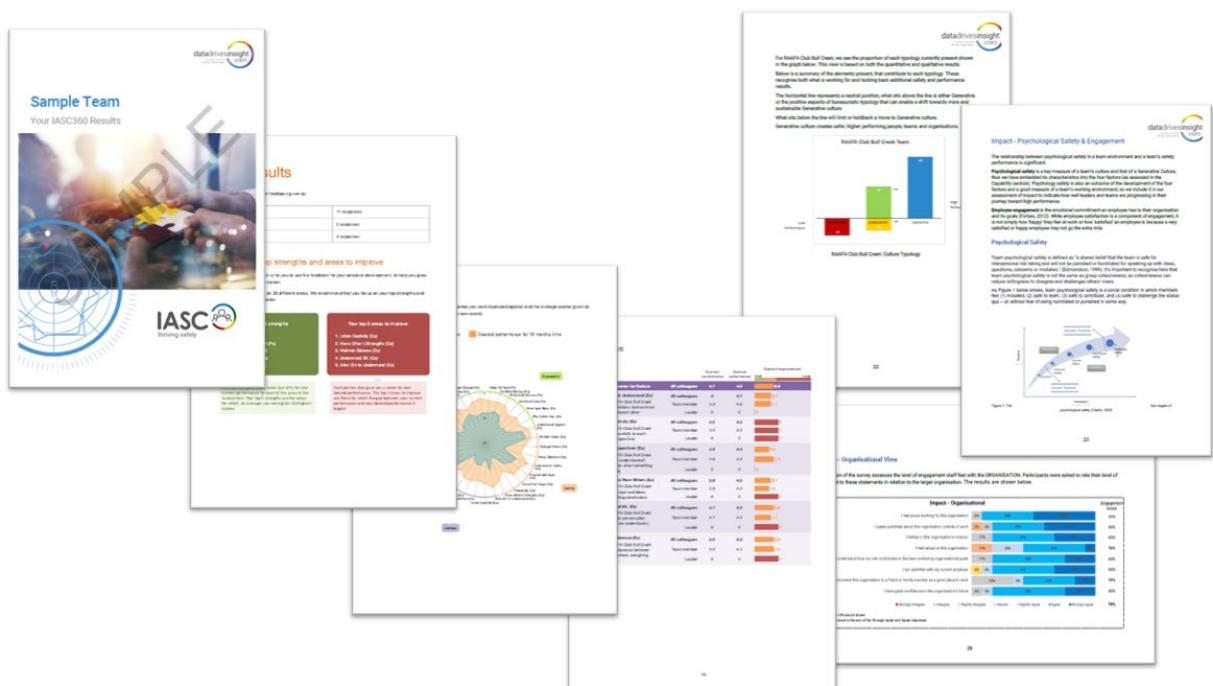
Report. Comprehensive report

What does the feedback look like?

Participants receive a comprehensive report that outlines their results across several sections including;

Item	Measured by...	Results shown in...
Leadership Capability Across 4 international states (Purposeful, Curious, Caring and Connecting)	33 behaviour statements with a frequency scale measuring current performance and desired performance for 12 months time, where 1 represents Not at All, and 5 represents All the Time, answered by self and others.	<ul style="list-style-type: none"> Listed by Top Strengths and Areas to Improve. Spidergraph showing gap analysis between current and desired performance. Comparison of views of different feedback providers
Culture Attitudes and opinions shared by a group of people, and the organisations pattern of response to the problems and opportunities it encounters.	Measures culture typology; Detrimental, Bureaucratic and Generative (Westrum). 4 Qualitive and 8 quantitative questions, that reveal the current levels of each typology of the team. Using the scale 1 = Strongly Disagree to 7 = Strongly Agree.	<ul style="list-style-type: none"> Quantitative results Graph showing level of agreement to each statement, based on the aggregated feedback from all respondents Table that shows the elements that contribute to the level of each typology.
Impact on Others Team's Impact on the people around them. Each question states "In my interactions with this leader I feel..."	13 impact questions with a frequency scale measuring current impact where 1 represents Not at All, and 5 represents All the Time, answered by feedback providers only.	Graph showing frequency of each impact statement, based on the aggregated feedback from all respondents
Psychological Safety Team's ability to foster psychological safe environment	Amy Edmonson's 7 Psych Safety Questions, answered by feedback providers only. Using the scale 1 = Strongly Disagree to 7 = Strongly Agree	Graph showing level of agreement to each statement, based on the aggregated feedback from all respondents

See sample report pages below



Specialised team feedback assessment correlated to the world's best safety and performance frameworks