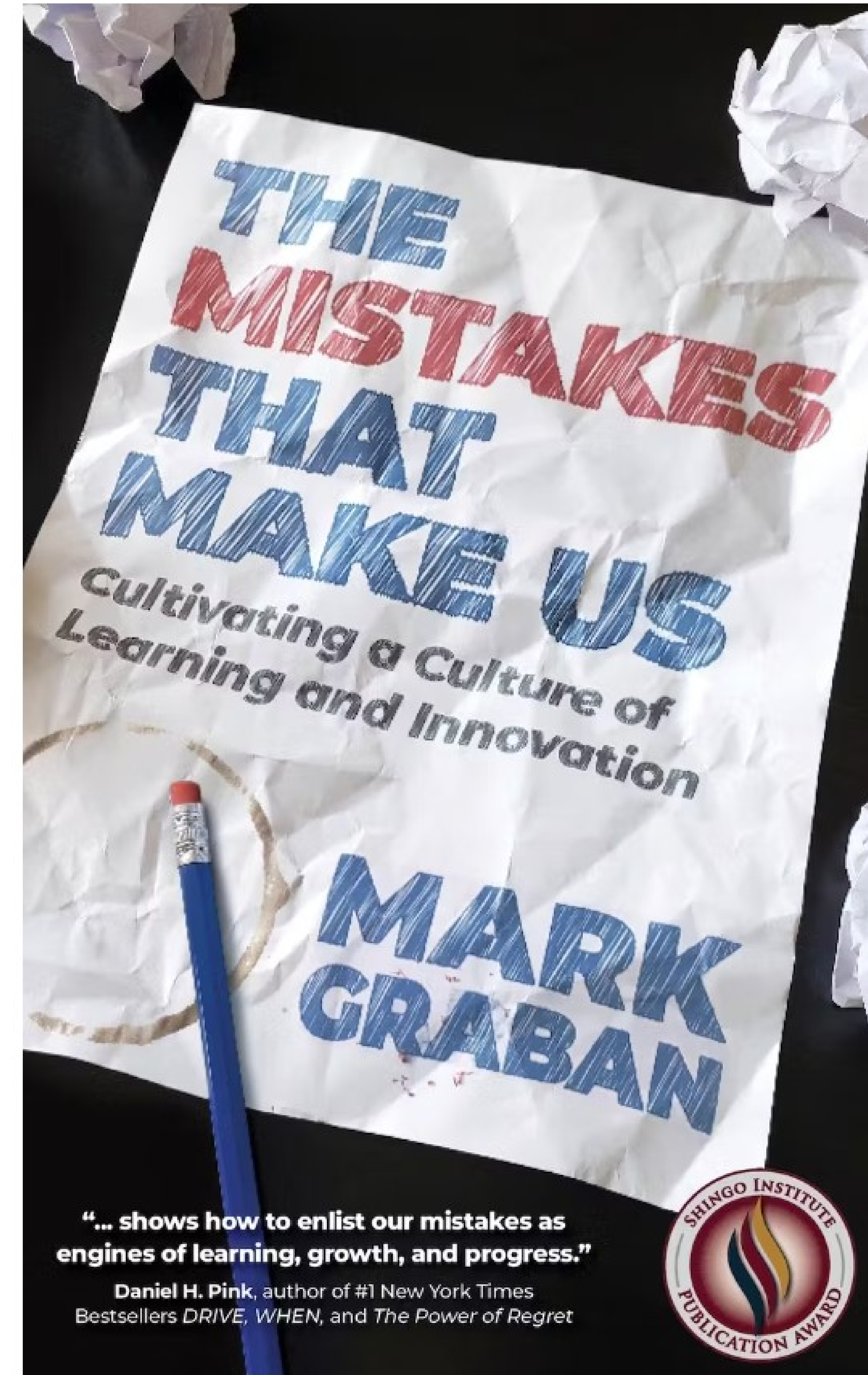


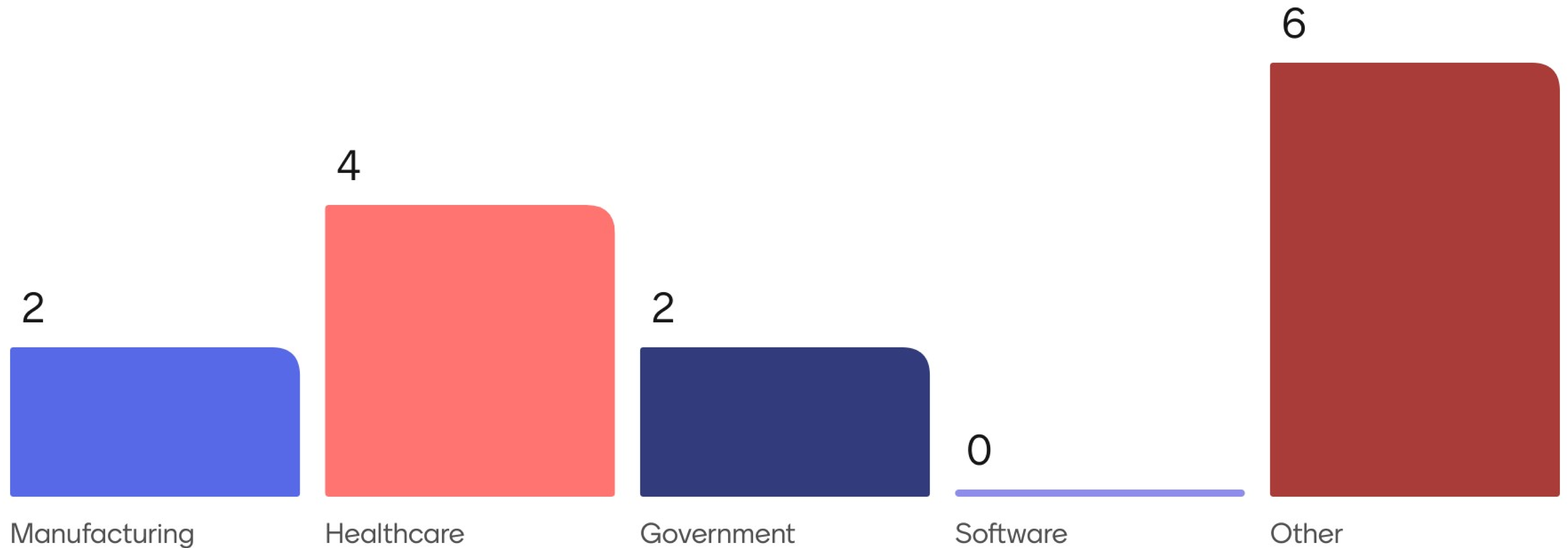
# Welcome!

Questions will appear here when announced during the presentation.

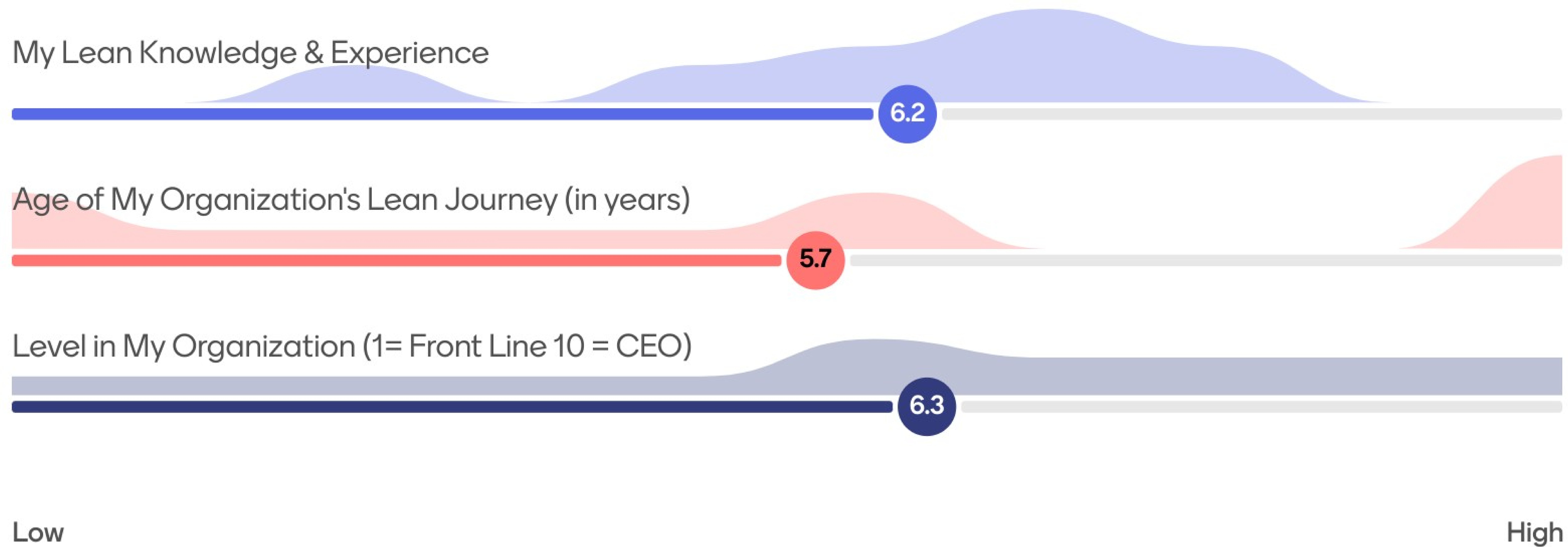
Thanks,  
Mark



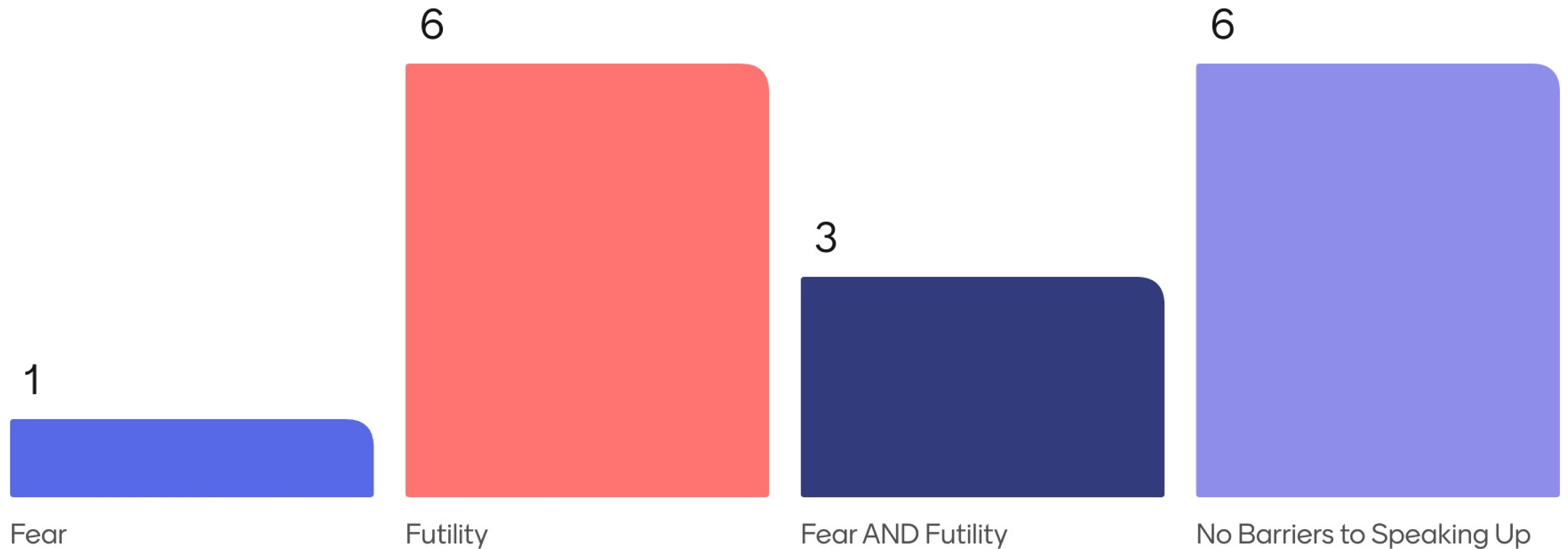
# What Industry Are You Currently Working In?



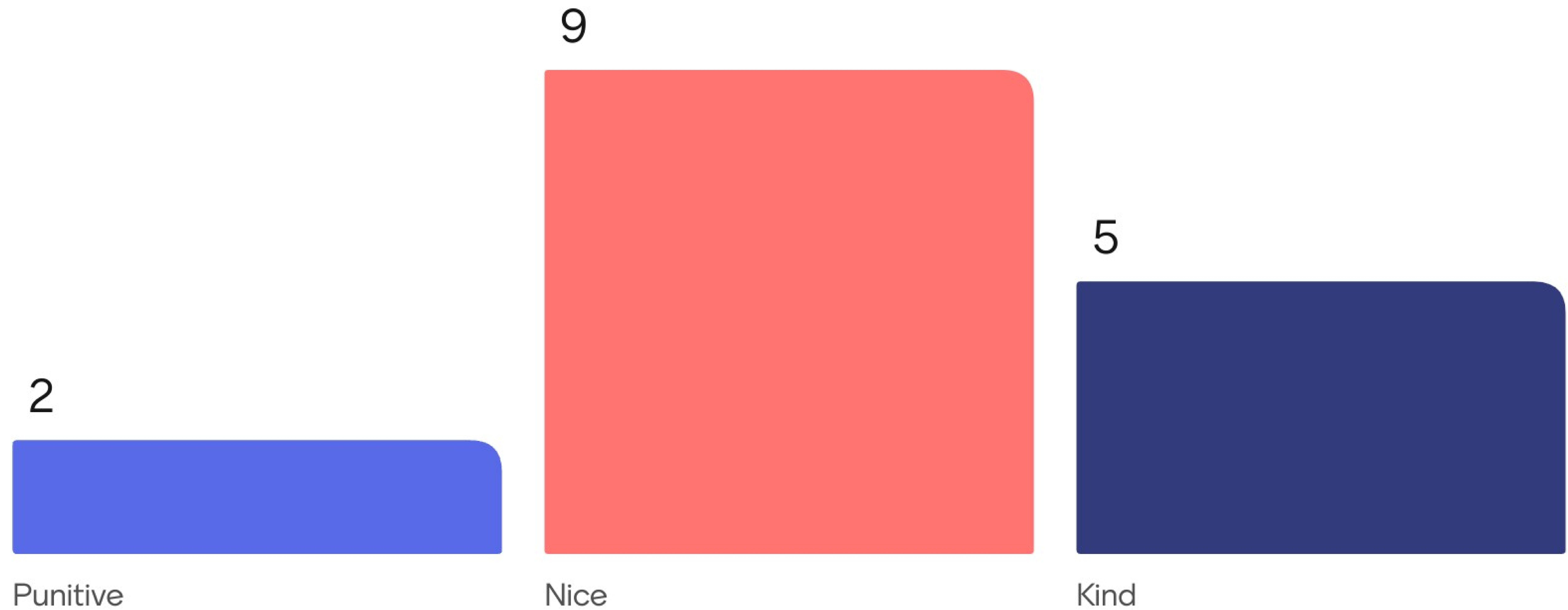
# More About You



# What Keeps You From Speaking Up at Work?



# What's the Most Likely Reaction to Mistakes in Your Workplace?





# Examples of Actions That Might Be Unjustly Punished at Work

Openly disagreeing with a manager

[pet solution] is not going to address the real problem

Telling someone there idea is dumb

Suggesting the metric being measured is not the correct metric to understand the process

Standing up for others.

Challenging or disagreeing with a business goal or strategy

We are not performing at an acceptable level

Identifying a health and safety issue

# Examples of Actions That Might Be Unjustly Punished at Work

Speaking out about a manager's inaction

Suggestions for process improvements when something is not working right

Not following an SOP

We have too few people to achieve the desired result

Calling out another team lead about their staff not following the correct process

Not fitting in... too much for the leadership culture.

This process takes too long

Not speaking out about a potential bad decision

# Examples of Actions That Might Be Unjustly Punished at Work

Saying "I don't know "



# Personally, which of these acts do you feel is most vulnerable?

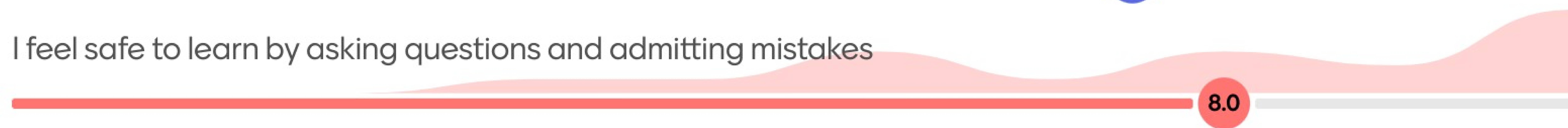


# How much do YOU agree, at work?

I feel included, accepted, and respected



I feel safe to learn by asking questions and admitting mistakes



I feel able to do my job without being micromanaged



I feel safe challenging the status quo and sharing improvement ideas



Strongly disagree

Strongly agree

# How do you think OTHERS would generally answer at work?

I feel included, accepted, and respected



I feel safe to learn by asking questions and admitting mistakes



I feel able to do my job without being micromanaged



I feel safe challenging the status quo and sharing improvement ideas



Strongly disagree

Strongly agree

# Which of these 4 metrics merits the most discussion?



What are some of your key takeaways from today?



# Thank You!!

We'll share results of the surveys and polling via email.

