

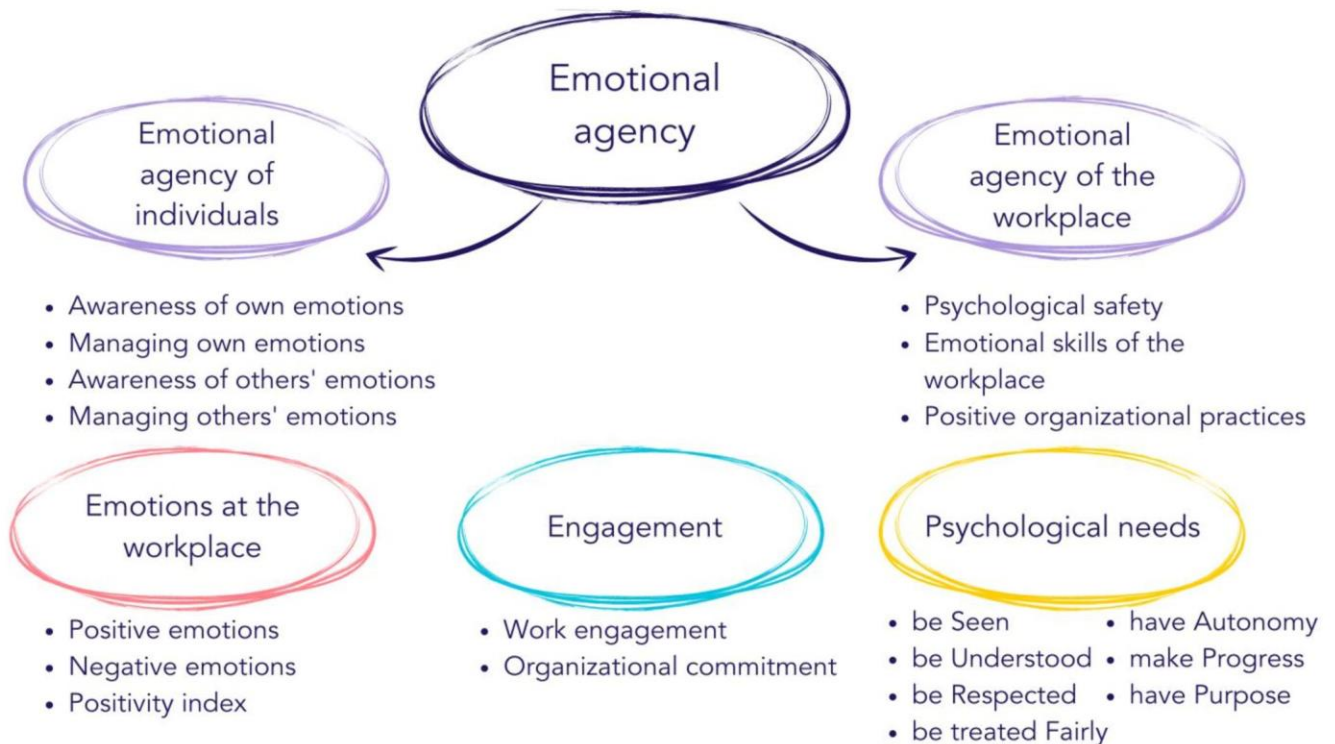
Emergy® Emotional Climate Audit

Assessment Group (Sample Group 06-2022)

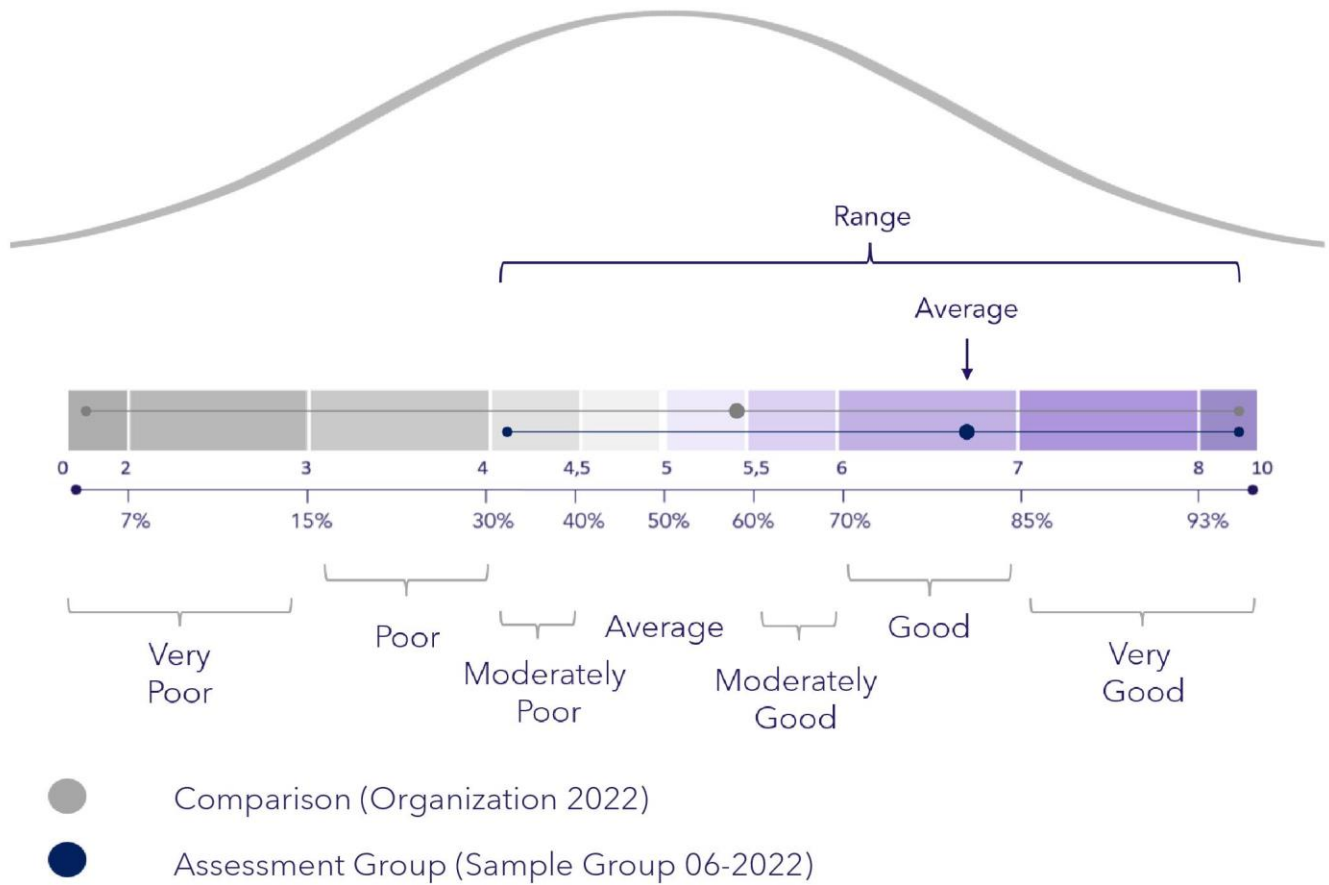
Comparison (Organization 2022)	n = 147
Assessment Group (Sample Group 06-2022)	n = 14

Emotions in the workplace - and the skills to deal with them - have a crucial impact on our well-being and performance at work: they affect our energy levels, motivation, social interactions, decision-making, and commitment. The emotions experienced and expressed by all employees at work make up a unique emotional climate for each work community. It can be an organizational success factor and a competitive advantage, or it can be a barrier to achieving the objectives and desired results. The fastest way to improve the emotional climate is by strengthening emotional agency i.e. one's own emotional skills and the way emotions are dealt with at work. Developing emotional agency has been shown to improve workplace team spirit, positive organizational practices, and psychological safety, which in turn help teams and organizations make better decisions and achieve their goals.

The Emergy® Emotional Climate Audit reveals the key components of the emotional climate: the level of emotional agency, what emotions are present in the given team or organization, the level of work engagement and psychological safety, and how committed employees are to their organization. Such information provides an excellent basis with concrete action points for developing the desired emotional climate and leadership initiatives in a given team or a whole organization.



How to read the report?



All scores are reported on a scale of 0-10, with 0 being very poor and 10 being the best possible score. The results are normalized so that 5 corresponds to the average of the norm group.

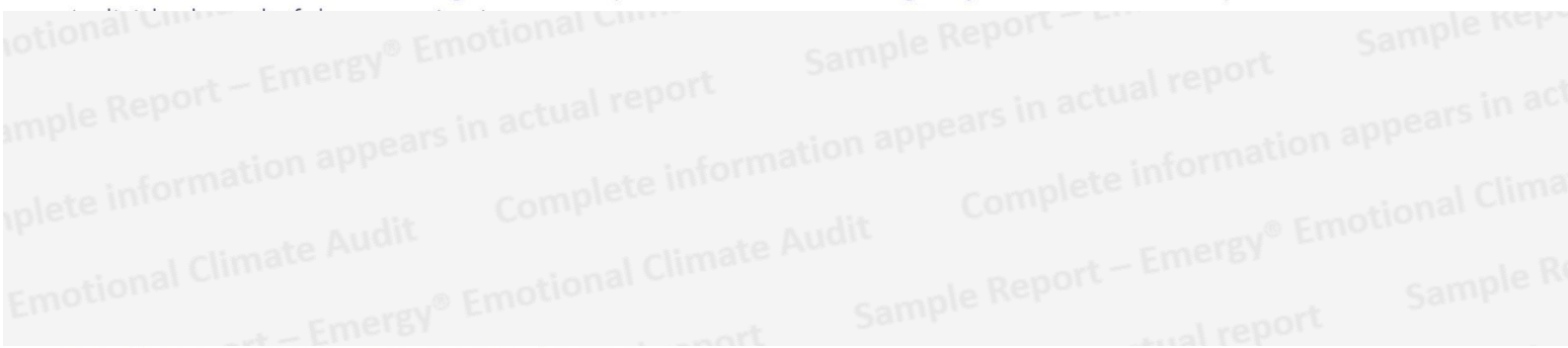
The graphs show the mean and the range of the results of the sample, i.e. the result of the respondent with the lowest score and the result of the respondent with the highest score.

The percentages at the bottom of the graph indicate how many percent of the norm group score lower.



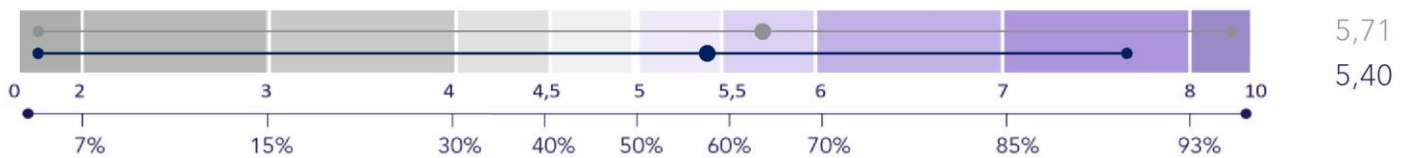
1. Emotional agency

Emotional agency is the awareness, understanding, and consideration of emotions (one's own and others') in activities, interactions, and organizational practices. Emotional agency is therefore a competence of both

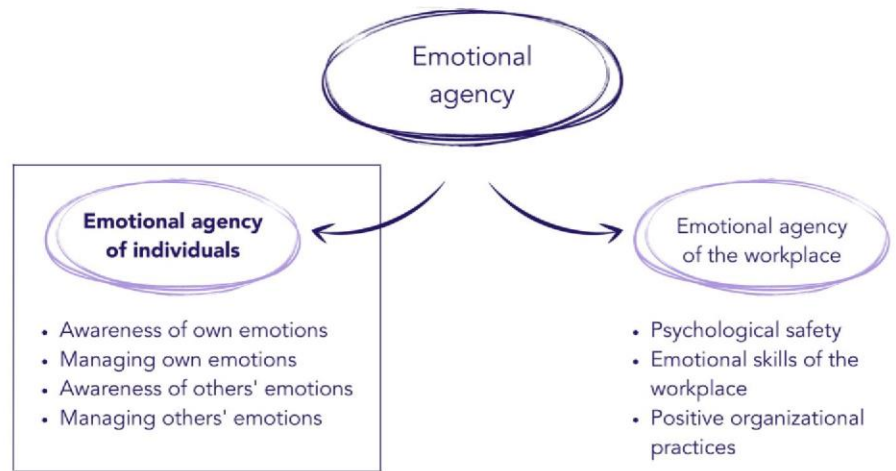


EMOTIONAL AGENCY INDEX

The emotional agency index reflects an overall picture of the level of emotional agency. This includes both the emotional agency of individuals and of the workplace.



The average perception of emotional agency among the sample group is close to the average for workplaces. The situation is neither particularly good nor particularly bad. We recommend that you have an open discussion about the results of the Emotional Climate Audit Report and identify together the main strengths and decide on the areas for improvement.

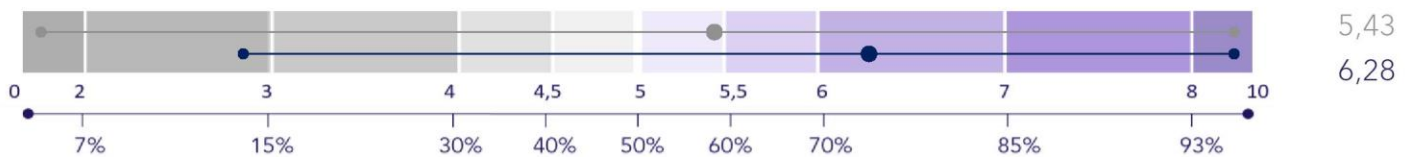


1.1. THE EMOTIONAL AGENCY OF INDIVIDUALS

Individuals' emotional agency consists of four different types of emotional skills: awareness of one's own emotions, managing one's own emotions, awareness of others' emotions, and managing others' emotions.

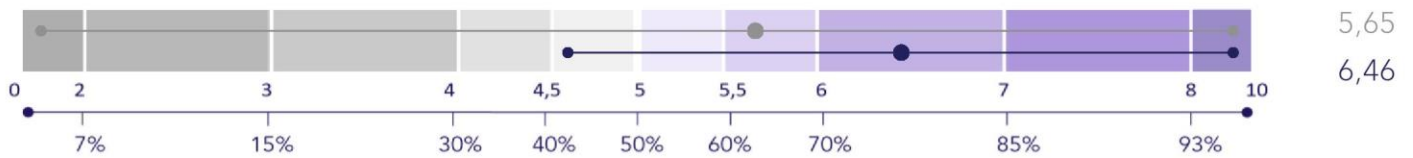
1.1.1. AWARENESS OF OWN EMOTIONS

Awareness of one's own feelings includes the ability to describe one's feelings, to express them, and to be



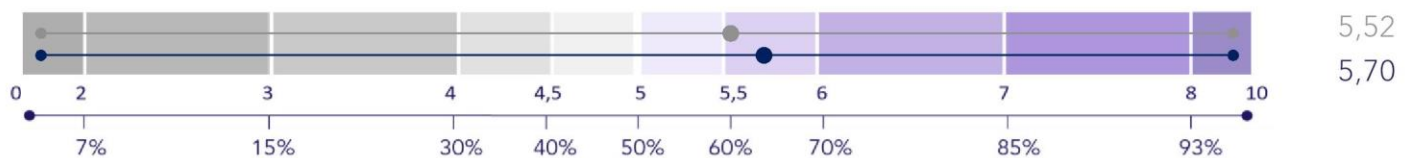
1.1.2. MANAGING OWN EMOTIONS

Managing own emotions means the ability to regulate one's own emotions during the working day. This



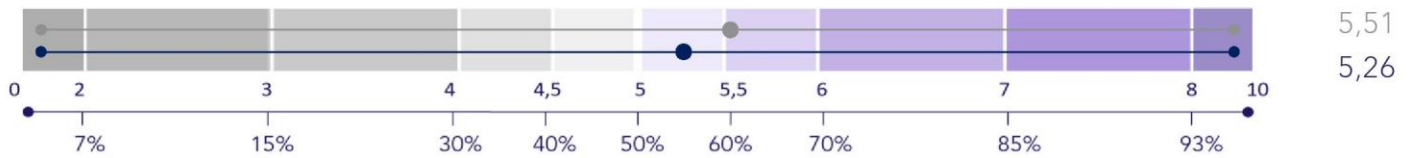
1.1.3. AWARENESS OF OTHERS' EMOTIONS

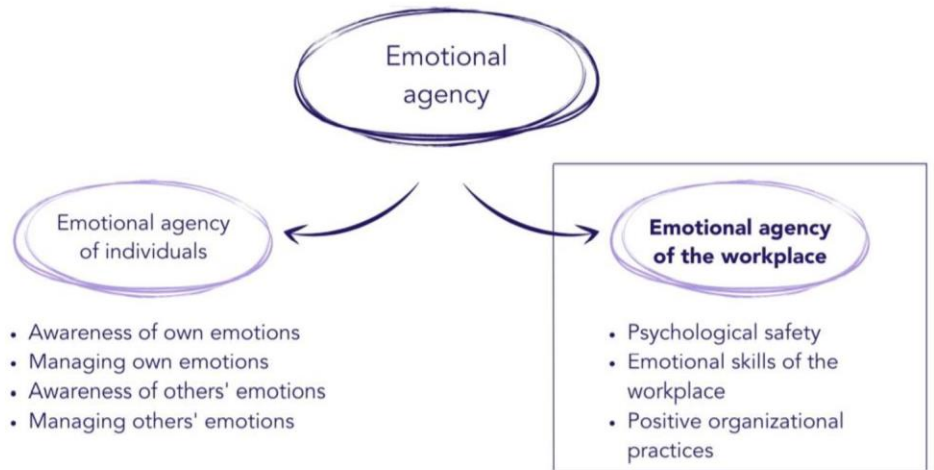
Awareness of others' feelings means the ability to read the emotions, facial expressions, and body language



1.1.4. MANAGING OTHERS' EMOTIONS

Managing others' emotions refers to the ability to influence the emotions of co-workers, such as the ability to



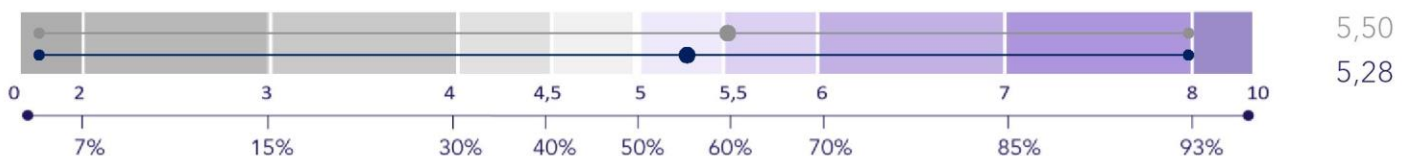


1.2. THE EMOTIONAL AGENCY OF THE WORKPLACE

The emotional agency of the workplace entails how emotional skills manifest at the workplace, how employees experience psychological safety at work, and how positive organizational practices are utilized.

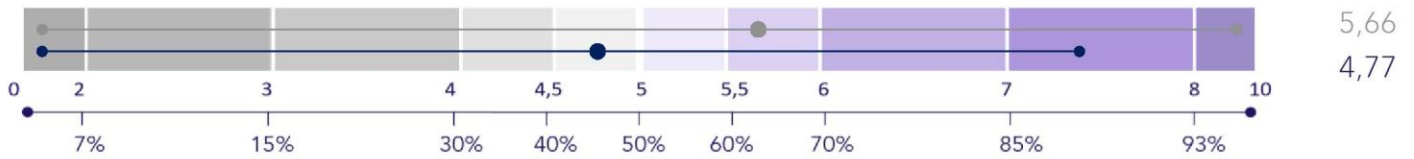
1.2.1. PSYCHOLOGICAL SAFETY

Psychological safety refers to the experience of feeling safe to take risks and be vulnerable in front of others,



1.2.2. EMOTIONAL SKILLS OF THE WORKPLACE

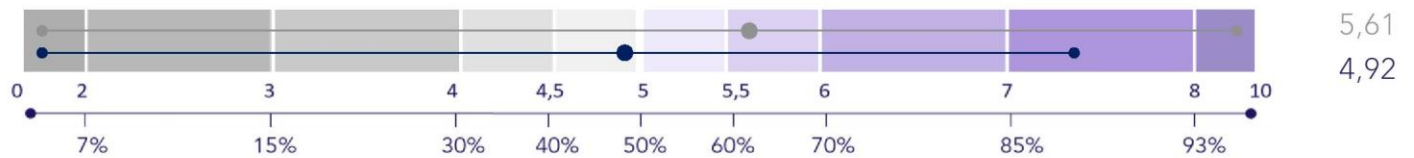
Emotional skills in the workplace refer to individuals' experience of how emotions are perceived and dealt with in the workplace, e.g. whether people feel they can discuss emotions in a constructive manner in our



On average, the emotional skills of the workplace among the sample are perceived close to the average. At the lowest level, the emotional skills of the workplace are perceived very low.

1.2.3. POSITIVE ORGANIZATIONAL PRACTICES

Positive organizational practices refer to those actions that promote great team spirit, building trust, a



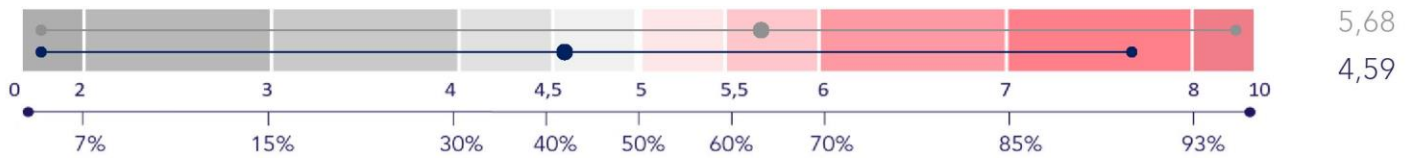
2. Emotions at the workplace

Emotions at the workplace

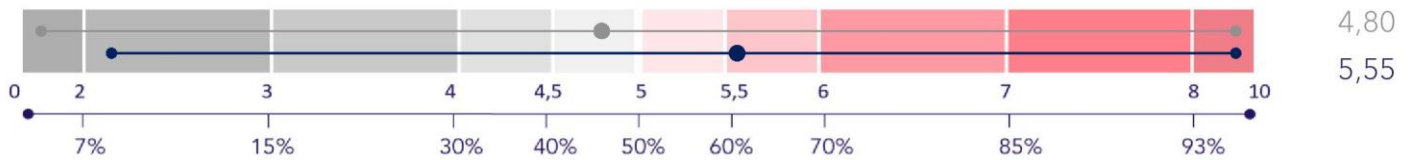
- Positive emotions
- Negative emotions
- Positivity index

Results as compared to the norm group

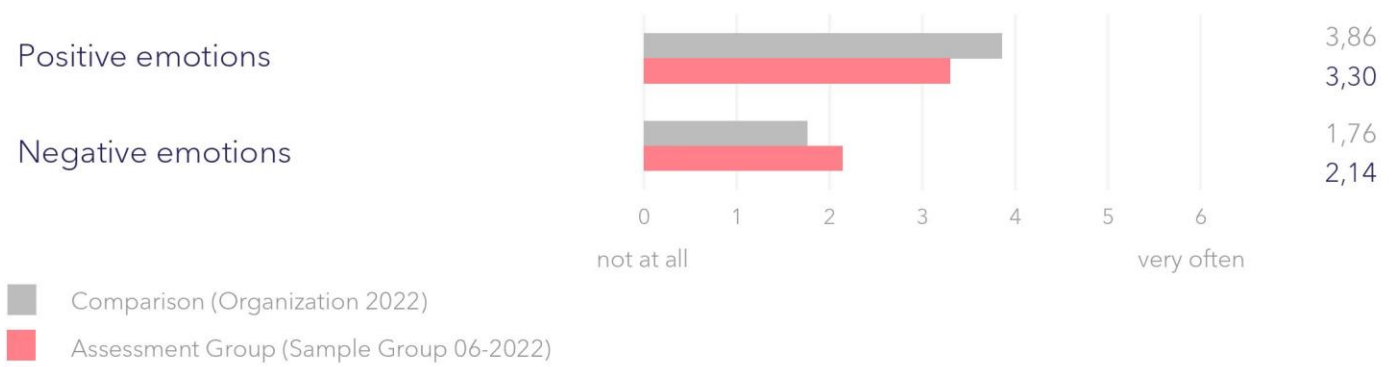
2.1. POSITIVE EMOTIONS



2.2. NEGATIVE EMOTIONS



Raw scores

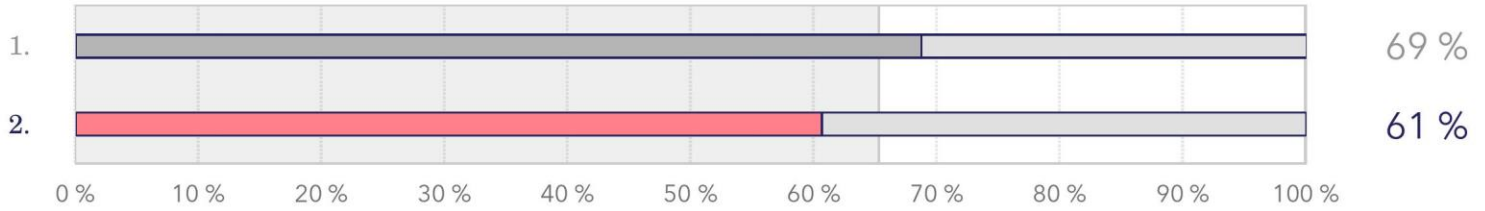


A good emotional climate is characterised by the ability to express all kinds of emotions, both positive and negative, in a constructive way. Positive emotions energize, increase motivation and memory, and improve

2.3 POSITIVITY INDEX

1. Comparison (Organization 2022)

2. Assessment Group (Sample Group 06-2022)



The gray area in the background of the graphs corresponds to the overall average for workplaces. The average positivity index in the Energy® Emotional Climate Audit is 65%. This means that, on average, about twice as many positive emotions are experienced during the working day as negative ones.

The average positivity index of the sample is lower than the average in workplaces, meaning that negative emotions are experienced too much in relation to positive emotions. When negative emotions take

TOP 3 EMOTIONS

In the Top 3 list of emotions, the percentage reflects the relative number of respondents who said they had experienced that emotion quite often, often, or very often during the last two working weeks.

TOP 3 POSITIVE EMOTIONS

- Hopeful, optimistic, trusting
- Interested, curious
- Excited, inspired
- Joyful, amused, funny

- 2. 71 %
- 1. 78 %
- 64 %
- 81 %
- 57 %
- 57 %

TOP 3 NEGATIVE EMOTIONS

- Stressed, overwhelmed
- Bored, jaded
- Doubtful, suspicious, distrustful
- Frustrated, dissatisfied, disappointed

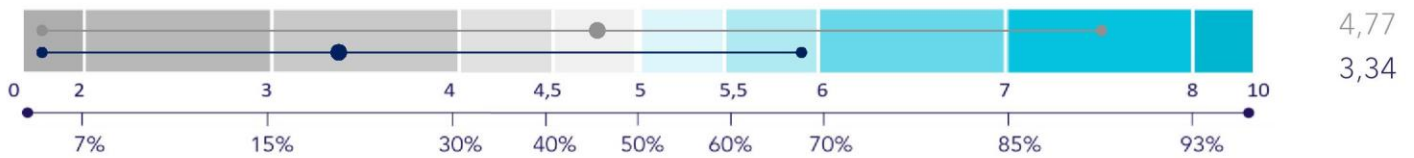
- 2. 43 %
- 1. 46 %
- 36 %
- 20 %
- 36 %
- 26 %
- 36 %
- 34 %



3. Engagement

3.1. WORK ENGAGEMENT

An engaged employee is enthusiastic, inspired, and genuinely proud of their work. They feel that their work is important and meaningful and are constantly seeking to improve. In particular, individual factors, such as



3.2. ORGANIZATIONAL COMMITMENT

Organizational commitment refers to an employee's positive attitude towards their organization. An employee with high organizational commitment is committed to the values, goals, and future of the

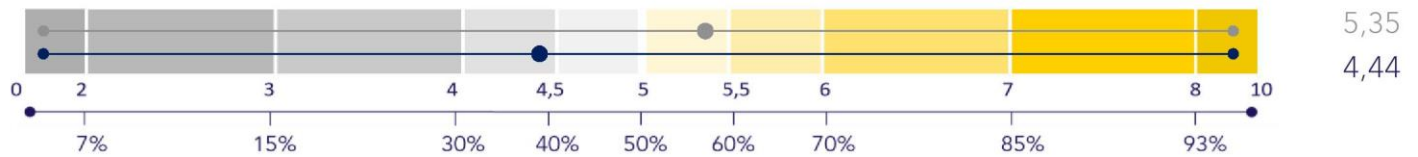
Psychological needs

- be Seen
- be Understood
- be Respected
- be treated Fairly
- have Autonomy
- make Progress
- have Purpose

4. Psychological needs

4.0. PSYCHOLOGICAL NEEDS INDEX

We all understand very well that people have certain basic physiological needs. Everyone needs enough food, water, and sleep. But surprisingly, many people are unaware that we also have certain fundamental



Raw scores

The fulfillment of basic psychological needs is described by 7 questions. The graph shows the mean and range of responses.



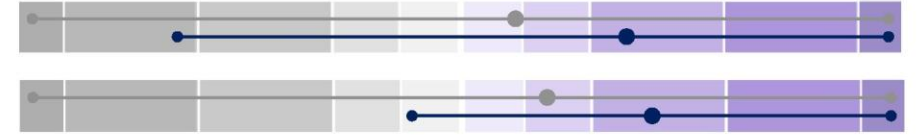
Emotional Agency Index



5,71
5,40

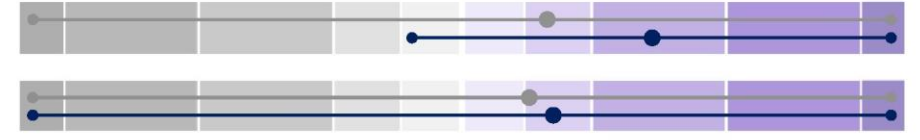
Emotional agency of individuals

Awareness of own emotions



5,43
6,28

Managing own emotions



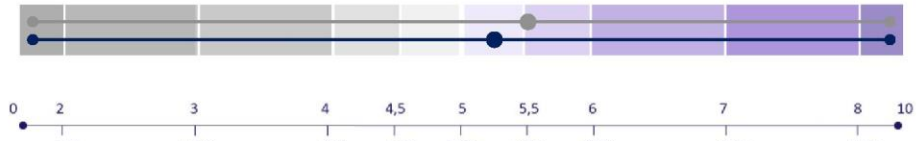
5,65
6,46

Awareness of others' emotions



5,52
5,70

Managing others' emotions



5,51
5,26

Emotional agency of the workplace

Psychological safety



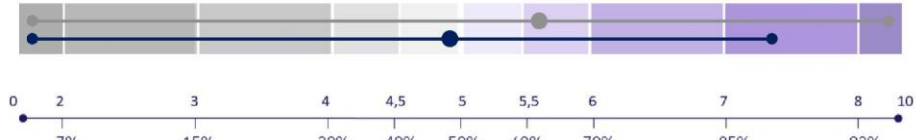
5,50
5,28

Emotional skills of the workplace



5,66
4,77

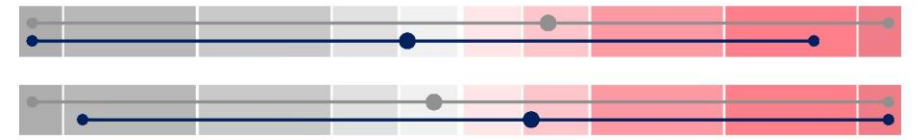
Positive organizational practices



5,61
4,92

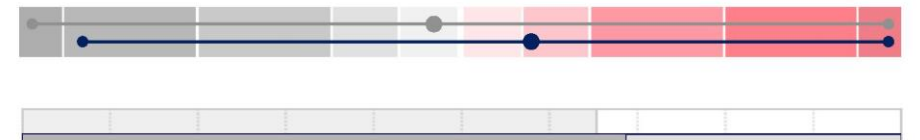
Emotions at the workplace

Positive emotions



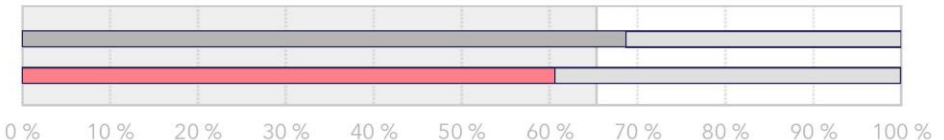
5,68
4,59

Negative emotions



4,80
5,55

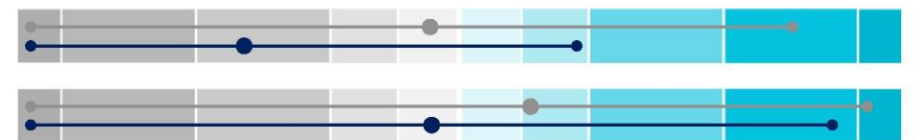
Positivity Index



69 %
61 %

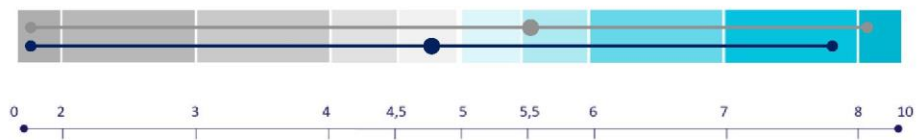
Engagement

Work engagement



4,77
3,34

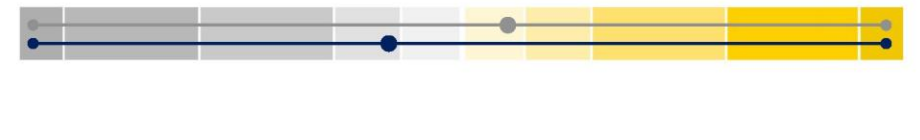
Organizational commitment



5,55
4,79

Psychological needs

Psychological needs index



5,35
4,44