

# Risk culture results

Business unit

Date

Number of answers

Tally how many employees ticked each box. Percent agree = (number of 4s + number of 5s) divided by the total, times 100.

| STATEMENT                                                | 1 | 2 | 3 | 4 | 5 | TOTAL | % AGREE |
|----------------------------------------------------------|---|---|---|---|---|-------|---------|
| 1. Senior leaders follow the risk rules they set.        |   |   |   |   |   |       |         |
| 2. My manager puts the rules ahead of targets.           |   |   |   |   |   |       |         |
| 3. I know which decisions need sign-off before I act.    |   |   |   |   |   |       |         |
| 4. After a mistake we look for causes, not culprits.     |   |   |   |   |   |       |         |
| 5. I can raise a risk without it hurting my career.      |   |   |   |   |   |       |         |
| 6. When I raise a concern, I hear what happened next.    |   |   |   |   |   |       |         |
| 7. Staff can challenge decisions here, even senior ones. |   |   |   |   |   |       |         |
| 8. Risk and compliance staff join plans early, not late. |   |   |   |   |   |       |         |
| 9. How targets are met matters here, not just results.   |   |   |   |   |   |       |         |

## What would most likely stop someone here raising a risk

| NOTHING WOULD | FEAR OF BLAME | DOUBT IT HELPS | UNSURE WHO TO TELL | NO TIME |
|---------------|---------------|----------------|--------------------|---------|
|               |               |                |                    |         |

### Strengths

The two statements with the highest percent agree.

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### Two areas to act on first

The two statements with the lowest percent agree.

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### What the open answers say

Sort the comments into three or four themes.

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### You said, we will

What staff told us about risk here, and what we will change.

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