



HIGHLIGHTS



PSYCHOLOGICAL SAFETY + QUALITY OF STRATEGIC DECISION-MAKING

+0.63

The psychological safety of individuals on decision making teams is highly correlated to the quality of decision-making on boards. The lower the psychological safety is on the team, the poorer the quality of the decision-making. Those teams who scored high on psychological safety, assessed the quality of their decision-making as high.



PSCYCHOLOGICAL SAFETY + ADVOCACY

+0.69

The psychological safety of individuals on teams is highly correlated to advocacy of organisation "as a place to work" and "as a place to take a leadership position". A negative experience drives a negative perception of the organisation as a whole.



Four out of 10 feel psychologically safe within their decision-making teams.



Three out of 10 feel high levels of trust for their fellow decision-makers.



STRATEGIC DECISION-MAKING

25%

assessed the quality of their strategic decisions as "highly effective" in relation to achieving the strategic priorities of the organisation. Sixty percent were "somewhat effective", 13% "not so effective" and 2% "not at all effective".



STRATEGIC DECISION-MAKING PEOPLE & CULTURE

13%

assessed the quality of their strategic decisions as "highly effective" in relation to People & Culture issues. Fifty-five percent were "somewhat effective", 24% "not so effective" and 8% "not at all effective".



DECISION-MAKING PERSONAL EFFECTIVENESS

35%

assessed the quality of their personal impact with regards to decisions as "highly effective". Fifty-eight percent were "somewhat effective", 5% "not so effective" and 1% "not at all effective".