

Culture Survey Frequently Asked Questions

1. **What do I need to provide icare?**

You need to provide icare with email contact details for your workers, as well as information on role titles and department names. We will provide you with an easy to use spreadsheet that you can populate.

2. **How will the data that is collected be stored?**

The survey data is collected via our internal survey tool and all data is stored on our secure server inhouse. All systems are compliant with the privacy laws.

3. **Will individual responses be visible?**

No, it is important that we protect the identity of individuals. icare will not release individual responses from the survey and will only provide insights from the aggregated survey results. No subgroups of less than 10 employees would be analysed at subgroup level.

4. **How is this different to an engagement survey?**

Engagement surveys are focused on how likely an employee is to speak positively about the organisation to others, stay with the organisation and give additional effort i.e. say / stay / strive = how engaged they are with the organisation. This culture survey is focused on the characteristics of a workplace culture that support injury prevention.

5. **How long will the survey take to complete?**

Completion time depends on the individual as some like to spend more time thinking about their answer than others. The survey is built so it is easy to fill in and shouldn't require thinking time. It is the top of mind response that is the best one as the survey aims to collect how employees feel about the culture of safety in the organisation. On average, the survey is set up to take less than 10 minutes to complete.

6. **How will the results of the survey be provided to me?**

icare will provide you with a dashboard with an overall score against each of the dimensions. Where sample size allows, you will also be provided with insights across the whole organisation, departments and/or type of roles.

7. **What do I do with the results of the survey?**

Your icare Injury Prevention Specialist will meet with you to discuss the results of the survey, and importantly ideas to positively influence the workplace culture to support injury prevention. It is important to note that this survey is in no way designed to assess if things are good or bad in the organisation.