

“What makes an exceptional workplace? Employee commitment and ownership—the emotional and psychological attachment to an organisation—is seen to be the vein of gold that delivers high performance as employees are prepared to exert considerable effort on its behalf, to go the extra mile.”

Generative Assessment Survey



What dimensions of my organisation will the assessment look at?

- Financial Reward
- Health and Well Being
- Work Environment
- Resources
- Relational Environment
- Motivation
- Emotional Maturity
- Empowerment
- Organisational Alignment
- Business Efficiency
- Learning and Development
- Personal Fulfilment
- Corporate Citizenship
- Internal Cohesion
- Leadership
- Communication

What is Ergo's Generative Assessment Survey?

Finding and retaining collective talent is the holy grail of organisational healthiness. Not any team will do. You need to retain the mix of talent that will serve your organisation most effectively. So how do you measure the capacity of your people to give you optimum results?

Ergo has developed an organisational health assessment tool that gauges the alignment of staff value preferences with organisational vision and day to day reality. Management and staff input is collected through an easy to use online survey which is then analysed and the findings presented back to the organisation. It gives employers vital information on employee motivation, organisational resilience and productivity.

The nature of the assessment reveals gaps between espoused values and enacted values and provides your organisation with the ability to uncover the, “vein of gold”. The feedback session will provide decision makers with a clear and valuable map for action. Depending on the organisation's needs, the assessment can be carried out as either a point in time snapshot, or as an ongoing, periodic diagnostic to analyse trends.

The Assessment Involves:

- A 25 minute online questionnaire
- 2 hour executive debrief workshop
- A detailed report in hard copy

What is a Generative Organisation?

A driving force behind Ergo's business is the cultivation of organisations that give employees a better day at work and that make a contribution to a better future for the world. We call these special workplaces 'generative organisations'. To be generative means:

- Being creative, adding real value
- Engaging the personal, relational and systemic dimensions of life and work
- Being sustainable, from a social, financial and environmental perspective

The Generative Assessment Survey will give you a measure of your organization's current generativity and highlight areas for development so that your workplace can be a truly life-enhancing environment.

Ask Yourself:

Do I feel like we are not performing at optimum levels?

Have I got a good handle on the motivation drivers across the business?

What should I work on to improve motivation, retention and performance?

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