

## ***Consitrium Climate Report***

The Consitrium Climate Report® (CCR) is designed to evaluate a construction company by measuring employee engagement in either the company's safety climate or operations climate and, then, to facilitate an increase in employee engagement. The Consitrium Group uses a proven method of collecting meaningful information about company climate without burdening operations with an interview-based audit. The CCR not only shows the traditional perception survey focus on the differences in employee engagement, it also provides professionals in the construction industry with the knowledge to recognize climate issues and address employee engagement to produce positive results.

The Consitrium Group's validated assessment of your company's climate will provide direction in four Categories

- **Leadership**—Company leaders set the tone for the company climate.
- **Implementation**—Company leaders have expectations for moving forward to improve the company.
- **Belonging**—Engaged employees feel an emotional and personal connection to their work.
- **Development**—Company leaders must act through supervisors to motivate the hourly employees.

You can use the CCR and our consultants to

- **evaluate** employee engagement at all employment levels
- **reduce** productivity loss due to disengaged employees
- **target** issues to include in your action plan
- **coach** your managers in developing and implementing an effective action plan
- **increase** the overall effectiveness of your safety or operations climate

For more information please see the reverse side of this brochure.

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The Consitrium Climate Report© (CCR) was created after extensive research of prior studies about organizational climate in the construction industry. The Consitrium Group's research has identified the strongest queries for assessing a company's climate. The queries, or statements, used in the CCR cover a broad range of beliefs and values and have the highest correlation to improving employee engagement in either the operations or safety climate after our evaluation of

- over 200 questions
- more than 1,400 organizational assessments
- approximately 425,000 surveys completed over a span of 15 years

Past clients have used our consultants' expertise to

- lower their company's MOD rating by 40%
- lower their company's incident rate by 50%
- aid in the winning of AGC's Construction Safety Excellence Awards
- aid in being awarded an ABC Chapter's Safety Director of the Year Award
- achieve Regional OSHA VPP status
- improve employee engagement, retention and morale

We are the Consitrium Group, the experts in construction culture assessments. Our founder has worked exclusively in this area of study for nearly two decades and has provided this type of service to some of the largest organizations in the world.

Our goal is to optimize human potential and maximize employee engagement to help you retain your talented employees. We look forward to assisting you in improving the levels of engagement in your organization.

For more information on the CCR, pricing options or to request a sample report, please contact the Consitrium Group.