



This is an abridged
sample report
containing only 8
pages from a
standard SCI report.



Sustainability Culture Indicator

Results report for

Your Organisation

November 2022

Snapshot of Individual and Organisational Enablers

The chart shows the mean scores for each of the enablers measured in the SCI. Scores can range from 1 to 6.

The individual enablers are the psychological and attitudinal factors which need to be in place in order for employees in the organisation to engage in sustainable behaviours. For instance, if people feel strong responsibility towards sustainability, but perceive they have limited control over the sustainability aspects of their job, they are unlikely to engage in action.

The organisational enablers are those aspects of the organisation which support a culture of sustainability. For instance, if people perceive that the processes make it more difficult to make sustainable decisions, then this may present a barrier to the organisation's sustainability vision.

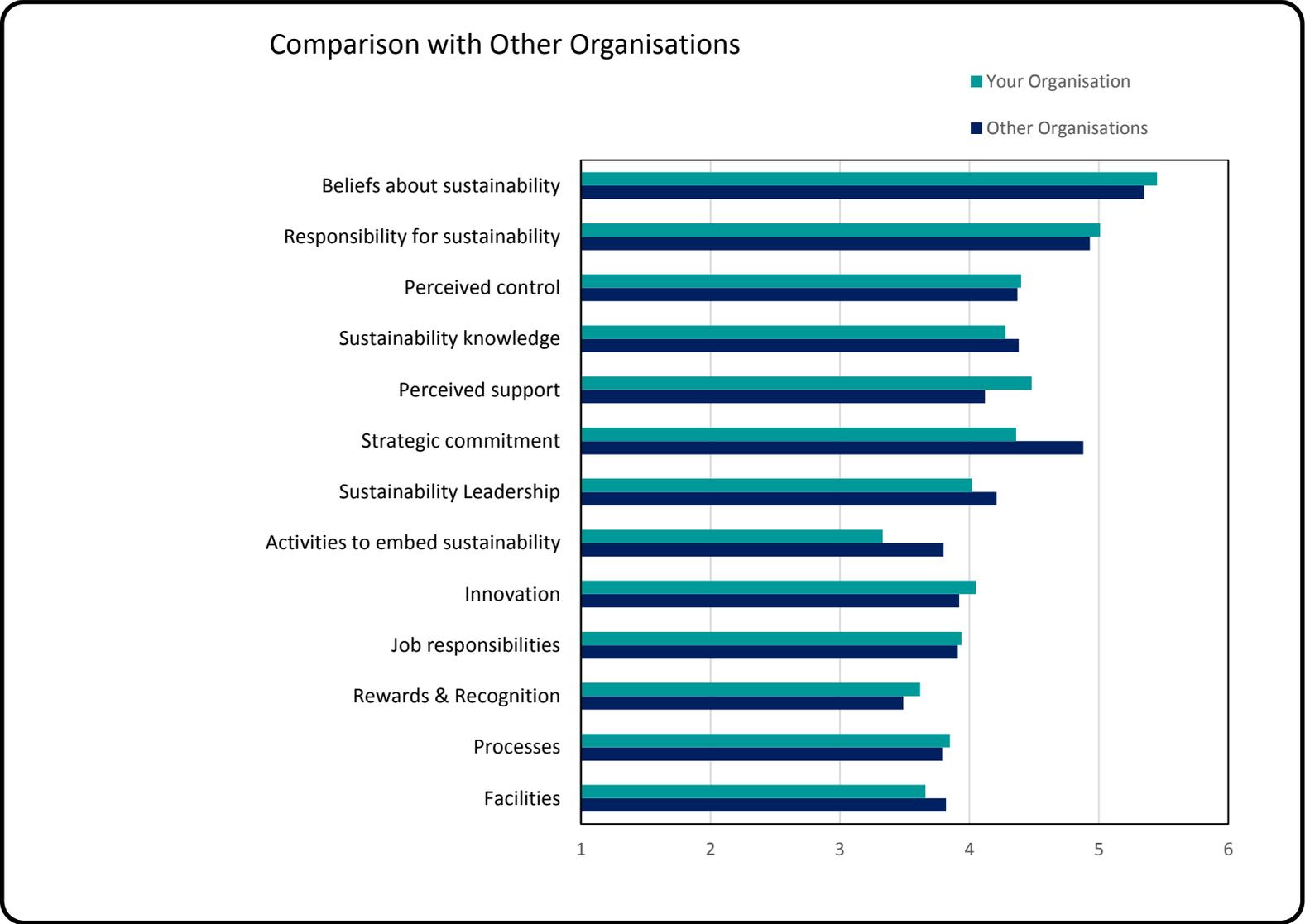


Comparison With Other Organisations

The chart compares Your Organisation's mean enabler scores to those of other organisations who have completed the SCI. It should be noted that the survey items completed by the comparison organisations differ slightly in some places, due to ongoing development and customisation of the SCI.

Analysis

Your Organisation exceeds the average for general organisations on 8 of the 13 enablers. Perceived Support and Innovation are two areas where Your Organisation appears to be doing comparatively well in embedding sustainability.



Top and Bottom Items – Individual Enablers

The table shows the highest and lowest scoring items among the Individual Enablers, those psychological and attitudinal determinants of sustainability engagement.

All items are scored on a 1-6 scale.

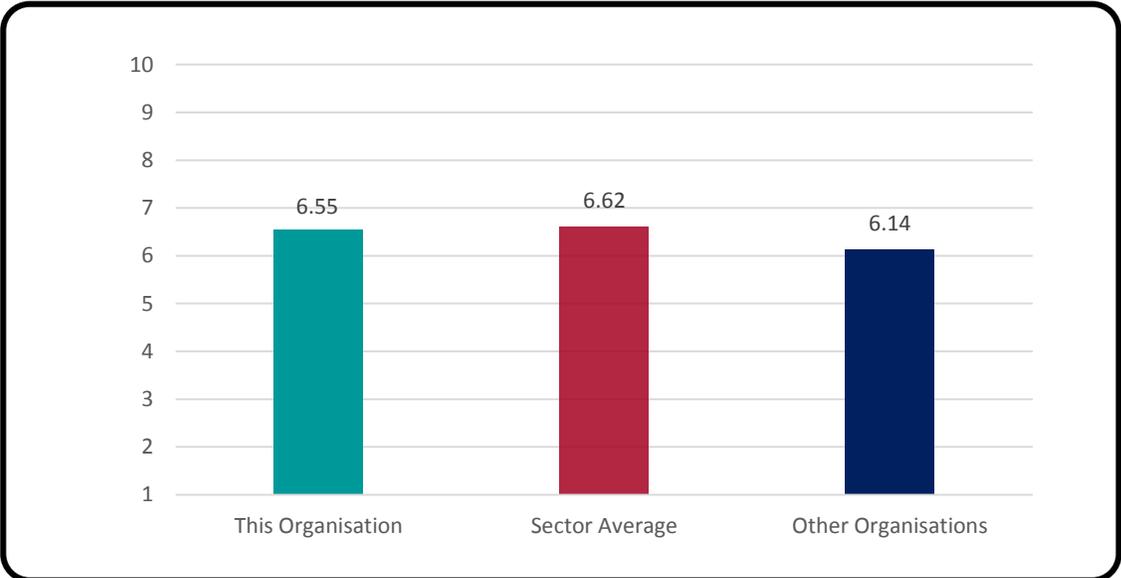
Individual Enabler Items – Highest Mean Scores	Mean
People should do as much as they possibly can to preserve the environment for future generations	5.57
This organisation has a responsibility to be a leader in sustainability	5.40
I strongly believe that all organisations have a responsibility to make sustainability a priority in their decision making, planning and actions	5.37
Issues relating to sustainability are deeply important to me	5.20
It is very important to me that I work in a way which maximises positive environmental and social outcomes and local economic opportunities wherever possible.	5.19

Individual Enabler Items – Lowest Mean Scores	Mean
I feel supported by my immediate manager to adopt sustainability behaviours	4.30
I clearly understand sustainability issues relevant to our organisation	4.12
I feel like I have a lot of control over the environmental impact of my work activities	3.90
I feel well supported by my peers to make sustainability a priority at work	3.90
I feel like I am well informed and educated about sustainability issues in general	3.69

Overall Sustainability Effort

Respondents were asked to respond to the question of “This Organisation’s current level of effort with regard to sustainability is...”

Analysis
Overall, the rating of Your Organisation’s effort with regard to sustainability was 6.55 out of 10, slightly below the mean for the sector and above that for other organisations. 59% of respondents rated the effort 7 or above.



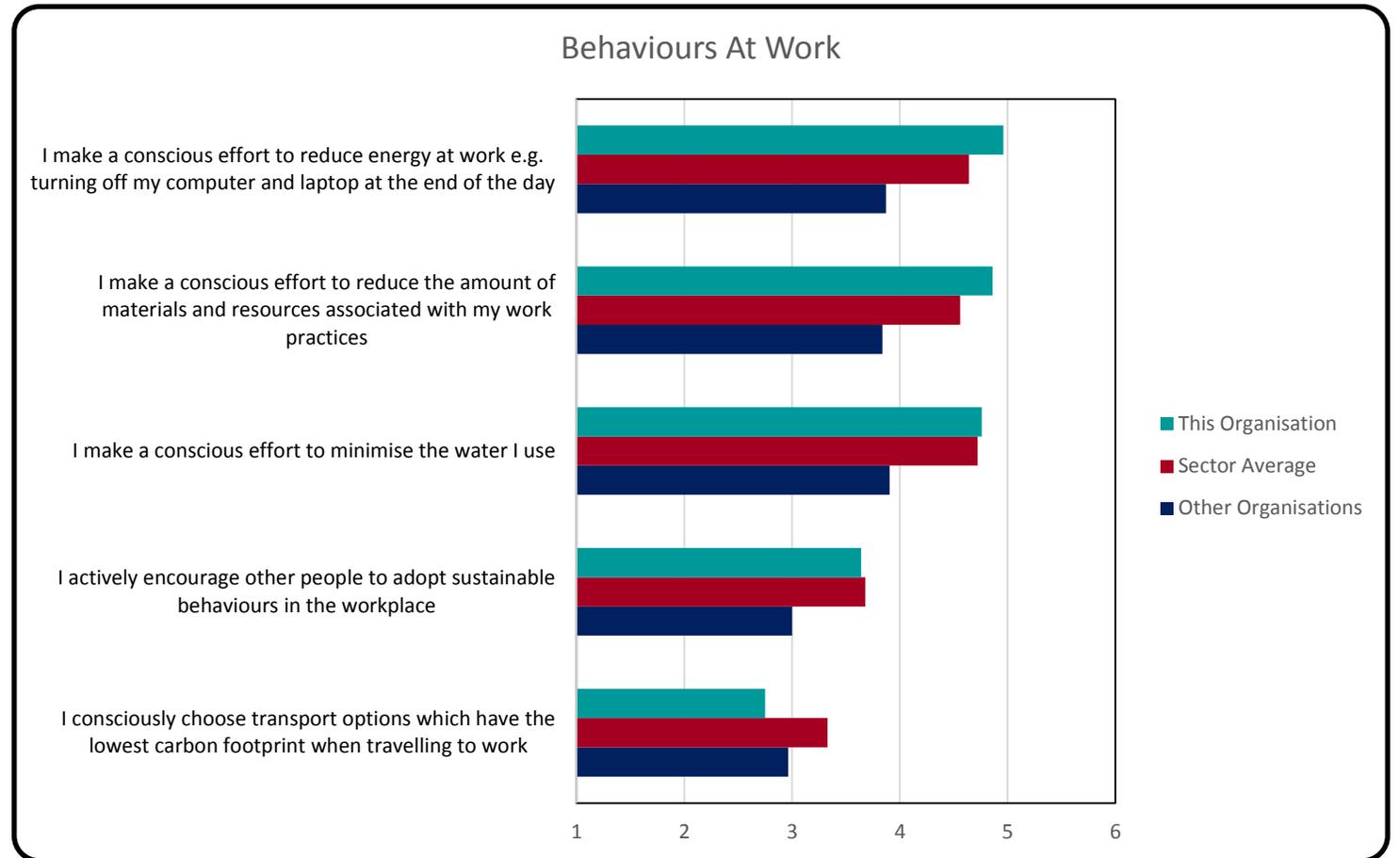
Behaviours At Work

Graph shows the self-rated frequency of sustainability-related behaviours at work.

Analysis

Overall, respondents perceive that they are doing a good job on most behaviours around waste and resource conservation, in comparison to other organisations.

Transport and peer advocacy are the two behaviours that are less frequent in Your Organisation compared to the sector comparison.



Sustainability Knowledge

The degree to which people feel they have sufficient knowledge of sustainability issues relevant to the organisation and their job.

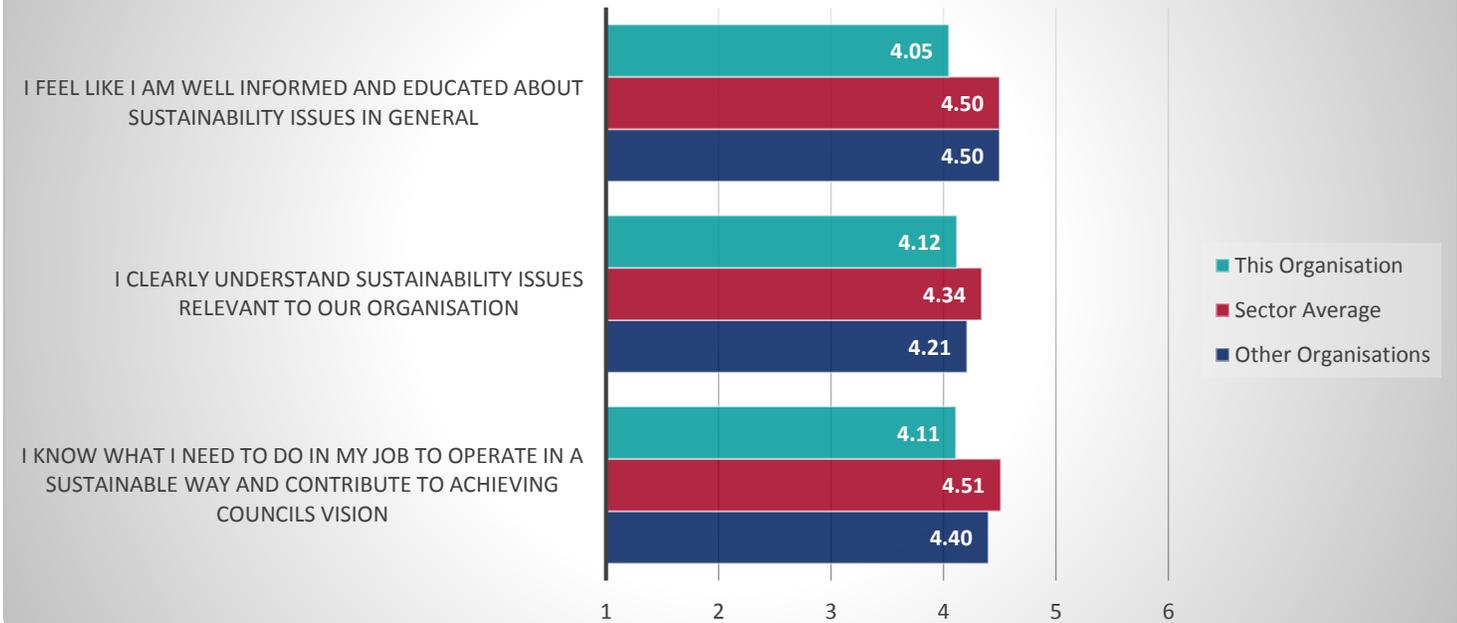
Research repeatedly reveals that knowledge of sustainability issues is an essential precursor to sustainability-related behaviour, while a recent study of organisations found that internal awareness-raising campaigns were among the most effective ways of encouraging employees to adopt sustainable behaviours.

Analysis

Compared to other organisations, Your Organisation employees feel that there is room for improvement in raising awareness about sustainability and how they can apply it in their work.

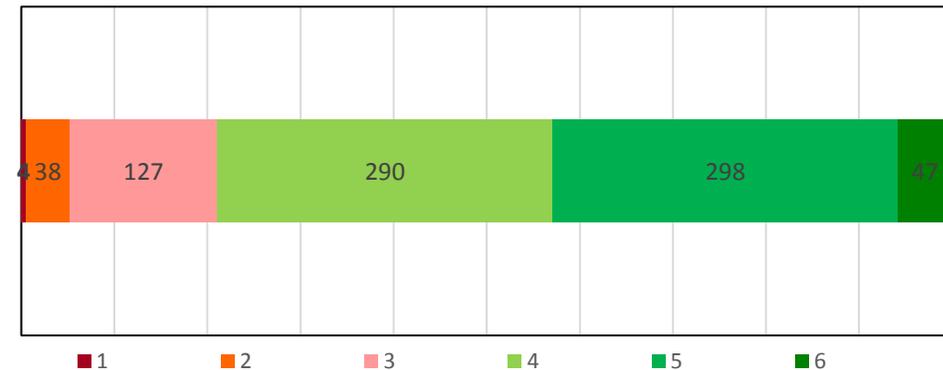
For more resources for this enabler, including research findings and strategies for improvement, go to www.awake.com.au/knowledge

Sustainability knowledge: Items



Range of Responses: Sustainability knowledge

(Rounded: Mean = 4.09)



Sustainability Leadership

The extent to which the leadership and management behaviours in the organisation support a culture of sustainability.

All aspects of culture are driven from the top, and sustainability is no exception. If people feel that there is strong leadership commitment, and the behaviours of the leaders and managers are consistent with this commitment, then a culture of sustainability is more likely to be created. This is supported by research findings, which reveal that the best sustainability-focused organisations are typified by strong leadership in the area.

Analysis

Your Organisation scored above average compared to other organisations on sustainability leadership. Ensuring the leaders are walking the talk on the issue should be an ongoing focus in further embedding confidence in Council's commitment.

For more resources for this enabler, including research findings and strategies for improvement, go to

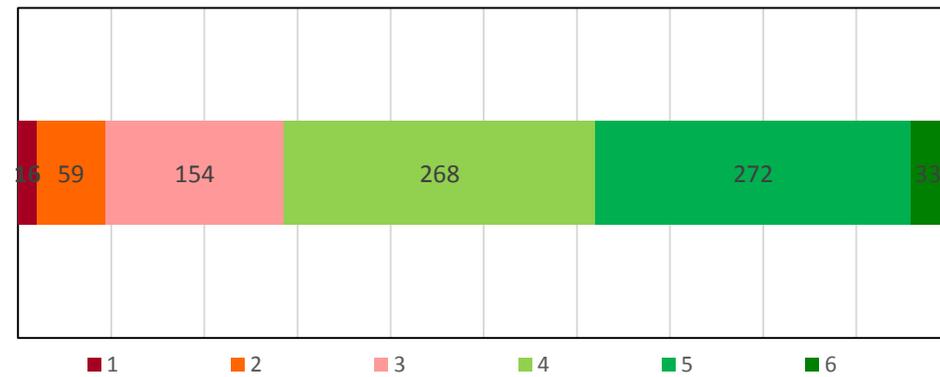
www.awake.com.au/leadership

Sustainability Leadership: Items



Range of Responses: Sustainability Leadership

(Rounded: Mean = 4.18)



Written Comments – Key Themes

"What is the most important change this Organisation could make in order to operate in a more sustainable way?"

