



Sustainability Culture Indicator

**Please note this is an
abridged sample report
containing only 8 pages
from a standard SCI
report.**



Sample SCI Report

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Executive Summary

Key Points

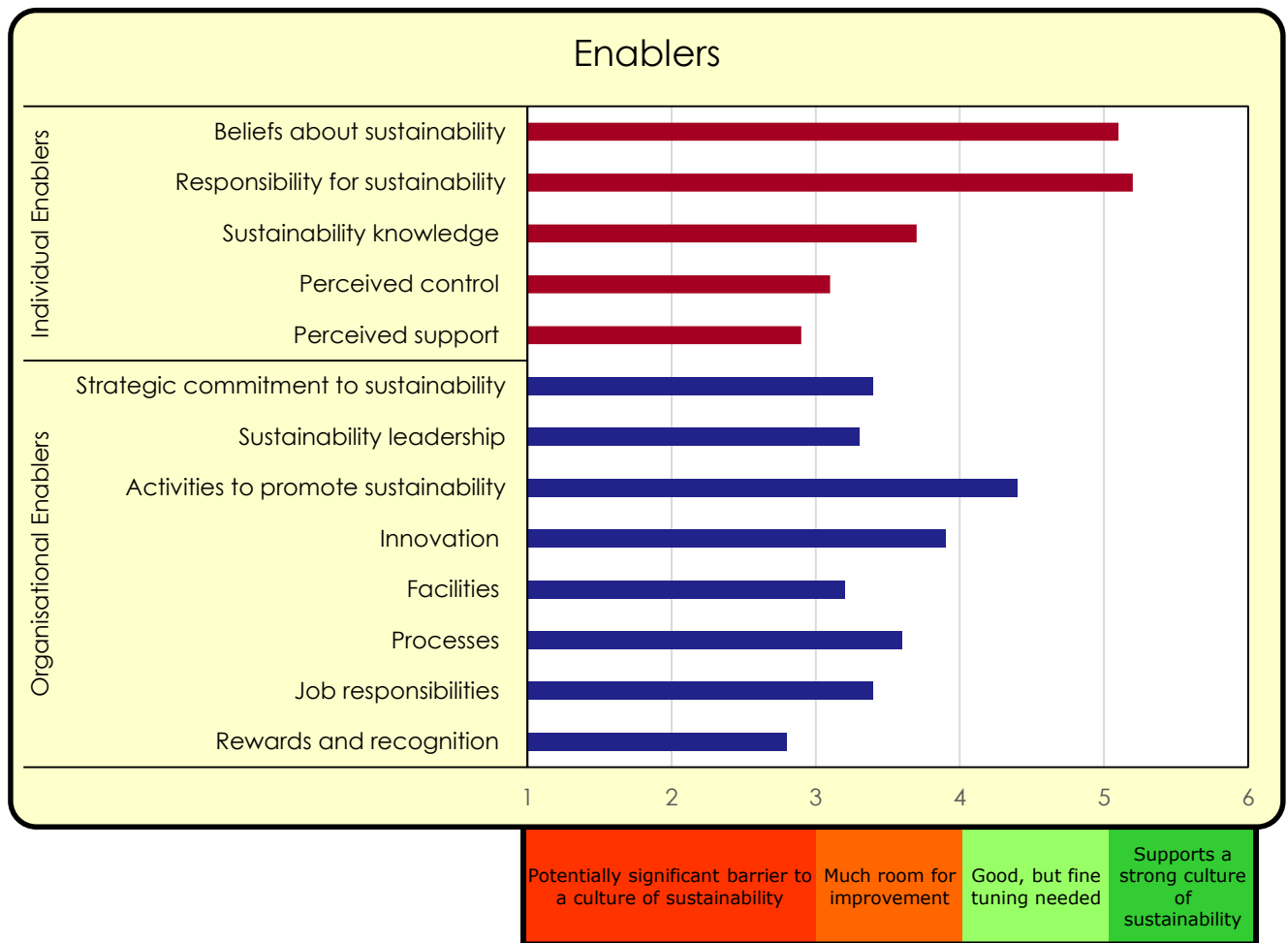
Areas of strength

- Strong belief in, and responsibility for, sustainability among respondents
- High reported resource conservation behaviours by staff
- Perception that innovation for sustainability is supported
- Appetite for further sustainability education and awareness-raising

Areas for development

- Better clarity and communication of strategic commitments to sustainability
- Making sustainability part of the norm and culture within the organisation
- Strong demonstration of sustainable behaviours by leaders and managers
- Training employees in sustainability and more clearly linking it to job responsibilities
- Aligning processes with sustainability

Snapshot of Individual and Organisational Enablers



The chart above 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 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 pro-environmental actions.

The **organisational enablers** are those aspects of the organisation which support a culture of sustainability. For instance, if people perceive that the rewards and recognition system fails to reinforce a sustainability focus (e.g. by focusing only on short-term revenue and profit), then this may present a barrier to the organisation's sustainability vision.

Each of the enablers is discussed in more detail on the following pages.

Comparison With Other Organisations

Comparison with other organisations



The chart above 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 in some places, due to ongoing development and customisation of the SCI.

About these results

These results show that your organisation scored above the average of the comparison group on all of the individual enablers with the exception of Perceived Support, suggesting that people feel more committed to and empowered about sustainability, but don't necessarily feel as supported in it.

The organisational enablers all fall below the comparison average, with the exception of Facilities and Activities to Promote Sustainability, indicating that the organisation has room for improvement in providing support mechanisms for sustainability.

Top and Bottom Items – Individual Enablers

Top 5 Items: Individual Enablers

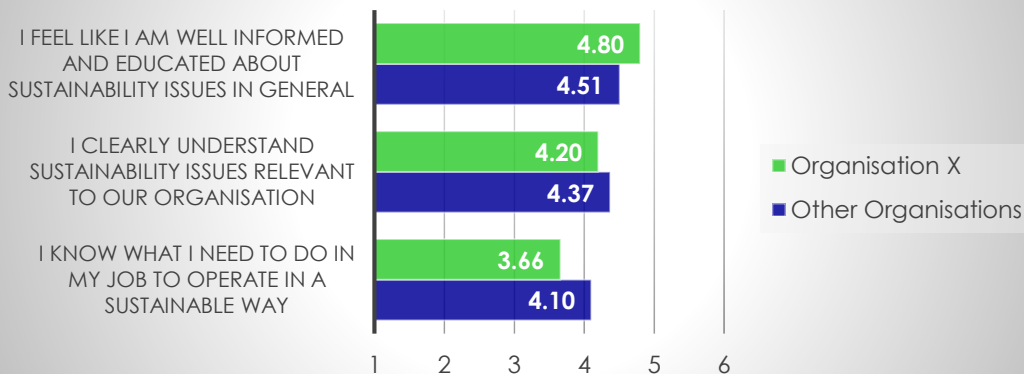
	Mean
People should do as much as they possibly can to protect and enhance the environment for future generations	5.55
This organisation has a responsibility to be a leader in sustainability	5.33
I strongly believe that all organisations have a responsibility to make sustainability a priority in their decision making, planning and actions	5.32
I consider sustainability to be close to my personal values	5.14
It is very important to me that I work in a way which minimises environmental impact	5.02

Bottom 5 Items : Individual Enablers

	Mean
I know what I need to do in my activities at the organisation to operate in a sustainable way	4.50
I clearly understand sustainability issues relevant to our organisation	4.26
I feel supported by my immediate manager to adopt sustainability behaviours	4.10
I feel well supported by my peers to make sustainability a priority at the organisation	3.86
I feel like I have a lot of control over the size of the "ecological footprint" that I leave through my actions at the organisation	3.72

Individual Enabler: Sustainability Knowledge

Sustainability knowledge: Items



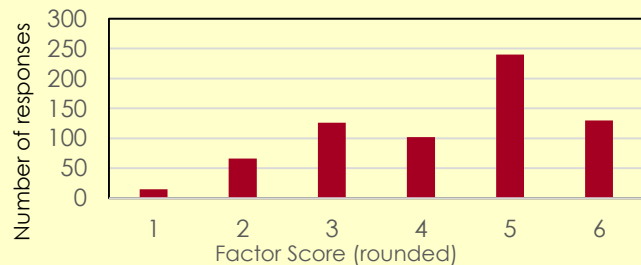
Definition

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

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

www.awake.com.au/knowledge

Range of Responses: Sustainability Knowledge
(Rounded: Mean = 4.6)



Importance Of This Factor

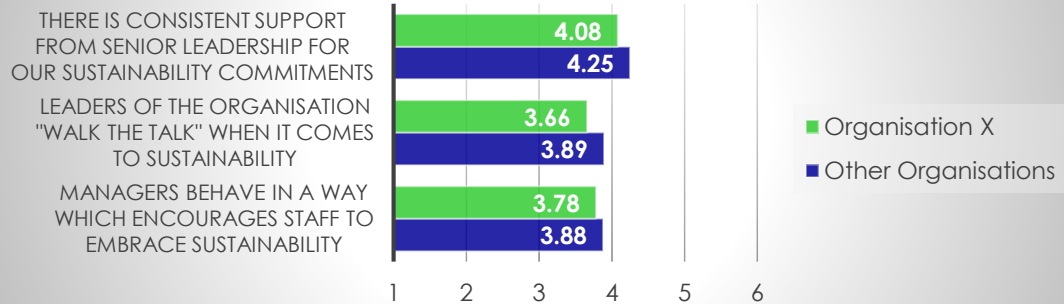
If people do not have good awareness of the sustainability issues relevant to their organisation and their job, it is difficult for them to engage in, and contribute to, the organisation's sustainability objectives. Research repeatedly reveals that knowledge of sustainability issues is an essential precursor to pro-environmental behaviour, while a recent study¹ of organisations found that internal awareness-raising campaigns were among the most effective ways of encouraging employees to adopt green behaviours.

Your Organisation's Results

The results above indicate that employees understand the sustainability issues relevant to the organisation relatively well, however are less sure about the way in which they can perform their own jobs more sustainably. This suggests some effort to educate and engage staff in reviewing their jobs against sustainability goals would be beneficial. This could potentially take place as part of a performance review and goal-setting process.

Organisational Enabler: Sustainability Leadership

Sustainability Leadership: Items



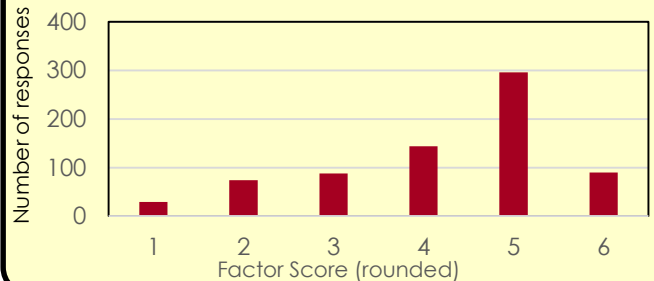
Definition

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

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

www.awake.com.au/sustainability_leadership

Range of Responses: Sustainability Leadership
(Rounded: Mean = 4.9)



Importance Of This Factor

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.

Your Organisation's Results

While the senior leadership are perceived as effective in their support for sustainability, actual behaviours do not appear to reflect this commitment. In particular, people feel that the managers of the organisation could improve in their support of staff to engage in sustainability.

In terms of addressing this issue, some discussion and direction of leadership responsibilities and commitments to sustainability is recommended. This could start with each manager committing to goals and behaviours for promoting and supporting sustainability in their area of the organisation.

