

LWC Workplace Culture Diagnostic

Understand what's happening
beneath the surface.

The LWC Workplace Culture Diagnostic is a structured organizational assessment designed to help leaders understand the conditions shaping employee experience, leadership effectiveness, workplace culture, and retention.

**You do not have to guess at the solution.
Start by understanding the problem.**





When to Consider a Diagnostic

The diagnostic may be a useful starting point when leaders know something is not working, but the visible symptoms do not fully explain what is creating the challenge.

Your organization may be experiencing:

- Burnout or disengagement
- Manager effectiveness concerns
- Turnover or retention challenges
- Low trust
- Communication breakdowns
- Organizational friction

The goal is to move beyond assumptions, distinguish symptoms from underlying conditions, and give leaders a clearer basis for deciding what should change.

What We Examine

The LWC STAY Framework

The diagnostic is informed by four interconnected conditionon that shape how people experience their organization and whether they can thrive within it.

S

S | Safety & Trust

Can I trust this organization?

Examines psychological safety, interpersonal trust, belonging and respect, employee voice, and organizational transparency.

T

T | Trustworthy Leadership

Can I trust my leaders?

Examines leadership self-awareness, communication and clarity, people development, accountability, and relational leadership.

What We Examine

THE LWC STAY FRAMEWORK

The diagnostic is informed by four interconnected conditions that shape how people experience their organization and whether they can thrive within it.

A

A | Alignment & Autonomy

Can I effectively do my work here?

Examines role clarity, strategic alignment, decision-making authority, resources and workload, and organizational coordination.

Y

Y | Your Growth & Experience

Can I see a future here?

Examines growth and development, recognition, career opportunity, sustainable work, and intent to stay.

The four conditions are examined together because strength in one area does not automatically compensate for friction in another.

How It Works

Listen. Diagnose. Recommend.

The diagnostic combines employee and leadership perspectives with relevant organizational evidence. The exact scope is tailored to the organization's size, context, questions, and goals.



01 | Listen

Understand the experience.

We gather employee and leadership perspectives and review relevant organizational evidence.

Depending on the engagement, this may include surveys, interviews, focus groups, organizational data, policies, processes, or other relevant evidence.



02 | Diagnose

Identify what is driving the experience.

We examine the evidence to identify recurring patterns, experience gaps, root causes, and sources of organizational friction.



03 | Recommend

Determine what should happen next.