

Cultural Assessment Detailed Report

Pillar	Building Block	Assessment Area	Questions	Overall	Flight Ops	Maint.	Flight Crew
Z Workforce Excellence	Leadership	Leadership Responsiveness	Leadership actively seeks feedback from employees at all levels.	2.3	2.0	2.0	3.0
			When provided with feedback, leaders take appropriate action.	2.7	2.0	3.0	3.1
			I feel comfortable sharing my opinions and concerns with leadership.	2.8	2.0	3.0	3.3
			Leaders are approachable and open to discussions.	2.5	2.0	2.5	3.0
			Leadership regularly updates employees on changes made based on their feedback.	2.7	2.5	2.5	3.0
		Decision-making Effectiveness	Leaders make decisions based on thorough analysis and consideration.	2.7	2.5	2.6	3.1
			The decision-making process is transparent and well-communicated.	2.9	2.6	2.7	3.3
			I am confident in the decisions made by our leadership.	2.9	2.8	2.8	3.2
			Leaders are decisive and timely in their decision-making.	2.8	2.5	2.6	3.3
			Leadership decisions align with the company's values and objectives.	2.8	2.5	2.8	3.2
		Leader-Team Relationships	Leaders foster a positive and supportive relationship with their teams.	3.1	2.9	2.9	3.4
			My direct supervisor/leader understands and supports my professional aspirations.	2.8	2.5	2.5	3.4
			Leaders are seen as role models and inspire their teams.	2.9	2.8	2.5	3.3
			I feel valued and appreciated by my direct leadership.	3.1	2.8	2.9	3.5
			Leaders promote a culture of trust and mutual respect.	2.9	2.5	2.8	3.5
	Training & Development	Career Development Opportunities	The company provides clear pathways for career development.	2.8	3.0	2.5	3.0
			I am aware of the opportunities available for advancing my career within the organization.	3.0	3.0	3.0	2.9
			Career development plans are regularly discussed and updated.	2.9	2.8	3.0	3.0
			The training I receive supports my career aspirations and growth.	2.9	2.8	3.0	2.8
			Employees are encouraged to take on new roles and challenges as part of their career development.	3.0	3.0	3.0	2.9
		Skill Development Initiatives	The company offers a variety of initiatives to enhance my skills.	2.3	2.0	2.0	3.0
			Skill development initiatives align with the demands of my role and the industry.	2.7	2.5	2.5	3.0
			I have access to resources (e.g., courses, workshops) to improve both soft and technical skills.	2.6	2.4	2.5	2.9
			Skill development is a continuous priority for the organization.	2.6	2.5	2.4	2.8
			The company stays updated on new skills required in the aviation sector and incorporates them into training.	2.8	2.8	2.7	2.9