

# Workplace Synergy Scale ©

WSS Report Summary

Acme Corp • March 2026



# WSS Report Summary

## Demographics

Organisation	Date of Last Administration	Wave	Number of Respondents	Response Rate
Acme Corp	15/03/2026	Wave 1 — March 2026	25	100%

## Climate Performance and Synergy

<p>Workplace Performance Index (WPI)</p> <h3>70.5%</h3> <p>High Performance</p> <p>The workplace demonstrates a strong climate across most domains. Structural, relational, growth, and adaptive conditions are largely positive with only minor areas of concern. This climate is conducive to high performance and positive outcomes.</p>	<p>Workplace Synergy Index (WSI)</p> <h3>72.7%</h3> <p>High Synergy</p> <p>There is strong agreement among respondents about the workplace climate. Some focus could be directed to improving consensus about where the organisation's key strengths and areas for development lie.</p>	<p>Workplace Performance Rating</p> <h3>66.0/100</h3> <p>Moderate Performance</p> <p>Respondents rate workplace performance at a moderate level. There is meaningful room to improve performance outcomes by addressing the climate conditions identified in this report.</p>
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## Domain Performance

<p>Adaptive</p> <h3>68.0%</h3> <p>Average Performance</p> <p>The organisation demonstrates moderate adaptive capacity. While some ability to respond to change exists, inconsistencies in flexibility, resilience, or agility can limit effectiveness when faced with significant disruption or complexity.</p> <p>Synergy: 64.0%</p>	<p>Growth</p> <h3>68.3%</h3> <p>Average Performance</p> <p>The organisation demonstrates moderate growth conditions. While some autonomy and support for learning exist, inconsistency in empowerment, innovation culture, or developmental investment limits the organisation's adaptive and creative potential.</p> <p>Synergy: 76.8%</p>
<p>Structural</p> <h3>67.3%</h3> <p>Average Performance</p> <p>The organisation demonstrates adequate but inconsistent structural conditions. While some clarity and resource adequacy exist, there are notable gaps in goal alignment, role definition, resource provision, or leadership effectiveness that constrain performance.</p> <p>Synergy: 71.0%</p>	<p>Relational</p> <h3>77.0%</h3> <p>High Performance</p> <p>The organisation demonstrates strong relational conditions. Psychological safety is high, trust is well-established, and collaboration is actively practised. Minor tensions or gaps exist but do not meaningfully impair working relationships or collective effectiveness.</p> <p>Synergy: 75.0%</p>

## Key Strengths & Development Areas

Top Strengths		Development Areas	
Teamwork & Collaboration	84.0%	Resource Adequacy	55.4%
Trust	77.3%	Transformational Leadership	62.9%
Goal Clarity	76.7%	Learning & Innovation Climate	68.0%

## Domain Summaries

### Adaptive

Performance: 68.0%

Synergy: 64.0%

*The organisation demonstrates moderate adaptive capacity. While some ability to respond to change exists, inconsistencies in flexibility, resilience, or agility can limit effectiveness when faced with significant disruption or complexity.*

#### Adaptability & Resilience

P: 68.0%

S: 64.0%

The organisation demonstrates a moderate capacity for adaptability and resilience. While some ability to respond to change exists, inconsistencies in flexibility or resilience can limit effectiveness when faced with significant disruption or complexity.

*There is moderate agreement among respondents about Adaptability and Resilience. This means that experiences of how well the organisation handles change and adversity vary somewhat across different parts of the organisation.*

## Domain Summaries

### Growth

Performance: 68.3%

Synergy: 76.8%

*The organisation demonstrates moderate growth conditions. While some autonomy and support for learning exist, inconsistency in empowerment, innovation culture, or developmental investment limits the organisation's adaptive and creative potential.*

#### Autonomy

P: 68.6% S: 77.1%

The organisation provides a moderate level of autonomy. While some people feel trusted and empowered, others experience inconsistent freedom or limited ownership over their work. Greater consistency in supporting autonomy could meaningfully improve motivation and engagement.

*There is high agreement among respondents about Autonomy. This means that people are in close agreement about the level of freedom and ownership they experience in their work.*

#### Learning & Innovation Climate

P: 68.0% S: 76.5%

The organisation demonstrates a moderate learning and innovation climate. While some support for ideas and development exists, inconsistencies in how innovation is encouraged or rewarded can limit the organisation's capacity for learning and creative renewal.

*There is high agreement among respondents about the Learning and Innovation Climate. This means that people are in close agreement about the degree to which new ideas and development are supported across the organisation.*

## Domain Summaries

### Structural

Performance: 67.3%

Synergy: 71.0%

The organisation demonstrates adequate but inconsistent structural conditions. While some clarity and resource adequacy exist, there are notable gaps in goal alignment, role definition, resource provision, or leadership effectiveness that constrain performance.

#### Goal Clarity

P: 76.7% S: 70.2%

Workplace goals are well defined and generally understood. There is some indication that people find the goals a little ambiguous or contradictory.

*There is high agreement among respondents about Goal Clarity. This means that people are in very close agreement with each other about how much goal clarity exists in the workplace.*

#### Resource Adequacy

P: 55.4% S: 74.3%

The organisation provides adequate but inconsistent resources. While many people have what they need most of the time, there are notable gaps in tools, information, support, or workload management that are constraining performance in some areas.

*There is high agreement among respondents about Resource Adequacy. This means that people are in close agreement about the level of resources available to them.*

#### Role Clarity

P: 74.3% S: 70.8%

The workplace has a high level of Role Clarity. People generally understand their own responsibilities and how they connect with others, and it is mostly clear how much authority is vested within each role. There is only some indication that people are confused or uncertain about who is responsible for what.

*There is high agreement among respondents about Role Clarity. This means that people are in very close agreement with each other about how much role clarity exists in the workplace.*

#### Transformational Leadership

P: 62.9% S: 68.8%

Leadership in this workplace shows moderate effectiveness. While leaders can inspire at times, their ability to consistently stimulate growth, develop individuals, and motivate beyond expectations is inconsistent. There is meaningful room for leadership development.

*There is moderate agreement among respondents about Transformational Leadership. This means that people are in moderate agreement about the quality of leadership, though some members may experience it differently.*

## Domain Summaries

### Relational

Performance: 77.0%

Synergy: 75.0%

The organisation demonstrates strong relational conditions. Psychological safety is high, trust is well-established, and collaboration is actively practised. Minor tensions or gaps exist but do not meaningfully impair working relationships or collective effectiveness.

#### Psychological Safety

P: 69.7% S: 74.3%

The organisation demonstrates a moderate level of psychological safety. While some people feel comfortable speaking up, others may hesitate to raise concerns or take risks. Inconsistencies in how mistakes and contributions are received can limit openness and learning.

*There is high agreement among respondents about Psychological Safety. This means that people are in close agreement about how safe it is to speak up, raise concerns, and take risks.*

#### Teamwork & Collaboration

P: 84.0% S: 78.6%

The organisation demonstrates a high level of teamwork and collaboration. People generally cooperate well, share knowledge, and support one another. Minor gaps in collaboration or knowledge sharing may exist but do not significantly impede collective effectiveness.

*There is high agreement among respondents about Teamwork and Collaboration. This means that people are in close agreement about the quality of cooperation and knowledge sharing within the organisation.*

#### Trust

P: 77.3% S: 72.1%

The workplace is generally regarded as trustworthy. However, confidence in people's capability is at times lacking, there is occasional indifference to colleagues, behaviour may at times be hypocritical, and the quality of work may not always be taken seriously.

*There is high agreement among respondents about Trust. This means that people are in very close agreement with each other about the level of trust within the workplace.*