



→ score sheet

Speak up culture Score sheet

→ Creating a speak up culture

Use this sheet every business quarter, or with a few months in between, to monitor the progress of organisational speak-up culture. Evaluate your efforts from 1 to 5 and include any remark to guide improvements for the next period.

Time period for this score:	
Filled out by:	
Date signed:	

1. Survey Findings

Question: Based on your survey(s), how easily can employees find and use reporting channels?

1: Very Poor

2: Poor

3: Decent

4: Good

5: Excellent

Remark

2. Employee satisfaction with reporting systems

Question: Did the survey(s) indicate that employees believe their reports are heard and acted upon effectively?

1: Very Poor

2: Poor

3: Decent

4: Good

5: Excellent

Remark

3. Reporting Analysis

Question: Are the reports submitted aligning with your organisation's ethical and compliance objectives?



Remark

4. Investigation Effectiveness

Question: How efficient was the investigation process in addressing reports during this period?



Remark

5. Training Engagement

Question: How engaged were employees with your organisation's ethics and compliance training?



Remark

6. Other Channel Metrics

Question: How often are alternative reporting channels utilised in your organisation? (confidential adviser, HR, direct reports to managers etc.)

1: Very Poor

2: Poor

3: Decent

4: Good

5: Excellent

Remark

How to draw conclusions through this score card?

Should a topic persist in the **red zone**, that's your cue for intervention. Investigate underlying factors affecting the low scores, convene with relevant teams, and take targeted action.

Consistently **green scores** suggest you're on course, but don't grow complacent. Ongoing surveillance and incremental improvements are essential. Aim to foster an environment where employees can voice concerns freely, maintaining regular stints in the green zone.

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