

**We asked.**

**You responded.**

## **We're taking action.**

The 2013 Values and Culture Survey indicated high rates of observed misconduct, intimidation, and a lack of **trust and accountability** within Finance & Business. We want to continue to address these issues and create a healthy environment in which everyone can do their best work.

### **WE ASKED.**

We asked you in follow-up surveys and focus groups for your specific concerns, suggestions, and expectations for improving **trust and accountability** within F&B.

### **YOU RESPONDED.**

Key feedback from the focus groups:

- There is fear of retaliation, which is a symptom of larger problems: **trust and accountability**.
- There is misconduct occurring.
- There are culture issues.
- There are performance management issues.
- There are communication issues.
- There are reporting concerns.



**PennState**  
Finance & Business

### **WE'RE TAKING ACTION.**

**We heard you.** Here is what we have done so far and what we will be doing over the next year to build a culture of **trust and accountability**.

**WE HAVE** published key feedback from the focus groups.

**WE ARE** improving workplace management by developing new training for all employees and supervisors via online learning modules.

**WE WILL NOT** tolerate bad workplace behavior.

**WE WILL** involve you in driving this change.

To monitor our progress and provide suggestions, please visit [www.fandb.psu.edu/taking-action](http://www.fandb.psu.edu/taking-action).