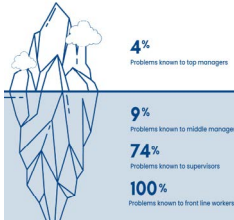




THE CARETM DIAGNOSTIC

We can't solve for what we cannot see. Isolate challenges with immense insight.

Why CARE? Senior leaders today face the challenge of optimizing business performance while fostering a positive workplace culture. The key to achieving this balance is accurate, real-time data on how employees are performing.



Often, the data used for decision-making is flawed, leading to assumptions and miscommunication. The Sidney Yoshida "iceberg of ignorance" reveals that senior executives are unaware of up to 96% of problems frontline employees face. This disconnect erodes trust, hampers collaboration, and ultimately impacts performance.





The CARE Diagnostic by DX Learning bridges this gap by leveraging data-driven insights to promote workplace psychological safety and enhance communication. Our tool provides a frictionless way to gather crucial data regularly, empowering leaders with actionable steps to improve their teams.

Data empowers the right decisions.

We've developed a data-driven solution using an easy, frictionless diagnostic to regularly gather crucial data and provide actionable steps for all your people managers. This helps everyone to constantly continuously improve with data that reduces assumptions and improves communication within teams.

The CARE Diagnostic tool by DX Learning is designed to address these challenges by leveraging data-driven insights and promoting psychological safety:

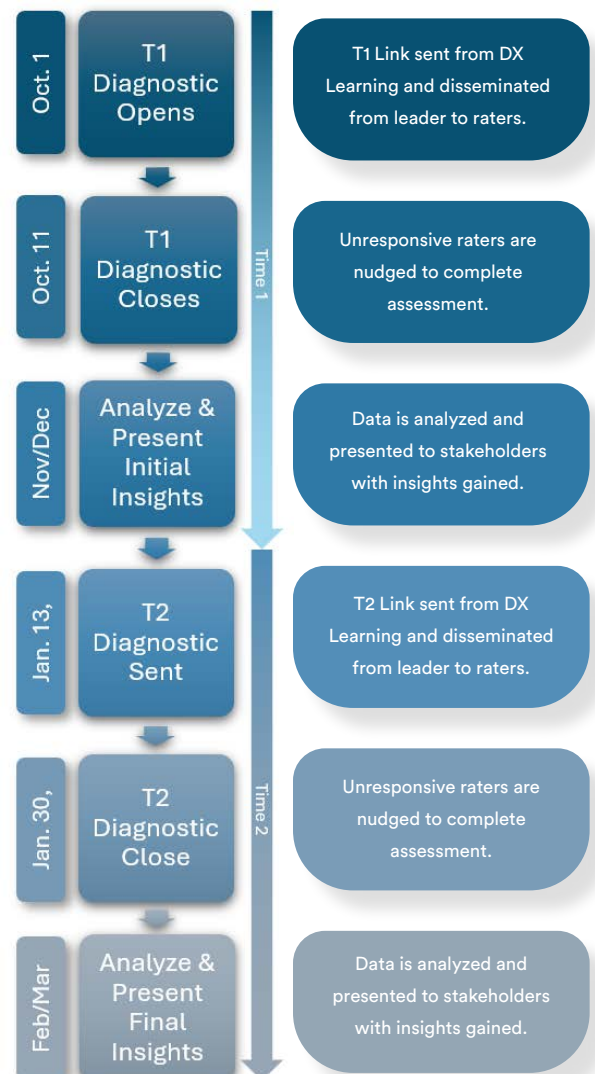
Key Benefits

- 
Engaged Employees, Engaged Customers: Fostering employee engagement enhances both internal and external customer satisfaction, leading to exceptional service and loyalty.
- 
Leadership Efficiency: Allows leaders to focus more on leading people rather than managing processes, enabling strategic initiatives and growth.
- 
Adapting to Workforce Demographics: Continuously gather feedback and provide actionable insights to address the evolving dynamics of a diverse workforce.
- 
Reduction in Toxicity: When people feel seen, heard, and valued, trust increases, and workplace toxicity decreases, enhancing overall productivity.

Tool Highlights

Content:	32 Quantitative/3 Qualitative Questions <i>Approx. 20 minutes to complete</i>
Audience:	Everyone
Aim:	Accurately diagnose strengths and weaknesses within a leader and team
Delivery:	Virtual

Diagnostic Process



**Contact us today
to learn more.**

312-228-8027 | info@dx-learning.com

29 E. Madison St. Suite 615
Chicago, IL 60602

“The CARE diagnostic is exceptional, and embracing it has helped my leadership team successfully navigate the current challenges with greater confidence, communication, connection, grace and empathy (and stronger results).” -- Jim Pitts, Dir. Operations at SecurAmerica

Why act now?

Addressing workplace communication and trust issues is more critical than ever in a rapidly changing business environment. Our tool is backed by validated studies and has proven to shift behavior based on four brain cravings: Clarity, Autonomy, Relationship, and Equity® (CARE). This approach cultivates self-awareness and improvement, leading to higher performance and psychological safety.

The journey to flawless execution.



Workplace toxicity, characterized by stress and a lack of open communication, severely hinders performance. Disengaged employees negatively impact productivity and customer satisfaction. Only about two in ten U.S. employees strongly agree that the leaders in their organization have a clear direction. This lack of direction exacerbates the skills gap, which is becoming increasingly important as labor force participation continues to

decline, and 49 states have experienced a decline in birth rates over the last three years. Addressing workplace toxicity is essential for enhancing organizational performance and retaining high-performing talent

What is CARE?

The Human Skills to get the Hard Stuff Done. Backed by rigorous neuroscience studies, CARE shifts behavior based on four of our brain cravings. It captures a set of daily habits that encourages self-awareness and improvement, helping leaders promote psychological safety and higher performance with their teams.



CLARITY

Aligning others by fully communicating expectations and creating a shared understanding of success.



AUTONOMY

Intentionally distributing and empowering appropriate ownership and self-direction.



RELATIONSHIPS

Cultivating unique connections between individuals which encourage candor, trust, and collaboration.



EQUITY

Adapting your support based on each person's unique needs.



DX Learning creates learning experiences that lead to new and compelling acts of leadership. This in turn drives visible and immediate change within your organization. Based on a 6-stage methodology, proven by neuroscience and experienced by more than 150,000 participants in the last 5 years, DX experiences are quickly and easily adapted to your own company's values and leadership framework. Our single focus is on embedding vital skills that will motivate people at every level in the business, to achieve more.

Madison Air Case Study:

Nortek, Tualatin Plant

DX Learning was hired as a cultural intervention for one of Madison Air's lowest performing manufacturing plants. Over a 6 month time period, the CARE journey was covered by every employee, from plant leadership to frontline staff, and had the following impact on the humans and business:

Lowered Turnover:

✂ **45.14%** less overall turnover

✂ **63%** less voluntary turnover

Front Line Obsession (FLO) Score Increased:

✂ **20.75%** Positive percentage change

eNPS Score Increased:

✂ **348.57%** Positive percentage change

“Why have our KPIs improved? Two words: The Team. We coached through CARE, we had leadership buy-in, we explained the “why” for the CARE training, application, and accountability/follow-thru that continues. The CARE model, data, and training was one piece of the puzzle in assiting the team towards the right direction, thus directly impacting the data noted above. We talk about challenges, opportunities, address, and move forward... as a Team.”



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