

SAMPLE REPORT — illustrative only, not a real client deliverable

HELM Culture Score Report

Date: July 2026

Prepared for: Acme Ltd

Industry: Information and Communication



Scores

Metric	Score
HELM Culture Score	77.6
Fair Treatment pillar	4.7
Trust and Integrity pillar	4.9
Psychological Safety pillar	4.7
Sustainable Working pillar	4.8
Pride and Advocacy pillar	4.8

Summary

The organisation achieved a HELM Culture Score of 77.6 out of 100, reflecting a generally positive picture of workplace quality as reported by employees. Pillar scores were fairly even across the board, ranging from 4.7 to 4.9 on the 1 to 7 scale, with the clearest strength in the Trust and Integrity pillar and the most room for attention in the Fair Treatment and Psychological Safety pillars.

Areas of strength

Employees rated the Trust and Integrity pillar and the Pride and Advocacy pillar most highly. These results suggest people generally believe the organisation follows through on what it says and are willing to speak positively about it to others. The organisation should continue to protect and reinforce the practices underpinning these two pillars.

Reflection prompts

The Fair Treatment pillar and the Psychological Safety pillar scored lowest relative to the others. These prompts are intended as areas for internal reflection rather than prescribed actions.

Fair Treatment

- Consider whether similar situations are handled consistently across different teams and managers.
- Reflect on whether employees have clear, accessible routes to raise fairness concerns.
- Think about whether recognition and reward are seen to be applied evenly across roles.

Psychological Safety

- Consider how challenges or concerns raised by employees are received in practice.
- Reflect on whether quieter voices are actively invited into discussions, not just permitted.
- Think about how mistakes are handled within teams, and whether people feel safe flagging them early.

Trend over the past year

This is an illustrative example with no prior survey history attached, so a year on year trend comparison is not available for this run.

Comparison to the overall average

Against the current all company average HELM Culture Score of 71.9, this organisation's score of 77.6 is higher. The pillar picture is mixed against that benchmark: Fair Treatment (4.7 against 3.5) and Trust and Integrity (4.9 against 3.4) sit above it, Psychological Safety (4.7 against 3.5) and Pride and Advocacy (4.8 against 3.7) sit above it, and Sustainable Working (4.8 against 3.6) also sits above it, so every pillar here is currently ahead of the all company benchmark.

Comparison to the industry average

However, against the Information and Communication industry average HELM Culture Score of 90.1, Acme Ltd's score of 77.6 currently sits below the sector benchmark. The pillar picture follows the same pattern: Fair Treatment (4.7 against an industry average of 6.2), Trust and Integrity (4.9 against 6.1), Psychological Safety (4.7 against 5.8), Sustainable Working (4.8 against 5.8) and Pride and Advocacy (4.8 against 6.2) all sit below the industry benchmark.

Data quality note

Of the 40 completed responses received within the last 120 days for this organisation, 3 (around 7.5 percent) gave an identical score across all ten questions. These straight line responses were excluded from the calculations above, leaving 37 responses in the final analysis. No duplicate IP addresses or duplicate response IDs were found, and all responses fell within the 30 day recency window.