

2023 Work Environment Survey

Pinnacle Financial Partners

Overall

Over All

ModernThink
2023 Work Environment Survey
Pinnacle Financial Partners

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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Average All Statements (1 - 25)

Your Overall (3087) 4.64	74.1%	18.7%	5.2%	0.9%	1%
2022 Organization Overall (2760) 4.64	73.4%	19.6%	5.1%	0.9%	1%

1. I understand how my job contributes to the Firm's success.

Your Overall (3087) 4.85	87.8%	10.6%	0.7%	0.1%	0.8%
2022 Organization Overall (2760) 4.84	87%	11.4%	0.9%	0.1%	0.7%

2. I am regularly recognized for my contributions.

Your Overall (3087) 4.45	61.5%	26.2%	9.2%	1.7%	1.3%
2022 Organization Overall (2760) 4.46	61.4%	27.3%	8.7%	1.5%	1.1%

3. I am provided the resources I need to be effective in my job.

Your Overall (3087) 4.56	68.1%	22.9%	7.3%	0.9%	0.9%
2022 Organization Overall (2760) 4.55	66.6%	25.3%	6.3%	0.7%	1.2%

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4. I am given a real opportunity to develop my skills in the Firm.

Your Overall (3087) 4.54	67.2%	22.8%	7.5%	1.6%	1%
2022 Organization Overall (2760) 4.52	65%	25.8%	6.9%	1.3%	1.1%

5. There is a sense that we are all on the same team at the Firm.

Your Overall (3087) 4.51	67.5%	20.3%	9.5%	1.6%	1.1%
2022 Organization Overall (2760) 4.53	68.3%	20.9%	7.9%	1.6%	1.3%

6. My manager makes his/her expectations clear.

Your Overall (3087) 4.68	77.3%	17%	3.7%	1%	1.1%
2022 Organization Overall (2760) 4.67	76.4%	17.3%	4.4%	0.8%	1.1%

7. I receive feedback on a regular basis from my manager that helps me.

Your Overall (3087) 4.57	70.2%	20.7%	6.1%	1.8%	1.3%
2022 Organization Overall (2760) 4.56	68.7%	22.5%	6.4%	1.3%	1.1%

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8. I am comfortable expressing my opinions on issues important to me.

Your Overall (3087) 4.57	70.9%	18.9%	7.2%	1.7%	1.3%
2022 Organization Overall (2760) 4.57	70.4%	20.1%	6.4%	2%	1%

9. In my team, we communicate openly about issues that impact each other's work.

Your Overall (3087) 4.57	71.1%	19.4%	6.5%	1.4%	1.5%
2022 Organization Overall (2760) 4.55	69.8%	20.4%	6.6%	1.8%	1.4%

10. In my team, we have opportunities to contribute to important decisions.

Your Overall (3087) 4.52	67.7%	21.3%	7.5%	2.1%	1.4%
2022 Organization Overall (2760) 4.51	66.8%	21.9%	8.3%	1.6%	1.4%

11. Associates on my team work well together.

Your Overall (3086) 4.62	72.7%	19.8%	5.8%	0.7%	1%
2022 Organization Overall (2759) 4.63	72.8%	20.3%	5.3%	0.7%	1%

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12. Our performance appraisal process accurately measures my job performance.

Your Overall (3086) 4.5	62.5%	28.4%	6.7%	1.3%	1.1%
2022 Organization Overall (2759) 4.47	60.8%	28.8%	7.9%	1.4%	1.1%

13. I can count on associates to cooperate across teams.

Your Overall (3086) 4.48	62.2%	26.2%	9.8%	0.9%	0.9%
2022 Organization Overall (2759) 4.48	61.6%	28%	8.3%	1.3%	0.9%

14. Our Firm's policies and practices ensure fair treatment for all associates.

Your Overall (3086) 4.62	73.2%	18.9%	6%	0.7%	1.1%
2022 Organization Overall (2759) 4.62	72.6%	20.2%	4.9%	1.3%	1%

15. The Leadership Team provides a clear direction for this Firm's future.

Your Overall (3086) 4.77	82.5%	14.2%	2.3%	0.2%	0.9%
2022 Organization Overall (2759) 4.75	80.7%	15.6%	2.4%	0.4%	0.9%

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16. The Leadership Team communicates openly about important matters.

Your Overall (3086) 4.77	83.1%	13.2%	2.5%	0.4%	0.9%
2022 Organization Overall (2759) 4.73	80.2%	15.3%	2.9%	0.7%	0.9%

17. Our Firm's policies give me the flexibility to maintain balance in my life.

Your Overall (3086) 4.68	78%	15.2%	4.7%	1%	1.2%
2022 Organization Overall (2759) 4.73	80%	14.8%	3.8%	0.4%	0.9%

18. I trust the Leadership Team enough to follow them, even when I disagree with their decision.

Your Overall (3086) 4.68	75%	20.2%	3.5%	0.5%	0.8%
2022 Organization Overall (2759) 4.67	74.7%	20%	3.9%	0.5%	0.8%

19. Our Firm's culture is special - something you don't find just anywhere.

Your Overall (3086) 4.79	85.2%	10.8%	2.9%	0.4%	0.8%
2022 Organization Overall (2759) 4.78	84.4%	11.7%	2.4%	0.5%	0.9%

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20. This is a great Firm where associates want to work.

Your Overall (3086) 4.8	84.3%	12.9%	1.9%	0.1%	0.9%
2022 Organization Overall (2759) 4.79	84.4%	11.9%	2.7%	0.2%	0.8%

21. There are associates here who I consider my friend.

Your Overall (3086) 4.74	78.9%	18.5%	1.6%	0.3%	0.8%
2022 Organization Overall (2759) 4.75	79.2%	17.9%	1.8%	0.3%	0.7%

22. When I offer a new idea, I believe it will be fully considered.

Your Overall (3086) 4.51	64.4%	25.1%	8.2%	1.2%	1.1%
2022 Organization Overall (2759) 4.5	63.2%	26.4%	8.2%	1.1%	1.1%

23. The Leadership Team shows a genuine interest in the well-being of associates.

Your Overall (3086) 4.73	80.6%	14.4%	3.5%	0.6%	0.9%
2022 Organization Overall (2759) 4.73	79.2%	16.5%	2.9%	0.5%	0.8%

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24. I believe what I am told by my manager.

Your Overall (3086) 4.68	77.5%	16.3%	4.4%	0.7%	1.1%
2022 Organization Overall (2759) 4.7	78.3%	15.9%	4.2%	0.7%	1%

25. I am given the responsibility and freedom to do my job.

Your Overall (3086) 4.76	82.3%	13.9%	2.4%	0.6%	0.9%
2022 Organization Overall (2759) 4.78	83.1%	13.4%	2.4%	0.4%	0.8%

	Pinnacle's Corresponding Work Environment Question(s) (Race/Ethnicity)	American Indian Alaska Native	Asian	Black African American	Hispanic Latino	Two or More Races	White	Firm 2022	Minorities	Women
		5	56	306	94	33	2472	3087	494	
	Population Percentage	1.01%	11.34%	61.94%	19.03%	6.68%			Weighted Avg.	
1	I understand how my job contributes to the Firm's success.	100	98	99	100	100	99	98	99	98
2	I am regularly recognized for my contributions.	100	91	86	94	82	88	88	88	87
3	I am provided the resources I need to be effective in my job.	100	91	89	95	91	91	91	91	91
4	I am given a real opportunity to develop my skills in the Firm.	100	93	90	91	88	90	90	90	89
5	There is a sense that we are all on the same team at the Firm.	100	86	87	93	82	88	88	88	86
6	My manager makes his/her expectations clear.	100	96	94	91	94	95	94	94	93
7	I receive feedback on a regular basis from my manager that helps me.	100	88	91	91	91	91	91	91	90
8	I am comfortable expressing my opinions on issues important to me.	100	93	86	88	85	91	90	87	89
9	In my team, we communicate openly about issues that impact each other's work.	100	98	87	88	88	91	91	89	89
10	In my team, we have opportunities to contribute to important decisions.	100	96	89	93	91	89	89	91	88
11	Associates on my team work well together.	80	91	92	94	94	93	92	92	91
12	Our performance appraisal process accurately measures my job performance.	80	91	91	90	94	91	91	91	90
13	I can count on associates to cooperate across teams.	100	89	91	93	79	88	88	90	88
14	Our Firm's policies and practices ensure fair treatment for all associates.	80	93	91	93	91	92	92	91	91
15	The Leadership Team provides a clear direction for this Firm's future.	100	95	98	98	100	97	97	98	97
16	The Leadership Team communicates openly about important matters.	100	96	97	97	100	97	96	97	96
17	Our Firm's policies give me the flexibility to maintain balance in my life.	80	96	93	97	97	93	93	94	92
18	I trust the Leadership Team enough to follow them, even when I disagree with their decision.	80	96	96	96	97	95	95	96	95
19	Our Firm's culture is special - something you don't find just anywhere.	100	93	97	98	97	96	96	97	96
20	This is a great Firm where associates want to work.	100	96	98	100	100	97	97	98	97
21	There are associates here who I consider my friend.	100	95	96	99	91	98	97	96	98
22	When I offer a new idea, I believe it will be fully considered.	80	93	88	90	94	90	90	89	89
23	The Leadership Team shows a genuine interest in the well-being of associates.	100	95	95	99	97	95	95	96	95
24	I believe what I am told by my manager.	100	95	93	94	97	94	94	94	93
25	I am given the responsibility and freedom to do my job.	100	96	96	97	94	96	96	96	96
Overall Work Environment Average Score		95	94	92	94	93	93	93	93	92