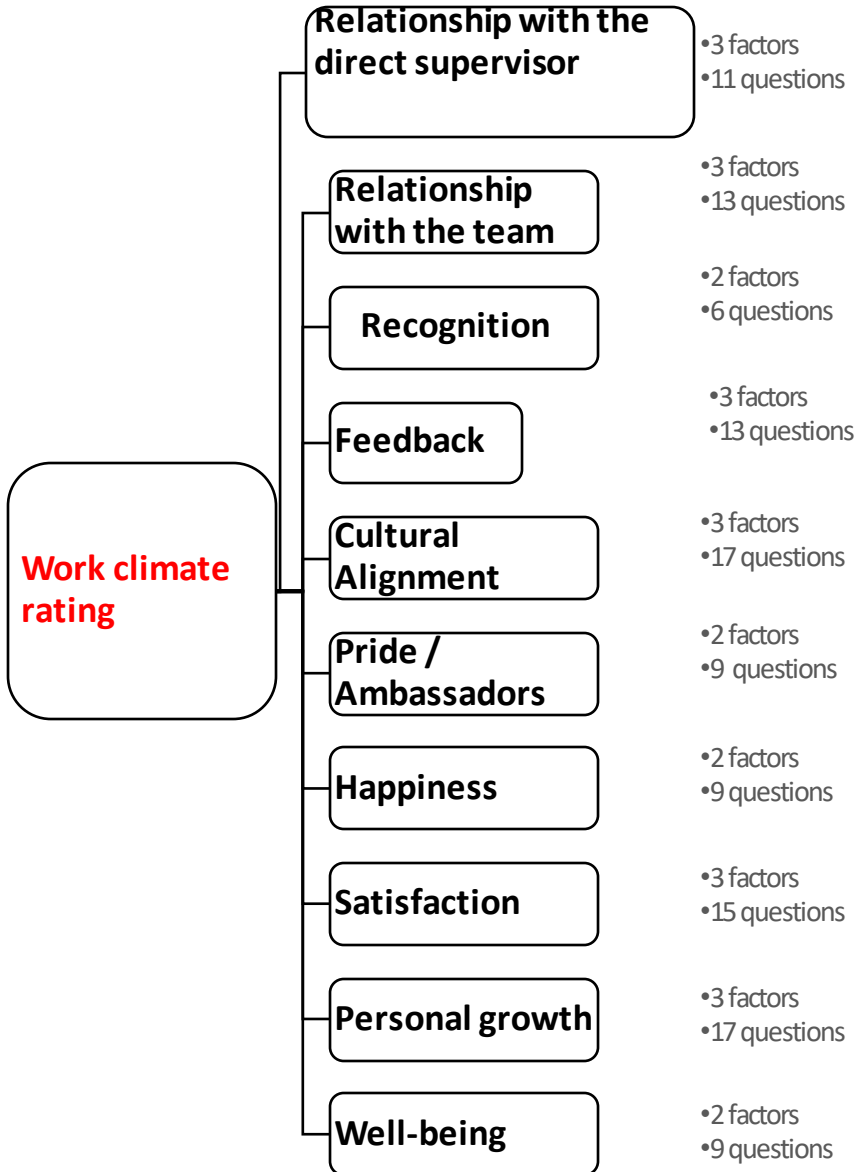


# 2022 CULTURE EVIDENCE

# Description of methodology

Officevibe

# Officevibe tool



**10**  
Dimensions

**26**  
Factors

**119**  
Questions  
(includes 1 question measuring the eNPS)

Frequency	# questions
Every two weeks	10
Monthly	20

## Impact on principles

**People come first**  
61 questions

**We are one RIMAC**  
19 questions

**We act now**  
21 questions

**Building a better future**  
17 questions

**eNPS**  
1 question every 3 months

# Results by Dimension

Officevibe

- Home
  - Surveys
  - Feedback
  - Goals
  - 1-on-1s
  - Good Vibes
  - Reports
- Jump to...
- TEAMS +
- ACTUARIAL NO VIDA
  - ACTUARIAL RRGG PE...
  - ACTUARIAL VIDA Y P...
  - ADQUISICION EMPRE...
  - AFILIACION EPS
- Show more

### Pulse Survey report

Export Share

Rimac Seguros y R... Custom + 2717

#### Overall engagement score

67% participation View



↑ 0.1pt from Jan 1, 2022 to Dec 22, 2022



+ New highlight

Your focus Change



officevibe

- Home
- Surveys
- Feedback
- Goals
- 1-on-1s
- Good Vibes
- Reports

Jump to...

TEAMS +

- ACTUARIAL NO VIDA
- ACTUARIAL RRGG PE...
- ACTUARIAL VIDA Y P...
- ADQUISICION EMPRE...
- AFILIACION EPS

Show more

Rimac Seguros y R... Custom + 2717

Your focus [Change](#)

8.6 ↑ 0.1 pt  
Alignment

Here's where you are thriving

8.8 ↑ 0.1 pt  
Relationship with peers

8.7 ↑ 0.1 pt  
Ambassadorship

8.6 ↑ 0.1 pt  
Relationship with manager

8.6 ↑ 0.2 pt  
Personal growth

8.6 ↑ 0.1 pt  
Alignment

8.4 ↑ 0.1 pt  
Feedback

8.4 ↑ 0.2 pt  
Satisfaction

8.3 ↑ 0.2 pt  
Happiness

8.2 ↑ 0.1 pt  
Recognition

8.1 ↑ 0.3 pt  
Wellness

Metrics that fluctuated the most

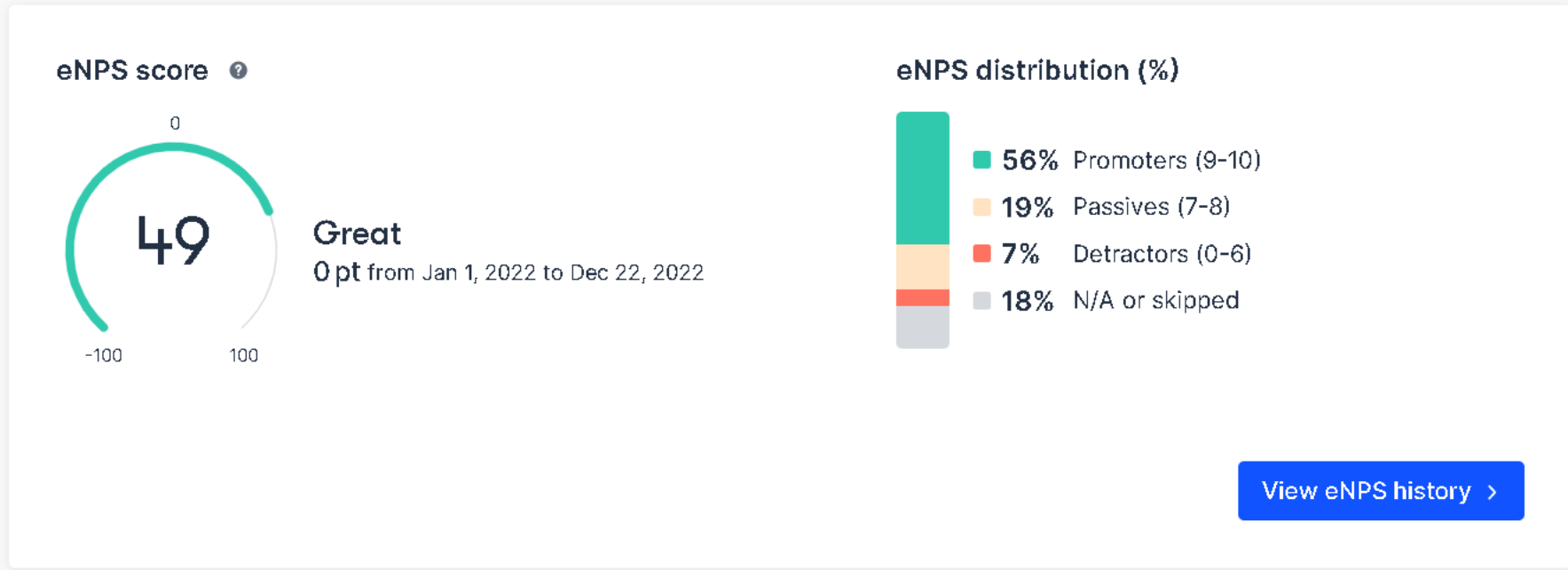
↑ 0.3 pts

- Home
  - Surveys
  - Feedback
  - Goals
  - 1-on-1s
  - Good Vibes
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- Jump to...
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### Promoters in your organization (eNPS) [Tell me more](#)

This is how likely your team is to recommend your organization as a place to work based on a survey question.

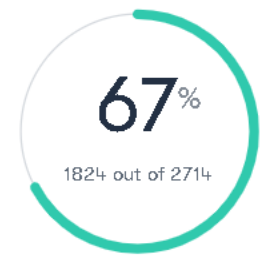


### Participation rate

- Home
  - Surveys
  - Feedback
  - Goals
  - 1-on-1s
  - Good Vibes
  - Reports
- Jump to...
- TEAMS +
- ACTUARIAL NO VIDA
  - ACTUARIAL RRGG PE...
  - ACTUARIAL VIDA Y P...
  - ADQUISICION EMPRE...
  - AFILIACION EPS
- Show more

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### Participation rate



Good

↓ 6% from Jan 1, 2022 to Dec 22, 2022



#### Good participation rate

Great job! Most of your team is participating. If all members of your team participate, you will have the most accurate report. Remind them to complete their Pulse Survey.

Send reminders



# Results by Division

Officevibe

**officevibe**

- Home
- Surveys
- Feedback
- Goals
- 1-on-1s
- Good Vibes
- Reports
- Comparison**
  - Feedback
  - Good Vibes
  - 1-on-1s
  - Goals
- Jump to...
- TEAMS
  - ACTUARIAL NO VIDA
  - ACTUARIAL RRGG PE...
  - ACTUARIAL VIDA Y PE...
  - ADQUISICION EMPRE...
  - AFILIACION EPS
  - Show more

Score | Variation | Teams and segments (11) | Dec 22, 2022

Teams	Participation (%)	eNPS	Overall Engagement	Recognition	Feedback	Relationship with peers	Relationship with manager	Satisfaction	Alignment	Happiness	Wellness	Personal growth	Ambassadorship
<b>Rimac Seguros y Reaseguros</b>	67	49	8.4	8.2	8.4	8.8	8.6	8.4	8.6	8.3	8.1	8.6	8.7
AUDITORIA INTERNA	100	100	9.8	10	10	9.5	10	9.2	9.9	9.7	9.9	10	9.7
DIVISION FINANZAS	71	57	8.8	8.6	8.8	9.1	9.2	8.7	8.9	8.7	8.4	8.9	8.8
DIVISION INVERSIONES	80	53	8.8	8.7	8.6	9.3	9.4	8.8	9.1	8.5	8.6	8.5	8.9
DIVISION LEGAL	44	38	8.6	8.4	8.8	9.4	9.3	8.5	8.8	8.3	7.7	8.5	8.5
DIVISION MARKETING Y E...	74	53	8.3	8	8.3	9	8.6	8.2	8.3	8.1	7.9	8.5	8.4
DIVISION SALUD	70	49	8.4	8.1	8.5	8.9	8.4	8.4	8.6	8.3	8.2	8.6	8.6
DIVISION SEGUROS EMPR...	86	56	8.7	8.4	8.6	9.1	8.8	8.6	8.9	8.6	8.4	8.9	8.8
DIVISION SEGUROS PERS...	65	44	8.3	8.1	8.3	8.7	8.6	8.3	8.5	8.1	8	8.5	8.6
DIVISION TALENTO & TRA...	59	52	8.5	8.3	8.6	9	8.9	8.5	8.5	8.4	8.1	8.7	8.6
DIVISION TECNOLOGIA D...	58	56	8.6	8.3	8.6	9.1	8.7	8.6	8.8	8.5	8.3	8.9	8.8
RIESGOS	82	73	8.8	8.9	8.7	9.2	9.1	8.5	9	8.2	8	9	9.1