

## TESTIMONIAL EMOTIONAL CULTURE ASSESSMENT (ECI)

**MideaGroup**  
*humanizing technology*



Experiencing the Emotional Culture Index with Petra was an absolute game-changer for me & my team.

Instead of just another 'annual employee engagement survey that everyone "has to" quickly get done, followed by a few slides indicating problems here & there to fulfil HR tasks, Petra's ECI questions really got everyone engaged and open to reveal their feelings.

After completing the ECI online assessment, we conducted the dedicated workshop session. Our planned one-hour session continued into the afternoon and even ended up at team dinner, where we continued the discussion. The discussion led us to some of the most productive and insightful conversations we've ever had as a team.

For the first time ever, our team was able to dig deep into how everyone truly felt at work, how certain topics were perceived totally differently, how addressing these issues would change the team's atmosphere, and how we could better support each other.

It wasn't just a feedback session, as I imagined. Instead, it became a future-oriented, open, and honest discussion of how we can not only improve but build our TEAM culture together.

Thanks to Petra's assessment, especially her thoughtful & critically reflective facilitation, my team & I walked away feeling more connected, aligned, and motivated than ever.



**Sophie Xiao**  
CMO Midea Group  
International Business