

2024 Work Environment Survey

Pinnacle Financial Partners

Overall

Over All

ModernThink
 2024 Work Environment Survey
 Pinnacle Financial Partners
 PNFP Overall

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

Your Overall (3189) 4.62	72.9%	19.2%	5.8%	1.1%	1%
2023 Organization Overall (3087) 4.64	74.1%	18.7%	5.2%	0.9%	1%

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

Your Overall (3189) 4.83	86%	12.3%	1%	0.1%	0.6%
2023 Organization Overall (3087) 4.85	87.8%	10.6%	0.7%	0.1%	0.8%

2. I am regularly recognized for my contributions.

Your Overall (3189) 4.44	60.7%	26.9%	9.3%	2%	1.1%
2023 Organization Overall (3087) 4.45	61.5%	26.2%	9.2%	1.7%	1.3%

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

Your Overall (3189) 4.52	65.5%	24.7%	7.5%	1.5%	0.9%
2023 Organization Overall (3087) 4.56	68.1%	22.9%	7.3%	0.9%	0.9%

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

Your Overall (3189) 4.51	65.2%	24.3%	7.8%	1.6%	1.1%
2023 Organization Overall (3087) 4.54	67.2%	22.8%	7.5%	1.6%	1%

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

Your Overall (3189) 4.47	64.9%	22%	9.6%	2.1%	1.3%
2023 Organization Overall (3087) 4.51	67.5%	20.3%	9.5%	1.6%	1.1%

6. My manager makes his/her expectations clear.

Your Overall (3189) 4.67	77.1%	15.7%	4.9%	1.1%	1.2%
2023 Organization Overall (3087) 4.68	77.3%	17%	3.7%	1%	1.1%

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

Your Overall (3189) 4.55	69.6%	20.4%	6.8%	1.9%	1.3%
2023 Organization Overall (3087) 4.57	70.2%	20.7%	6.1%	1.8%	1.3%

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

Your Overall (3189) 4.53	70%	18.3%	8.4%	1.6%	1.7%
2023 Organization Overall (3087) 4.57	70.9%	18.9%	7.2%	1.7%	1.3%

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

Your Overall (3189) 4.55	69.7%	19.6%	7.8%	1.7%	1.2%
2023 Organization Overall (3087) 4.57	71.1%	19.4%	6.5%	1.4%	1.5%

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

Your Overall (3189) 4.49	66.5%	20.8%	9.1%	2.1%	1.5%
2023 Organization Overall (3087) 4.52	67.7%	21.3%	7.5%	2.1%	1.4%

11. Associates on my team work well together.

Your Overall (3185) 4.61	72.5%	19.3%	6.3%	1.1%	0.8%
2023 Organization Overall (3086) 4.62	72.7%	19.8%	5.8%	0.7%	1%

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

Your Overall (3185) 4.46	61.9%	26.7%	8.4%	1.9%	1.3%
2023 Organization Overall (3086) 4.5	62.5%	28.4%	6.7%	1.3%	1.1%

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

Your Overall (3185) 4.46	61%	26.7%	10.6%	1%	0.7%
2023 Organization Overall (3086) 4.48	62.2%	26.2%	9.8%	0.9%	0.9%

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

Your Overall (3185) 4.61	71.9%	20%	5.7%	1.5%	0.9%
2023 Organization Overall (3086) 4.62	73.2%	18.9%	6%	0.7%	1.1%

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

Your Overall (3185) 4.74	80.3%	15.4%	3%	0.7%	0.6%
2023 Organization Overall (3086) 4.77	82.5%	14.2%	2.3%	0.2%	0.9%

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16. The Leadership Team communicates openly about important matters.

Your Overall (3185) 4.73	80.1%	15.1%	3.6%	0.5%	0.7%
2023 Organization Overall (3086) 4.77	83.1%	13.2%	2.5%	0.4%	0.9%

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

Your Overall (3185) 4.71	79.1%	15.3%	4.1%	0.7%	0.8%
2023 Organization Overall (3086) 4.68	78%	15.2%	4.7%	1%	1.2%

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

Your Overall (3185) 4.67	74.4%	20.3%	4.1%	0.5%	0.7%
2023 Organization Overall (3086) 4.68	75%	20.2%	3.5%	0.5%	0.8%

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

Your Overall (3185) 4.78	83.8%	12.3%	2.9%	0.4%	0.7%
2023 Organization Overall (3086) 4.79	85.2%	10.8%	2.9%	0.4%	0.8%

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

Your Overall (3185) 4.79	83.3%	13.5%	2.4%	0.2%	0.6%
2023 Organization Overall (3086) 4.8	84.3%	12.9%	1.9%	0.1%	0.9%

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

Your Overall (3185) 4.75	79.7%	17.5%	1.9%	0.4%	0.6%
2023 Organization Overall (3086) 4.74	78.9%	18.5%	1.6%	0.3%	0.8%

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

Your Overall (3185) 4.48	63.1%	25.7%	8.6%	1.4%	1.1%
2023 Organization Overall (3086) 4.51	64.4%	25.1%	8.2%	1.2%	1.1%

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

Your Overall (3185) 4.72	78.9%	16.5%	3.5%	0.5%	0.7%
2023 Organization Overall (3086) 4.73	80.6%	14.4%	3.5%	0.6%	0.9%

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

Your Overall (3185) 4.66	76.8%	16.1%	4.8%	1.1%	1.2%
2023 Organization Overall (3086) 4.68	77.5%	16.3%	4.4%	0.7%	1.1%

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

Your Overall (3185) 4.75	81.2%	14.4%	3.1%	0.5%	0.8%
2023 Organization Overall (3086) 4.76	82.3%	13.9%	2.4%	0.6%	0.9%

	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 2024
1	I understand how my job contributes to the Firm's success.	100	97	99	99	95	98	98
2	I am regularly recognized for my contributions.	100	84	87	87	76	88	88
3	I am provided the resources I need to be effective in my job.	100	88	94	88	81	90	90
4	I am given a real opportunity to develop my skills in the Firm.	75	87	88	87	81	90	89
5	There is a sense that we are all on the same team at the Firm.	75	76	88	87	78	88	87
6	My manager makes his/her expectations clear.	100	87	95	89	86	93	93
7	I receive feedback on a regular basis from my manager that helps me.	100	85	90	87	81	91	90
8	I am comfortable expressing my opinions on issues important to me.	75	82	86	86	81	89	88
9	In my team, we communicate openly about issues that impact each other's work.	100	84	87	88	84	90	89
10	In my team, we have opportunities to contribute to important decisions.	75	87	89	86	86	87	87
11	Associates on my team work well together.	100	84	91	89	84	92	92
12	Our performance appraisal process accurately measures my job performance.	100	81	90	87	81	89	89
13	I can count on associates to cooperate across teams.	100	79	89	87	92	88	88
14	Our Firm's policies and practices ensure fair treatment for all associates.	75	91	92	92	84	92	92
15	The Leadership Team provides a clear direction for this Firm's future.	100	90	98	93	92	96	96
16	The Leadership Team communicates openly about important matters.	100	94	96	93	86	96	95
17	Our Firm's policies give me the flexibility to maintain balance in my life.	100	96	93	95	86	95	94
18	I trust the Leadership Team enough to follow them, even when I disagree with their decision.	100	93	96	93	86	95	95
19	Our Firm's culture is special - something you don't find just anywhere.	100	94	97	97	92	96	96
20	This is a great Firm where associates want to work.	100	94	98	98	92	97	97
21	There are associates here who I consider my friend.	100	94	95	97	95	98	97
22	When I offer a new idea, I believe it will be fully considered.	100	81	88	88	81	90	89
23	The Leadership Team shows a genuine interest in the well-being of associates.	100	91	95	97	86	96	95
24	I believe what I am told by my manager.	75	84	96	92	89	93	93
25	I am given the responsibility and freedom to do my job.	100	94	98	93	89	96	96
Overall Work Environment Average Score		94	88	93	91	86	93	92

Minorities	Women
99	99
86	87
91	91
87	90
86	87
92	92
88	90
85	87
87	88
88	86
89	91
88	89
88	88
91	91
96	96
95	95
93	94
94	95
96	96
97	97
95	97
87	88
94	95
93	93
96	95
92	92