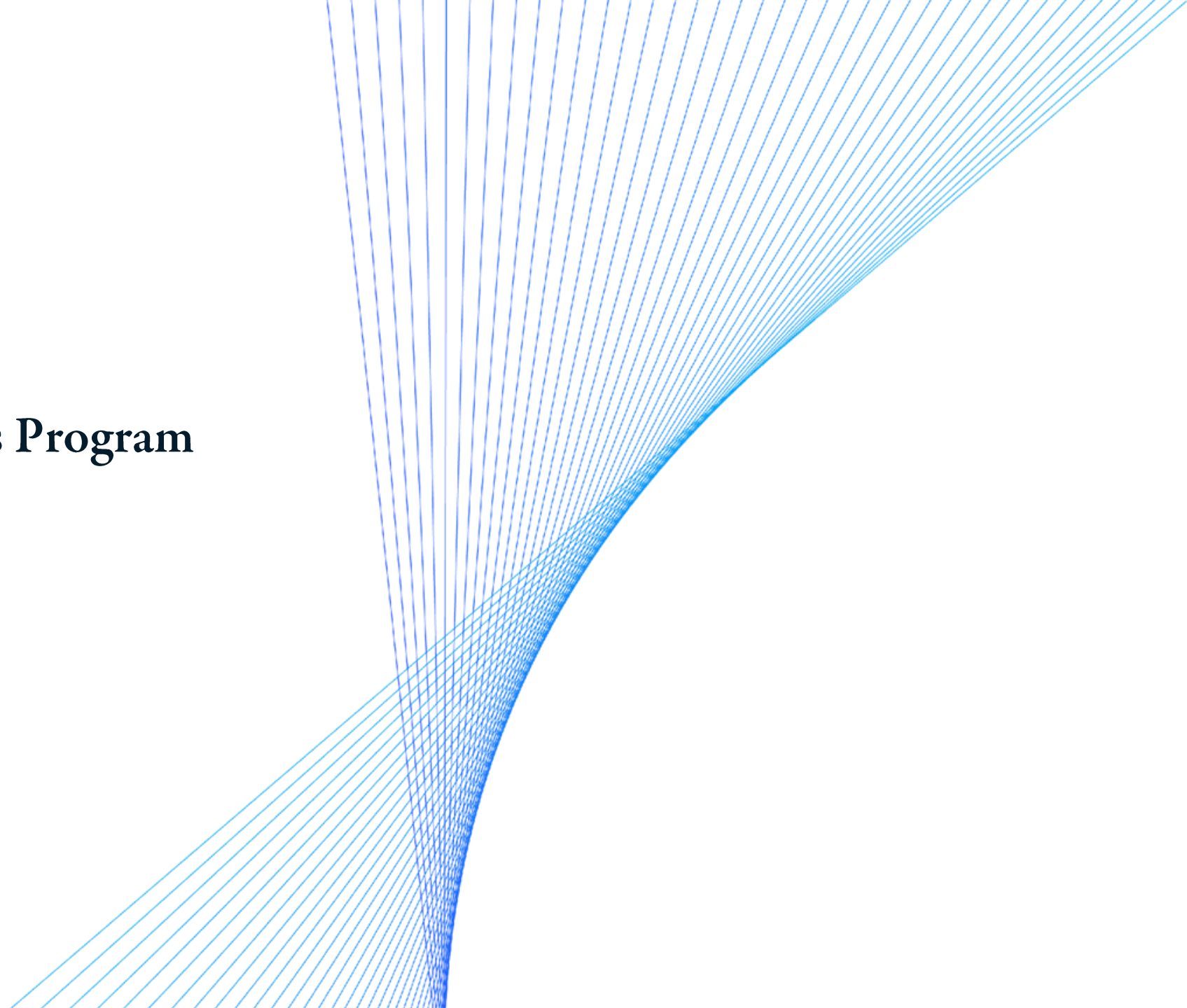


**2025 OHI for Nonprofits Program
Results: Atmashakti**



Atmashakti's OHI survey statistics

What are survey statistics?

Survey statistics provide an overview of the respondent base for the OHI for Nonprofits results

A minimum response rate of **70%** is the standard goal in order to provide the best insight on your staff's experience

If your organization achieved a low response rate (<50%), this may affect the accuracy of your organization's results



65

Estimated total staff in your organization



65 (100%)

Staff who provided responses to the survey

Atmashakti's OHI Score

Average of the 9 health outcomes

What is the OHI Score?

The OHI Score offers an **overall snapshot** of an organization's health. It is the strongest predictor of an organization's **future capacity to deliver its mission**

Higher OHI Scores reflect stronger organizational health

The OHI Score is an **average of the 9 health outcomes**

Analyzing the score

How does your organization's health compare to other **organizations' health within the Nonprofit benchmark** (refer to benchmark coloring in the top right)?

Benchmark:

Bottom quartile

Third quartile

Second quartile

Top quartile

Top decile

OHI Score

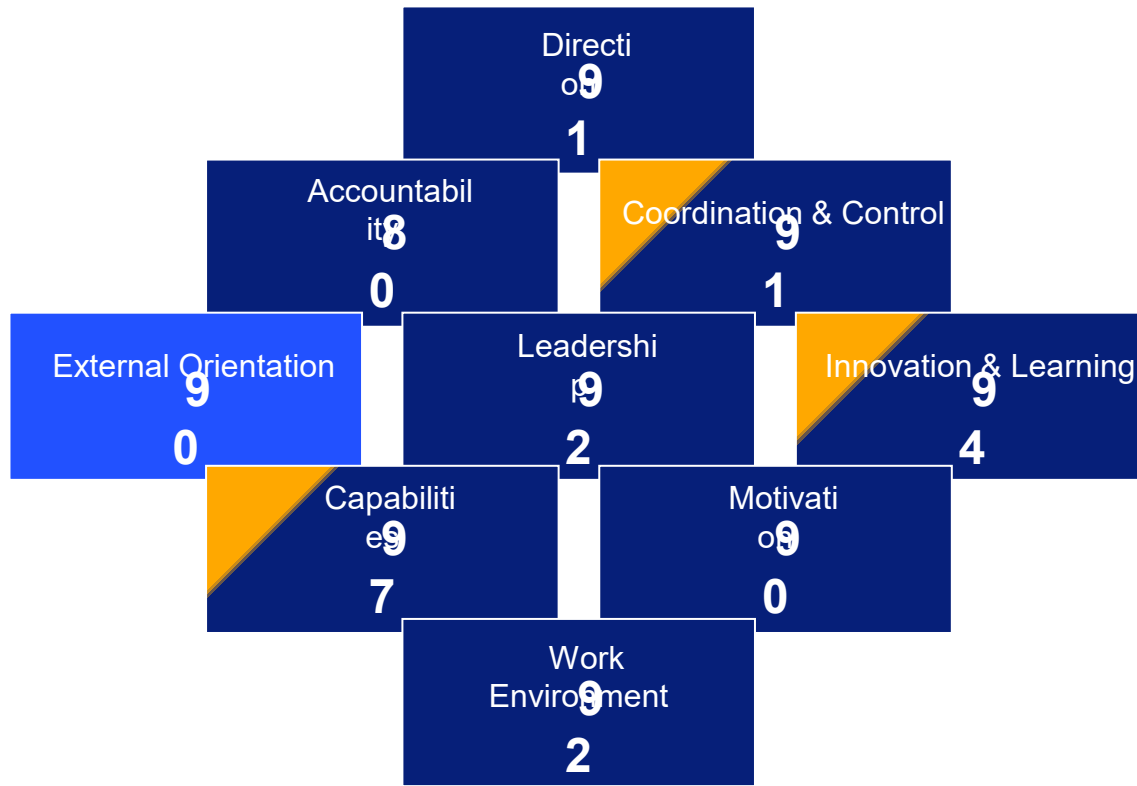


Atmashakti's outcome scores

Percentage of respondents who selected "agree" or "strongly agree"



Outcome scores



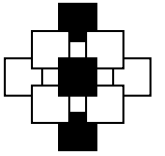
What are outcome scores?

Health outcome scores reflect an organization's **effectiveness** and its ability to **align** on a common mission, **execute** with excellence, and **renew itself**

Analyzing the scores

How do your organization's outcomes **compare to other organizations' outcomes in the Nonprofit benchmark** (refer to benchmark coloring in the top right)?

See appendix for full set of outcome definitions and questions



Atmashakti's practice profile: Alignment

Percentage of respondents who selected "often" or "almost always"

Power Practices Benchmark: Bottom quartile Third quartile Second quartile Top quartile Top decile

Alignment:

Are people aligned around your organization's mission, strategy, culture, and values?

What are OHI practices?

Practices measure the frequency of **day-to-day behaviors**, reflecting where the organization spends its time and effort

Analyzing the scores

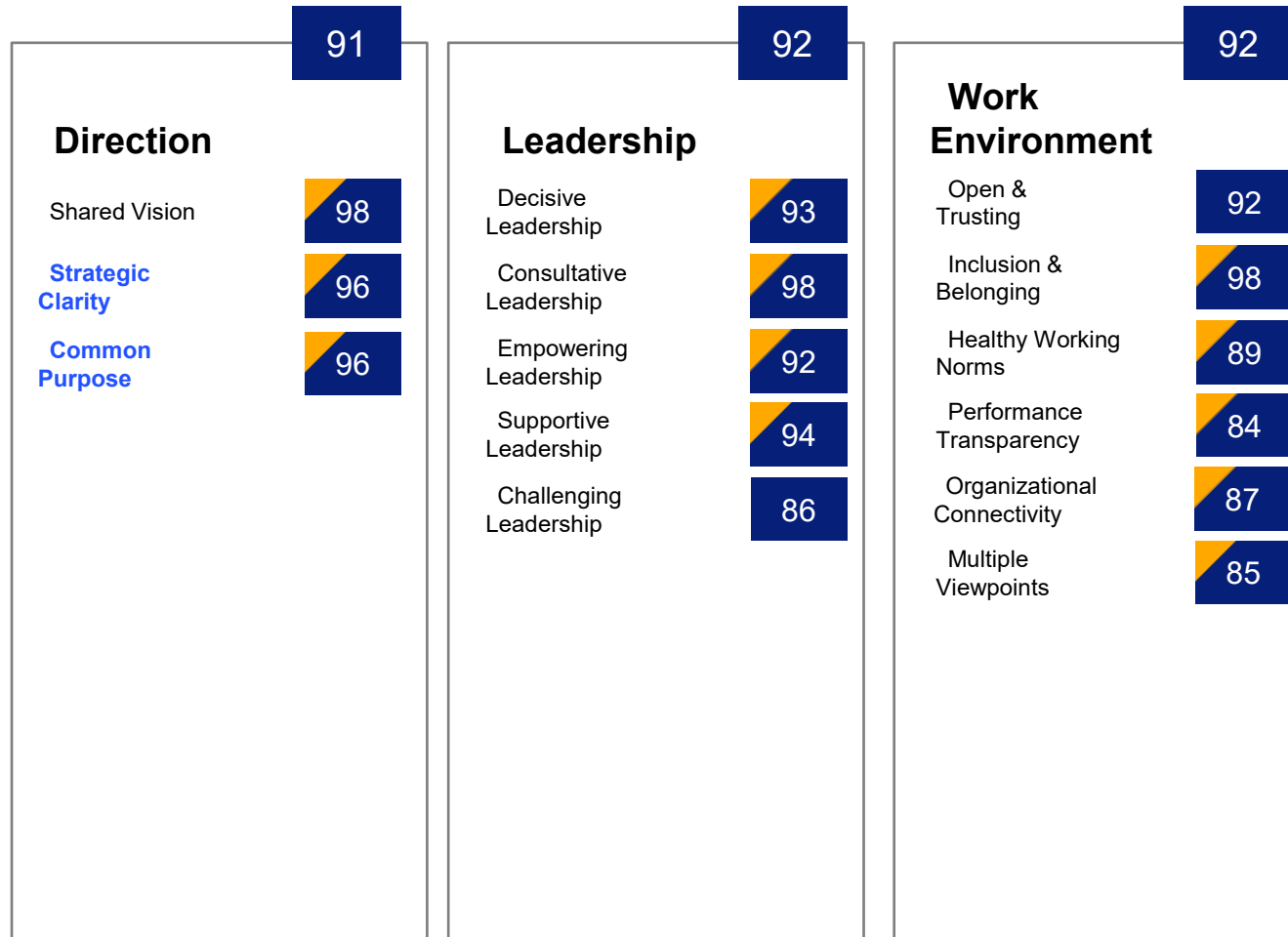
Compare your organization's scores to other nonprofits' scores:

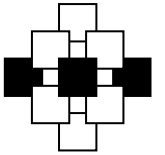
Which practices do your staff observe...:

- Most frequently (second quartile or above)?
- Least frequently (third quartile or below)?

Do these results reflect what you expected? Is anything surprising?

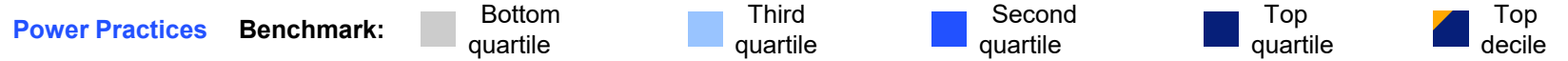
See appendix for full set of practice definitions and questions





Atmashakti's practice profile: Renewal

Percentage of respondents who selected "often" or "almost always"



Renewal:

How does your organization understand, interact, respond, and adapt to its situation and external environment?

What are OHI practices?

Practices measure the frequency of **day-to-day behaviors**, reflecting where the organization spends its time and effort

Analyzing the scores

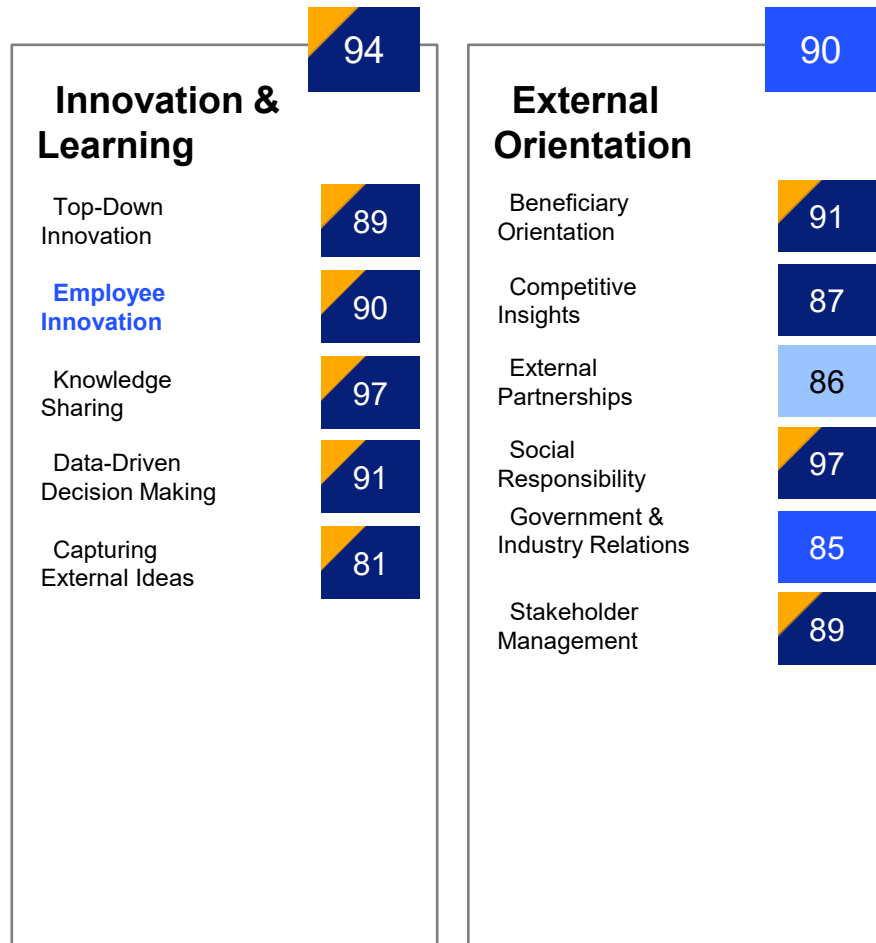
Compare your organization's scores to other nonprofits' scores:

Which practices do your staff observe...:

- Most frequently (second quartile or above)?
- Least frequently (third quartile or below)?

Do these results reflect what you expected? Is anything surprising?

See appendix for full set of practice definitions and questions



Atmashakti's practice ranking at a glance – Top 10 emphasized practices

Practices ranked from most to least frequently emphasized by the organization

What is a practice ranking?

A practice ranking reflects how much an **organization emphasizes each of the 55 management practices**, from highest to lowest

It is an important tool for determining if the organization is emphasizing the behaviors needed to deliver its mission

Analyzing the ranking

Based on the results, **which practices do staff see** the organization emphasize most? Least?

Are the behaviors that are emphasized day-to-day the **most important ones to achieve your strategy?**

Are there **any risks presented** by the practices that are least emphasized, based on how you aim to achieve the mission of the organization?

Top 10: Behaviors that are the most emphasized

1.	Tech Enablement
2.	Financial Incentives
3.	Knowledge Sharing
4.	Subject-Matter Expertise
5.	Talent Deployment
6.	Consultative Leadership
7.	Healthy Working Norms
8.	Employee Conduct
9.	Inclusion & Belonging
10.	Consequence Management

See appendix for full list of rankings

Employee Experience scorecard

Percentage of respondents

Employee Experience Factor scores:

Very low (<50)
Low (50-59)
Moderate (60-69)
High (70-79)
Very high (80+)



1. Indicates the share of employees who responded “agree” or “strongly agree” to negative Employee Experience Factors; high scores are undesirable here

2. The share of “promoters” who responded “9” or “10” on a scale ranging from 0=“extremely unlikely” to 10=“extremely likely” to the question, “How likely are you to recommend working at the organization to friends and relatives?”

Atmashakti's inclusion practice scores




Percentage of respondents who frequently see this practice:

0-24%

25-49%

50-74%

75-100%

Level	Inclusion practice	Score
Peers / Teammates 	Allyship	91%
	Idea Integration	77%
	Mutual Respect	92%
	Peer Support	95%
Leaders 	Advocacy	86%
	Impartial Treatment	96%
	Mentorship	88%
	Participative Decision-Making	91%
	Sponsorship	81%
	Team Building	90%
Systems 	Collective Identity	96%
	Connection Opportunities	95%
	Meritocracy	91%
	Protective Mechanisms	88%
	Resource Accessibility	89%
	Self-Expression	93%
	Work-Life Support	84%