

Culture of Environmental Sustainability in the Workplace Measure

Developed by the VERiS Research Centre

Supplementary Resource to the Culture of Sustainability Engagement Guide for Organizations

About this document

The following 'Culture of Environmental Sustainability in the Workplace Scale' (ECS) was developed across several studies and datasets using careful psychometric measurement procedures and analytical tools to ensure a high-quality rigorous measure of environmental culture of sustainability (COS). We used other existing scales to measure social aspects of sustainability, such as sense of belonging. We were able to empirically establish that the scale reliably differentiates organizations with different levels of COS and is also able to assess changes in environmental COS over time. For more information about the development process of the ECS and its quality indicators, please see the paper by Marcus, Riemer, et al. (in progress).

To administer the scale, include this scale with other measures focused on social aspects of sustainability and background demographic questions (e.g., the employee type and years of employment) in an anonymous online employee survey. Ask the employees to rate the appropriate unit (e.g., the whole organization, the culture within the building, the culture of a specific organization department) and make clear what that unit is. When the data is collected, delete any clearly incomplete or erroneous entries. Then, calculate the average of the ratings across items and individual respondents to generate the overall score for environmental COS. A score close to 0 indicates a weak COS while a score close to four represents a strong COS. You may also conduct some analyses by demographic and organizational variables to see if there are important differences of COS across demographics and organizational roles and units.



Culture of Sustainability Engagement Guide for Organizations © 2024 Supplementary material

To access the full Engagement Guide, visit: <https://veris.wlu.ca/assets/documents/cos-engagement-guide.pdf>

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Culture of Environmental Sustainability in the Workplace Scale Template

Please rate the extent to which each of the following items accurately describes your organization. Note: When filling out, please focus on assessing work-related activities and workspaces, including potential virtual workspaces (e.g., websites).

	Does not describe my organization (0)	(1)	(2)	(3)	Describes my organization very well (4)
Environmental considerations play a role in day-to-day decision-making. (ECS01)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In comparison to other issues, reducing environmental impact is considered a priority. (ECS02)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People in management positions lead or support environmental initiatives. (ECS03)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Taking care of the environment is central to who we are. (ECS04)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There is prominent signage that promotes environmental awareness and practices. (ECS05)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There are numerous symbols that reflect environmental engagement (e.g. composting bins, solar panels). (ECS06)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Does not describe my organization (0)	(1)	(2)	(3)	Describes my organization very well (4)
People commonly use environmental terminology (e.g. carbon, environmental footprint). (ECS07)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There are regular programs and activities focused on environmental impact. (ECS08)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People fulfill job tasks in environmentally-friendly ways. (ECS09)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Environmental achievements are recognized and celebrated. (ECS10)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Environmental objectives and performance are regularly communicated to employees. (ECS11)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>