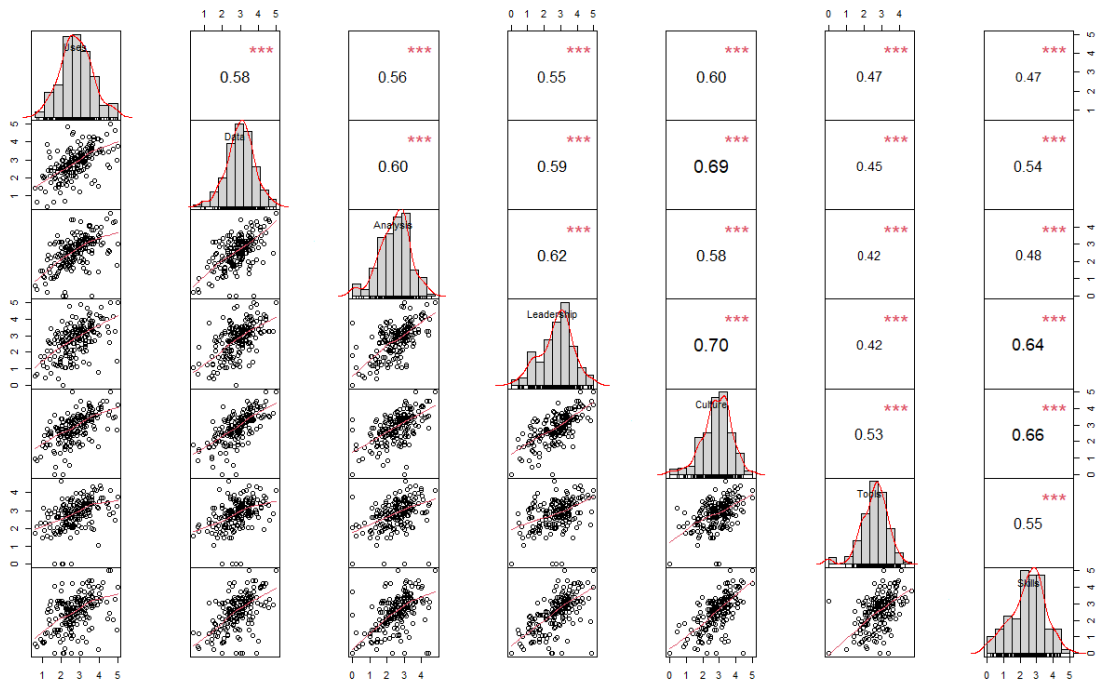# ANNEX 4: CORRELATIONS BETWEEN THEMES

The theme correlation analysis shows some statistically significant relationships particularly between:

- Culture and Leadership
- Culture and Data
- Culture and Skills

These have a correlation coefficient of around 0.7 (on a scale of -1 to +1). There are several others around the 0.6 mark which again are significant in terms of the relationship. The fact that the correlation figures are all positive indicates a positive relationship i.e. the higher the score in one theme, the higher the score in the other is likely to be. Were there to be a negative correlation coefficient this would indicate a negative correlation in which the higher the score one theme the lower the score in the other. All correlations have a p-value of less than 0.0001 which is driven by the number of observations, indicating that it would be unlikely to obtain these results by chance.

The 3 red stars on the correlation scatter table above indicate a close-to-zero p-value for the relationship.

In the boxplot below the relationships highlighted in green all include 'Culture' whilst those in the dark grey indicate those including 'Tools'.

Correlation coefficient with 95% confidence interval
(p-values < 0.00001)

Correlation coefficient (Pearson)