



Name of your organization: Neurocrine Biosciences, Inc.

How do you use the People Insights Platform today?

We are leveraging the People Insights Platform at Neurocrine Biosciences primarily to monitor and make improvements to our culture and the employee experience as the company grows. Having a continuous, real-time pulse on organizational dynamics and employee needs ensures that every phase of our growth is supported by a strong, inclusive, and positive culture based on our shared purpose and values.

Please share your EX Impact story. Detail your challenge, solution, and impact.

The Challenge: Sustaining Culture in Rapid Growth

Employees commonly describe our culture as caring, collaborative, fun, supportive, and a little bit weird. This is partly a reflection of our San Diego roots; we embrace the laid-back West Coast lifestyle. But we know that with each new hire and every expansion step, there is a risk of diluting our core values. We needed a way to ensure that our culture remained intact and even strengthened as we scaled.

The Solution: Strategic Insights and Action

To address this, we turned to insights from our employees as a compass to guide our growth. Our strategy involves:

Regular Feedback Mechanisms: We initiated an annual employee survey in the early stages of our growth and response rates have been high year after year (92% this last year). We are currently adding pulse and lifecycle surveys at critical junctures like onboarding and exit.

Actionable Insights at Every Level: Our executive leadership team focuses on broad, systemic improvements, while team leaders focus on specific, team-level improvements. This collaborative, comprehensive action planning approach ensures that every layer of our organization is aligned and contributing to our cultural objectives.

The Impact: A Culture of High Trust and Continuous Improvement

To ensure we are keeping a close eye on our culture and how it changes as we continue to grow, we have institutionalized action planning, integrating it into our corporate goals. Quarterly reviews by our executives keep us on track. This rigorous, feedback-driven approach leads to several key outcomes:

High Engagement and Trust: Our annual survey consistently shows high engagement levels. Last year's 92% response rate was a strong indication of the trust our employees place in us and their willingness to contribute to our culture.

Benchmarking Success: Regularly outperforming the 90th percentile in industry benchmarks, we are setting new standards for employee experience in the biotech industry.



Retention and Growth: Our focused efforts have resulted in the successful attraction and retention of top talent, crucial for our continued growth and success.

Do you have any additional KPIs/Metrics to demonstrate your impact on EX?

The high response rate to our surveys, the outperformance of industry benchmarks, and our low turnover rates are clear indicators of our success in creating a thriving, engaging workplace that is well-equipped to navigate the future.