

Culture Assessment

Please use the scale below to indicate how each statement applies to the culture at your company. Please provide your top of mind reaction, and do not over-think your answer.

- 3 = Usually
- 2 = Sometimes
- 1 = Rarely

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| | 1. The top leaders in our organization value culture. |
| | 2. The people in our organization can describe the culture. |
| | 3. The description of our culture is who we wish to be/the best we can be. |
| | 4. Our organization has a set of shared values. |
| | 5. The people in our organization demonstrate our shared set of values. |
| | 6. Our organization has a set of shared behaviors that are productive, positive, and healthy. |
| | 7. The people in our organization demonstrate productive, positive, and healthy behaviors. |
| | 8. The top leaders demonstrate and embody productive, positive, and healthy behaviors. |
| | 9. Front-line leaders demonstrate and embody productive, positive, and healthy behaviors. |
| | 10. We have leader development programs that emphasize the importance of productive, positive, and healthy behaviors. |
| | 11. During our selection/recruiting process, we ensure that candidates will fit into our future, desired culture. |
| | 12. When considering the development and promotion of employees, we consider how they demonstrate the productive, positive and healthy behaviors, and how they embody the cultural attributes we wish to have in our future, desired culture. |
| | 13. Our organization values customers and embraces systems, processes, and actions that show it. |
| | 14. Our organization values stakeholders and embraces systems, processes, and actions that show it. |
| | 15. Our organization values employees and embraces systems, processes, and actions that show it. |
| | 16. Performance and results are valued over politics and relationships at our organization. |
| | 17. There is a direct correlation between performance/results and career advancement/compensation at our organization. |
| | 18. I speak up because opinions and constructive debate/contention are valued at our organization. |
| | 19. Success is clearly defined at our organization. |
| | 20. I can count on my workmates to support me when I need them. |

_____ Total