

Culture Assessment Worksheet

Culture is a dynamic construct. Each organization must determine the culture that is best for them and there is no “one size fits all”. While we know there are certain cultural elements that are more successful than others, there are very few right or wrong answers. The key: **Your culture must support where you want to be in the future.**

Read the following statements and respond as appropriate. Be as honest as possible and ask others in your organization to consider the questions as well.

If you answer no to 4 or more questions, you might look to culture as an obstacle to business success.

Consciously creating new culture strategies will be a critical next step.

1. What five words would you use to describe your current culture?
2. As you think about your strategy, what 5 words would you use to describe the kind of culture you need to be successful into the future?

1.	Given the responses above, does your current culture align with your future needs?	Yes	No
2.	Are you achieving your business outcomes and reaching business goals at a level you desire?	Yes	No
3.	Is your employee retention high? Do employees stay at your company over time?	Yes	No
4.	Is your organization structured correctly to meet your objectives?	Yes	No
5.	Do you have strong employee engagement? Do employees want to work for you and do they contribute actively to your success?	Yes	No
6.	Do leaders and employees know the organization’s mission, vision, values and strategy at a level that ensures their work contributes to positive organizational outcomes?	Yes	No
7.	Are problems handled in a way that supports resolution and sustainability?	Yes	No
8.	Are employees accountable for their outcomes, behavior and contribution whatever that might be?	Yes	No
9.	Are decisions in the organization made at the most appropriate level?	Yes	No
10.	Does your culture display fear in how employees behave or how leaders manage?	Yes	No
11.	Are leaders and employees empowered to make decisions appropriate for their level?	Yes	No
12.	Are employees encouraged to take the right amount of risk taking, innovation and experimentation given your business style?	Yes	No
13.	Does leadership practices what it preaches?	Yes	No
14.	Are your meetings, process and structures effective?	Yes	No

If your culture isn’t working, you have to shift how your employees are experiencing themselves and one another, and how they’re showing up to work together.

