

Culture Assessment Worksheet

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

The questions below ask you to consider whether certain culture elements exist at your organization. **If you answer no to 4 or more questions, you might look to culture as a critical variable.** Consciously creating new culture strategies will be critical for your success.

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.

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

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| 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.

