



Cultural Assessment

Please rate your organization on the following cultural considerations. You may consider this at both the department/division level as well as at the organization level.

Cultural Considerations		Yes	No	Not Sure
1)	The top leaders in our organization value culture.			
2)	The people in our organization can describe the culture.			
3)	This 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 a productive, positive, and healthy culture.			
11)	During our selection/hiring process, we ensure that candidates will fit into our future, desired culture.			
12)	When considering development of employees, we consider how they demonstrate the behaviors we wish and embody the cultural attributes we wish to have.			
13)	Our leaders inspire people within the organization to produce change for the betterment of the organization (not change for change-sake).			
14)	Our organization values <u>customers</u> and embraces systems/processes to show this.			
15)	Our organization values <u>shareholders</u> and embraces systems/processes to show this.			
16)	Our organization values <u>employees</u> and embraces systems/processes to show this.			
TOTALS				

If you answered “yes” to many questions, your organization is in a place where employees embrace your culture and their work. If you answered “no” or “not sure” to more questions than “yes,” you have an opportunity to revitalize your culture. If you’d like to talk further, please give Peter Bailey, Senior Vice President, a call at 952.942.2922.