

Culture Quick Assessment

Introduction

Workplace Culture is always the first Pillar that needs to be evaluated to create a healthy, productive, purposeful organization. It is the people who make the culture. Most of the time, the culture evolves organically with no plan or ending in mind. You must know where you are to create effective strategies to go where you want to go. The Culture Quick Assessment has been developed to help you determine where your culture is today.

How to use assessment

While there are many ways to use the quick assessment, my recommended approach is first to complete yourself and see where you rate things. Once you have had a few days to evaluate the results for yourself, give it to the team members. Combine their scores as an average score and assess the results with the summaries below.

Assessment Table

	Factor	Individual					Tot	Team					Tot	Overall
		5	4	3	2	1		5	4	3	2	1		
1	Communication		x							x				7
2	Expectation Clarity										x			2
3	Employee Development				x					x				5
4	Relationships		x								x			6
5	Mission Clarity			x						x				6
6	Input is valued				x							x		3
7	Importance of Work					x				x				4
8	Importance of Role				x					x				5
9	Enabled Decisions				x						x			4
10	Resources			x						x				6
	Total	0	8	6	8	1	23	0	0	18	6	1	25	48

Scoring Definitions Team and Individual

- 44 – 50 Thriving
- 37 – 43 Successful
- 28 – 36 Inconsistent
- 20 – 27 Struggling
- 10 – 19 Failing

Combined Factor Scoring Definition

- 8 – 10 Striving
- 5 – 7 Unbalanced
- 2 – 4 Disengaged

What do with the results

You now have five ways to evaluate your team culture

1. An evaluation of the individual as they relate to the culture.
2. An evaluation of how the team itself sees the team culture.
3. An elevation of the ten factors for each individual.
4. An elevation of the ten factors for the team.
5. An evaluation of how you see the team versus how they see themselves.

I encourage you to write down your thoughts on what this means to you and your team. Now you know where your culture is today.

It isn't that they cannot find the solution. It is that they cannot see the problem."
– G.K Chesterton