

Culture Assessment - Short Form

Using This Form

This short employee survey is meant to help you better understand and define your organizational culture. It provides a snapshot of your organization's current state and is best used as a periodic status check or as the first phase of a larger initiative.

Best results are attained when the survey is anonymous. In a large organization, tracking responses by division or department will allow a more detailed analysis while maintaining individual privacy. It is also useful to distinguish between general staff and senior management.

Before soliciting input from staff, establish the context for the assessment. Make sure employees know how the information will be used and how results will be communicated.

Sample Introduction

The following survey is meant to help us better understand and define the culture at XYZ Company.

Please be thoughtful and candid in your responses. The Human Resources team will compile this information and share with Senior Staff. This survey is anonymous.

The Management Maven

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- 1) XYZ Company is hiring a new employee. Use 3 words to describe the ideal candidate.

- 2) Imagine an average day. A consultant visits XYZ Company to observe and interact with the staff. Use 3 words to describe what they see.

How do you think this consultant would describe the culture at XYZ Company?

Use this scale to rate your agreement with the following statements.

| | | | | |
|------------------------------|-----------------|----------------|--------------|---------------------------|
| 1 | 2 | 3 | 4 | 5 |
| <i>Strongly Disagree</i> | <i>Disagree</i> | <i>Neutral</i> | <i>Agree</i> | <i>Strongly Agree</i> |

- 3) We at XYZ Company are connected in a shared purpose. _____
- 4) At XYZ Company, there is a guiding vision driving us forward. _____
- 5) XYZ Company has a framework of core values from which we make decisions. _____