



CULTURE ASSESSMENT

Instructions

The purpose of this assessment is to allow organizations to discover how their leadership practices and beliefs impact the ways people function within the organization. This assessment is designed to be taken by people at all levels of the organization. As you respond to the statements, please answer what you believe is generally true about your organization. Please respond with your own personal feelings and not those of others, or those that others would want you to have. Respond as to how things *are*, not as they could be or should be.

Feel free to use the full spectrum of answers (from Strongly Disagree to Strongly Agree). You may find some of the statements will be easy to respond to while others require more thought. If you are uncertain, you may want to answer with your first, intuitive response. Please be honest and candid. The response we seek is the one that most closely represents your feelings or beliefs about the statement that is being considered. There are three sections to this assessment. Carefully read the brief instructions that are given prior to each section. Your involvement in this assessment is anonymous and confidential.

Before completing the assessment it is important to fill in the name of the organization being assessed.

Important: Please complete the following

Organization Name: _____

Please **circle** your present role/position in the organization.

1 = Top Leadership (top level of leadership)

2 = Management (supervisor, manager)

3 = Workforce (individual contributor, staff)



1	2	3	4	5
Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree

Section 1 – In this section, please respond to each statement as you believe it applies to the **entire organization**.

	In general, people in this organization . . .	1	2	3	4	5
1	Trust each other					
2	Are clear on the key goals of the organization					
3	Are non-judgmental – they keep an open mind					
4	Respect each other					
5	Know where this organization is headed in the future					
6	Maintain high ethical standards					
7	Work well together in teams					
8	Value differences in culture, race and ethnicity					
9	Are caring and compassionate towards each other					
10	Demonstrate high integrity and honesty					
11	Are trustworthy					
12	Relate well to each other					
13	Attempt to work with others more than working on their own					
14	Are held accountable for reaching work goals					
15	Are aware of the needs of others					
16	Allow for individuality of style and expression					
17	Are encouraged by management to share in making important decisions					
18	Work to maintain positive working relationships					
19	Accept people as they are					
20	View conflict as an opportunity to learn and grow					
21	Know how to get along with people					



1	2	3	4	5
Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree

Section 2 – In this section, please respond to each statement as you believe it applies to the **leadership** of the organization.

	Managers and Top Leadership in this organization . . .	1	2	3	4	5
22	Communicate a clear vision of the future of the organization					
23	Are open to learning from people below them in the organization					
24	Allow workers to help determine where this organization is headed					
25	Work alongside the workers instead of separate from them					
26	Use persuasion to influence others instead of coercion or force					
27	Don't hesitate to provide the leadership that is needed					
28	Promote open communication and sharing of information					
29	Give workers the power to make important decisions					
30	Provide the support and resources to help workers meet their goals					
31	Create an environment that encourages learning					
32	Are open to receiving criticism and challenge from others					
33	Say what they mean, and mean what they say					
34	Encourage each person to exercise leadership					
35	Admit personal limitations and mistakes					
36	Encourage people to take risks even if they may fail					
37	Practice the same behavior they expect from others					
38	Use their power and authority to benefit the workers					
39	Take appropriate action when it is needed					
40	Lead by example by modeling appropriate behavior					
41	Seek to influence others by building relationships					
42	Provide opportunities for all workers to develop to their full potential					



1	2	3	4	5
Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree

Section 2 – In this section, please respond to each statement as you believe it applies to the **leadership** of the organization.

	Managers and Top Leadership in this organization . . .	1	2	3	4	5
43	Build people up through encouragement and affirmation					
44	Are humble – they do not promote themselves					
45	Communicate clear plans and goals for the organization					
46	Provide mentor relationships in order to help people grow					
47	Are accountable and responsible to others					
48	Are receptive listeners					
49	Put the needs of the workers ahead of their own					

Section 3 – In this section, please respond to each statement as you believe it is true about **you personally and your role** in the organization.

	In viewing my own role . . .	1	2	3	4	5
55	I feel appreciated by my supervisor for what I contribute					
56	I am working at a high level of productivity					
57	I am listened to by those above me in the organization					
58	I feel good about my contribution to the organization					
59	I receive encouragement from those above me in the organization					
60	My job is important to the success of the organization					
61	I trust the leadership of this organization					
62	I am respected by those above me in the organization					
63	I am able to be creative in my job					
64	In this organization, a person's work is valued more than their title					
65	I am able to use my best gifts and abilities in this job					