



# CULTURE QUESTIONS

RATE EACH QUESTION BELOW ON A SCALE FROM 1 TO 5 WITH:

1 = strongly disagree

2 = disagree

3 = neutral

4 = agree

5 = strongly agree

## Questions about Communication

### THE FLOW OF INFORMATION BOTH DOWN AND UP THE CHAIN.

The flow of information both down and up the chain.

- I feel listened to in the company and my ideas are regularly implemented.

1      2      3      4      5

Why or why not?

- I have the opportunity to communicate openly.

1      2      3      4      5

Why or why not?

- Feedback from leadership is important to me.

1      2      3      4      5

Why or why not?

- I get timely and useful feedback about my work.

1      2      3      4      5

Why or why not?

- I feel like I am being listened to.

1      2      3      4      5

Why or why not?

- I feel comfortable giving upwards feedback to my leader.

1      2      3      4      5

Why or why not?

- I receive information needed when I need it.

1      2      3      4      5

Why or why not?

- I am happy with my leader's efforts to keep me informed.

1      2      3      4      5

Why or why not?

- The organization provides adequate information about my progress in my job.

1      2      3      4      5

Why or why not?

- This company has very good communications.

1      2      3      4      5

Why or why not?

- Departments in the organization communicate frequently with each other.

1      2      3      4      5

Why or why not?

- I feel that the company takes my concerns and feedback seriously.

1      2      3      4      5

Why or why not?

## Questions about Celebration

### TEAM MEMBER WINS, TEAM WINS, AND COMPANY WINS IN A PUBLIC FORUM.

The flow of information both down and up the chain.

- I feel that my accomplishments are recognized.

1      2      3      4      5

Why or why not?

- I feel valued at work.

1      2      3      4      5

Why or why not?

- I am frequently recognized publicly by my leader.

1      2      3      4      5

Why or why not?

- The last time I accomplished a big project, I received recognition.

1      2      3      4      5

Why or why not?

- Public recognition is important to me.

1      2      3      4      5

Why or why not?

- There is a regularly dedicated time to celebrate victories.

1      2      3      4      5

Why or why not?

## Questions about Teamwork

### THE CAMARADERIE AND RESPECT BETWEEN TEAM MEMBERS AND THE RELATIONSHIPS

- My relationship with leaders are good.

1      2      3      4      5

Why or why not?

- My relationship with coworkers is good.

1      2      3      4      5

Why or why not?

- I believe the relationships between other coworkers and leadership is good.

1      2      3      4      5

Why or why not?

- I believe leadership cares about team members.

1      2      3      4      5

Why or why not?

- Coworkers give each other respect here.

1      2      3      4      5

Why or why not?

- I feel respected by my fellow coworkers and the organization.

1      2      3      4      5

Why or why not?

- My organization is dedicated to diversity and inclusiveness.

1      2      3      4      5

Why or why not?

- There is a culture of teamwork and cooperation within the organization.

1      2      3      4      5

Why or why not?

## Questions about Purpose

**CORE VALUES, MISSION, AND VISION OF THE COMPANY AS WELL AS HOW WELL TEAM MEMBERS FEEL A SENSE OF PURPOSE, AND HOW THEY PERSONALLY IMPACT THE BUSINESS.**

- I feel like my work is respected.

1      2      3      4      5

Why or why not?

- I feel like I have all the support that I need to do my job properly.

1      2      3      4      5

Why or why not?

- I can recite our organization's values with my eyes closed.

1      2      3      4      5

Why or why not?

- I believe we authentically operate by our organizational values.

1      2      3      4      5

Why or why not?

- I understand how my work impacts the organization's business goals.

1      2      3      4      5

Why or why not?

- Leadership expects input and solutions from team members to challenges.

1      2      3      4      5

Why or why not?

- I am given autonomy to do my job without micromanagement.

1      2      3      4      5

Why or why not?

- I am clear on my purpose within the organization.

1      2      3      4      5

Why or why not?

- I know how my role impacts my co-workers.

1      2      3      4      5

Why or why not?

- My job makes a difference in this organization.

1      2      3      4      5

Why or why not?

## Questions about Commitment to Learning

OPPORTUNITIES FOR TEAM MEMBERS TO EXPAND CURRENT SKILLS AND EDUCATION SO THEY CAN DEVELOP BEYOND WHAT THEY WERE HIRED TO DO.

- I have opportunities for learning and development.

1      2      3      4      5

Why or why not?

- I have the opportunity to grow in this organization.

1      2      3      4      5

Why or why not?

- I have a clear understanding of my career or promotion path.

1      2      3      4      5

Why or why not?

- I am satisfied with the perks that I am receiving.

1      2      3      4      5

Why or why not?

- I believe I will be able to reach my full potential here.

1      2      3      4      5

Why or why not?

- I would like to take on new responsibilities.

1      2      3      4      5

Why or why not?

- I have the opportunity to learn new skills.

1      2      3      4      5

Why or why not?

- I receive ample learning opportunities at my current job.

1      2      3      4      5

Why or why not?

## Questions about Work-Life Balance

TEAM MEMBERS PHYSICAL, SOCIAL, AND EMOTIONAL HEALTH BOTH INSIDE AND OUTSIDE OF THE ORGANIZATION.

- I am able to fulfill my role while maintaining a healthy work-life balance.

1      2      3      4      5

Why or why not?

- I look forward to coming into work day to day.

1      2      3      4      5

Why or why not?

- I am a happy employee.

1      2      3      4      5

Why or why not?

- I feel like leadership cares for me and my well-being.

1      2      3      4      5

Why or why not?

- I do not feel stressed or overwhelmed.

1      2      3      4      5

Why or why not?

- I am able to leave my work at work.

1      2      3      4      5

Why or why not?

- I am happy at work.

1      2      3      4      5

Why or why not?

- I would reapply to my current job.

1      2      3      4      5

Why or why not?

- I have fun at work.

1      2      3      4      5

Why or why not?

- I have enough flexibility with my schedule.

1      2      3      4      5

Why or why not?

## Questions about the Organization and its Leadership

**TRUST, TRANSPARENCY, AND AN ENVIRONMENT THAT EMPOWERS TEAM MEMBERS WITH THE ABILITY TO INNOVATE, GROW, AND SHINE AS INDIVIDUALS AND TEAMS.**

- I can see myself working at this company for the long-term.

1      2      3      4      5

Why or why not?

- The company is true to its values of diversity and inclusion, and employees are treated with equity.

1      2      3      4      5

Why or why not?

- Leaders provide me with constructive feedback in a way that helps me improve.

1      2      3      4      5

Why or why not?

- I feel like I can trust leadership.

1      2      3      4      5

Why or why not?

- I have the ability to generate new ideas and communicate them to leadership.

1      2      3      4      5

Why or why not?

- I like the atmosphere at this organization.

1      2      3      4      5

Why or why not?



- I would refer someone to work here.

1      2      3      4      5

Why or why not?

- I feel like the leadership team here is transparent.

1      2      3      4      5

Why or why not?

- Leadership works to improve the culture here.

1      2      3      4      5

Why or why not?

- Our culture provides a sense of community.

1      2      3      4      5

Why or why not?

- Our culture provides a safe environment.

1      2      3      4      5

Why or why not?

- Leadership is fair and equitable to all team members.

1      2      3      4      5

Why or why not?

- The executive team contributes to a positive work culture.

1      2      3      4      5

Why or why not?

- I am comfortable with my workplace culture.

1      2      3      4      5

Why or why not?

- There is very little to improve upon within my workplace.

1      2      3      4      5

Why or why not?

- The leaders here are well respected.

1      2      3      4      5

Why or why not?

- The leadership style here is supportive.

1      2      3      4      5

Why or why not?

- The organization operates in a socially responsible manner.

1      2      3      4      5

Why or why not?

- I am satisfied with the overall job security in the organization.

1      2      3      4      5

Why or why not?

- The organization adheres to a zero-tolerance policy against any kind of discrimination.

1      2      3      4      5

Why or why not?