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# CULTURE SELF-ASSESSMENT

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Directions: Check the box next to every item that you feel your organization consistently lives into. If you don't know without research, leave it unchecked. After reviewing what is missing, select up to three key priorities you could focus on to begin to take your organization's culture to the next level.

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## 1. ORGANIZATIONAL VALUES

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- Your organization clearly communicates goals/vision/values, and people can recall them without referencing
- Top leaders in the organization model and reinforce the organizational values
- Leaders and influencers in the organization consistently do what they say they are going to do
- Pay, bonus, or other recognition structures reinforce the stated company goals/vision/values
- Other:

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## 2. COMMUNICATION

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- Internal communication tools are used to communicate with and “re-recruit” your team
- Employees feel like they know what is going on at the company, and hear it from the right sources
- The organization has a cohesive communication plan to share news/updates with teams
- The organization and leaders communicate to employees with consistent transparency and trust
- Channels for 360-degree communication are available and freely used (e.g., top-down, bottom-up, across all levels)
- Leaders provide positive and constructive feedback 1-on-1 with employees on a weekly basis
- Leaders hold effective department meetings or other communication method to reiterate goals at the department/unit level
- Employees feel that they are communicated to with respect, trust, and support by their peers, leaders, and the organization
- Engagement and communication happens cross-functionally, across work units/departments
- Employees feel they receive the information they need to do their jobs well
- Communication feels positive, constructive, open and honest at every level of the organization
- Other:

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## 3. RECOGNITION

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- Employees at every level and of diverse experiences feel seen and heard
- Employees feel as if their work is noticed and appreciated
- Leaders effectively provide 1-on-1 recognition for good work to their direct reports on a regular basis
- Genuine “thank you” statements and gestures are visible across the organization
- The organization supports recognition of employees through structured support, such as training for leaders on how to recognize teams, recognition programs or platforms, or company awards
- Other:

#### 4. MEANINGFUL WORK

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- Employees feel as if the work they do has meaning
- Employees see a connection between their work and the bigger picture/purpose of the organization
- Employees feel like they are making a difference or contribution to something important
- Other:

#### 5. COMMUNITY & BELONGING

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- People of all diverse backgrounds and experience can feel as if they belong in your organization
- There is a sense of community that both supports the group and honors the individual
- Employees can find a sense of commonality and feel included in the workplace
- There is a tangible level of commitment felt from all employees to the organization/community
- People of diverse backgrounds can see themselves in leadership roles in the organization
- Other:

#### 6. GROWTH & DEVELOPMENT

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- Cross-training and/or rotational learning experiences are available and used effectively
- Formal mentoring or coaching programs are available and used effectively
- Internal promotions are fair, consistent, often, and promote great leaders, not just great task masters
- Other:

#### 7. CELEBRATION & FUN

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- Employees consistently make eye contact, greet each other, and freely interact with each other
- The organization and individual leaders are frequently involved in and support group celebrations and fun events designed to bring people together and celebrate accomplishment
- Fun is encouraged! (i.e., you don't just have an awesome employee lounge area, but people are supported to use it, and people actually participate)
- Other:

#### 8. CULTURE METRICS

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- Employee turnover is below your industry average
- Engagement survey data is above benchmark for your company size and industry
- Organization has a positive reputation as a great place to work in the community
- Other:

**Assessment:**

How did you do? How many out of 37 (plus “other”) were you able to check as accomplishments for your organization?

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List some ideas of things you could put in place in the future:

In the next 3 months:

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In the next 6 months:

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In the next 12 months:

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Not sure where to start? Contact Team Awesome at [www.teamawesomecoaching.com](http://www.teamawesomecoaching.com).

Check out our [Culture Council](#) program, or hold a [discovery call](#) with Katie, Chief Awesome Officer, to customize an approach to amp up your team culture.