

THE CULTURE CHECKUP

FOR EACH OF THE FOLLOWING STATEMENTS, PLEASE CHECK "YES" OR "NO."

ASSESSING INTENTIONALITY

	Y	N
1. Our company has clear values, and they are communicated regularly.	<input type="checkbox"/>	<input type="checkbox"/>
2. Our company mission and vision are well-defined and well-known by everyone.	<input type="checkbox"/>	<input type="checkbox"/>
3. Our company has defined processes for every aspect of our operations.	<input type="checkbox"/>	<input type="checkbox"/>
4. Our company has clearly defined roles and responsibilities.	<input type="checkbox"/>	<input type="checkbox"/>
5. There are performance metrics for every employee, and they are aligned with our company's goals.	<input type="checkbox"/>	<input type="checkbox"/>
6. We regularly revisit and revise our business strategies and plans.	<input type="checkbox"/>	<input type="checkbox"/>
7. Our management has a clear understanding of where our company should be in three to five years.	<input type="checkbox"/>	<input type="checkbox"/>
8. Our company has a formal onboarding process that aligns new hires with our company culture and goals.	<input type="checkbox"/>	<input type="checkbox"/>
9. Our company has regular team meetings where we discuss our progress toward our goals.	<input type="checkbox"/>	<input type="checkbox"/>
10. Our company invests in tools and technologies that help us stay organized and efficient.	<input type="checkbox"/>	<input type="checkbox"/>

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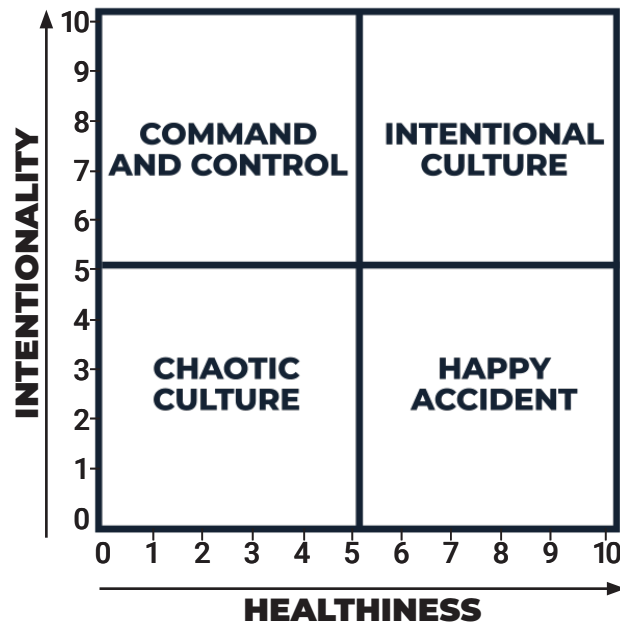
ASSESSING HEALTHINESS

	Y	N
1. Our employees feel appreciated and acknowledged for their work.	<input type="checkbox"/>	<input type="checkbox"/>
2. Our employees are encouraged to maintain a healthy work-life balance.	<input type="checkbox"/>	<input type="checkbox"/>
3. Our company promotes open communication and constructive feedback.	<input type="checkbox"/>	<input type="checkbox"/>
4. Our employees feel secure, and there is minimal fear of punishment or negative consequences.	<input type="checkbox"/>	<input type="checkbox"/>
5. Our company promotes learning and professional development.	<input type="checkbox"/>	<input type="checkbox"/>
6. Our company believes in teamwork and fosters a sense of community and belonging.	<input type="checkbox"/>	<input type="checkbox"/>
7. Our employees are generally happy and motivated to work.	<input type="checkbox"/>	<input type="checkbox"/>
8. Our management is approachable, and they handle disagreements or conflicts in a positive manner.	<input type="checkbox"/>	<input type="checkbox"/>
9. Our employees feel empowered to make decisions in their areas of work.	<input type="checkbox"/>	<input type="checkbox"/>
10. Our company has low turnover and high employee satisfaction rates.	<input type="checkbox"/>	<input type="checkbox"/>

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UNDERSTANDING YOUR SCORE

Please total the number of times you responded “Yes” in each section. You should get two numbers out of ten (e.g., Intentionality 4/10 and Healthiness 6/10). From there, use those numbers to plot on the chart below where your company culture currently stands.



Example:

