



## Fill-in-the-Blank Culture Assessment

Complete the following Assessment to help identify the strength of your organization’s current culture. You can either do this individually or complete it with your leadership team to get a broader perspective.

For rating scale questions, 1 = Never, 2 = Sometimes, 3 = Usually, 4 = Always. Once you’ve completed the entire Assessment, reflect on the questions you answered No or rated a 1 or a 2 and complete the Action Plan section to improve in that area.

### Section 1: Avoid a “Fill-in-the-Blank Culture”

*Is your organization articulating and demonstrating a clear cultural identity?*

Does your organization rely on the strong foundation of a consistent cultural identity to address priorities and challenges, or does it seem that your culture changes based on whatever priorities or challenges are most pressing at the time?	Consistent Culture  Changing Culture
Is your culture clearly articulated to employees at all levels (from the frontline to the CEO)?	Yes No
Do people at all levels know how to demonstrate your culture in their daily tasks and interactions?	Yes No
How consistently is the culture upheld at all levels in the organization?	1 2 3 4
How consistently is the culture demonstrated from location to location/department to department?	1 2 3 4
Is employee engagement measured at least once a year?	Yes No
Does your organization implement change in response to survey data?	Yes No

**Section 2: Rate the Authenticity of Your Organization’s Core Values**

*Are your core values helping you articulate your cultural identity?*

Do your core values use “gutsy” and unique language to express your cultural identity?	Yes No
Are your core values written in a way that makes it clear how to act on them, or demonstrate them?	Yes No
Does your organization <i>avoid</i> core values that reflect ideals your business wishes were true, but currently are not?	Yes No
Does your organization <i>avoid</i> core values that are qualities expected of any individual in the workplace, regardless of their company or business?	Yes No
Does your organization <i>avoid</i> core values that are only required some of the time?	Yes No
Do your core values acknowledge the unique strengths and capabilities of the people who bring your organization to life?	Yes No
Do your core values acknowledge the well-being of every person that works for your organization?	Yes No
Do your core values acknowledge the people your organization is trying to touch and impact?	Yes No

### Section 3: Rate How Well Your Organization Demonstrates Your Core Values

*How well are your organization's core values represented in the way you...*

<b>Create Belonging?</b> Build environments where everyone is welcomed and valued.	1 2 3 4
<b>Communicate?</b> Share information internally with employees, and externally with candidates, partners, and customers.	1 2 3 4
<b>Act on Feedback?</b> Listen to employees and take action in a way that honors perspectives and addresses opportunities.	1 2 3 4
<b>Onboard?</b> Engage employees in their first 90 days and beyond.	1 2 3 4
<b>Offboard?</b> Exit employees, plan for transitions, and engage alumni.	1 2 3 4
<b>Manage Performance?</b> Evaluate, redirect, and address employee performance and growth continuously.	1 2 3 4
<b>Execute Processes?</b> Document and carry out approaches to business and people issues on the front and backstage.	1 2 3 4
<b>Recognize?</b> Celebrate employees who demonstrate the organization's values, drive results and effect positive change.	1 2 3 4
<b>Strategize &amp; Plan?</b> Set a vision for the future and align a plan of action to achieve it.	1 2 3 4
<b>Discover Talent?</b> Attract and hire right-fit talent who align with your values and the cognitive, affective and conative needs of each role.	1 2 3 4
<b>Work as a Team?</b> Build cohesive and highly effective teams that consistently deliver excellent results.	1 2 3 4
<b>Train &amp; Develop?</b> Employees and measure the success of learning at all levels.	1 2 3 4
<b>Support Well-Being?</b> Prioritize individual well-being, allowing employees to be the best version of themselves.	1 2 3 4

**Section 4: Action Plan**

Now that you've completed the entire Assessment, reflect on the questions you answered No or rated a 1 or a 2 and answer the following questions.

<b>Authenticity</b>	What are your company's current core values?
	How can they be elevated to be more gutsy, unique, and actionable?
<b>Demonstration</b>	What item(s) from Section 3 of the assessment will you work on to create a richer, more authentic, consistent culture?
	What is the organization committing to doing differently to intentionally improve in this area(s)?
<b>Action Plan</b>	<p>Based on the items the organization is committing to doing to create a more sustainable culture, create an action plan for each using the following questions as a guide.</p> <ul style="list-style-type: none"> <li>● What are the steps?</li> <li>● Why is this approach important?</li> <li>● Who will be responsible?</li> <li>● How will you implement the changes across the organization?</li> <li>● When should this work be completed?</li> </ul>