

CULTURAL HEALTH ASSESSMENT

This abbreviated Cultural Health Assessment tool assists leaders in evaluating and understanding organizational culture. It is useful for generating engaging and proactive discussions within groups.

A complete assessment tool package, including a facilitator's guide and 25 copies of the full questionnaire, is available on our website. We also have a free online version of this assessment on our website.

INSTRUCTIONS

Review the statements below and rate each statement on a scale of 1 to 5. A 5 indicates you strongly agree with the statement; a 1 indicates you strongly disagree with the statement.

- _____ ① Leaders in my organization clearly communicate its purpose.
- _____ ② I have the freedom to choose how best to accomplish my work.
- _____ ③ My manager asks for my opinions on work-related decisions.
- _____ ④ My colleagues care about my well-being.
- _____ ⑤ Information is shared openly and effectively across departments.
- _____ ⑥ I am treated with respect.
- _____ ⑦ People understand what behaviors are acceptable in the workplace.
- _____ ⑧ Most of the work I do is interesting and challenging to me.
- _____ ⑨ I have a good relationship with my direct supervisor.
- _____ ⑩ I like the people I work with.
- _____ ⑪ Teamwork is encouraged and valued.
- _____ ⑫ Conflict is minimal and, if it arises, is managed quickly and effectively.

CONSIDERING THE RESULTS

Statements that are rated 1 or 2 should be viewed with concern, particularly when that result is seen in more than one survey. Organizational leaders should focus their attention on resolving these issues quickly. Ratings of 3 may indicate an area that should be watched or given secondary attention. Ratings of 4 or 5 should be celebrated.