Internal Groove

A Quick Company Culture Assessment

A simple approach for evaluating culture so you can enhance the way employees work together

Having a clearly defined and positive company culture can help you attract competitive candidates, streamline processes, reduce employee turnover, and boost overall productivity. But how do you know that your culture needs to improve unless you understand its current state?

So, where to begin? A good starting point is a company culture survey. While a full company culture assessment can't be done without a significantly more detailed process, this quick assessment can help you gauge awareness of company values and employee experience. Make sure to emphasize that the survey is completely anonymous!

These insights will form the foundation for developing both immediate and long-term action steps for taking your culture from where it is today to where it needs to be--collaborative, supportive, participative, and productive.

Where would you rank your company on a scale of 1-5 for each of these words?

	1	2	3	4	5	
Competitive	1	2	3	4	5	**Collaborative**
Passive Aggressive	1	2	3	4	5	**Open Communication**
Status Quo	1	2	3	4	5	**Innovative**
Hierarchical	1	2	3	4	5	**Flat**
Uniform	1	2	3	4	5	**Diverse**
Favoritism	1	2	3	4	5	**Fair**
Bad Work Life Balance	1	2	3	4	5	**Good Work Life Balance**
Cliquey	1	2	3	4	5	**Inclusive**
Unengaged Staff	1	2	3	4	5	**Engaged Staff**
Low Autonomy	1	2	3	4	5	**High Autonomy**
Opaque Leadership	1	2	3	4	5	**Transparent Leadership**
Work in Silos	1	2	3	4	5	**Good Collaboration**

Add up your scores for a quick overview:

45–60: Nice work! Your company clearly values its culture, but there is always room for improvement.

20–44: Things could be better. Might be worth taking a deeper dive.

Below 20: You have some issues and definitely want to know more. Talent is hard to keep on a good day, but especially challenging in today's environment.