

ORGANIZATIONAL CULTURE SURVEY

PURPOSE

The organizational culture survey is a tool that provides insight into how people view the state of processes and practices currently in place. Through a series of questions, the survey collects data on wide range of cultural issues in order to inform decision-making. Concurrently, the survey assesses how the organization is living its mission and values. Additionally, it prepares the organization to conduct team and professional development based on identified needs.

SAMPLE QUESTIONS

These questions serve as a starting point for an organization to examine its culture. A full survey is tailored to specific conditions and needs that exist.

Rate the following about our organization:

- We have a clear vision and purpose that reflect our values and who we serve.
- Our strategic plan sets and prioritizes goals for us to accomplish.
- We establish measures to track progress and hold ourselves accountable.
- Our programs and activities are organized to realize our vision.
- We have realistic timelines for accomplishing goals.
- We allocate human and financial resources to accomplish goals.
- Our staff has sufficient training and skills to deliver on programs and activities.

Rate the following about our team:

- People genuinely respect one another.
- Successes are acknowledged and celebrated.
- We discuss situations where expectations have not been met.
- Conflict is effectively dealt with when it arises.
- We share information and collaborate often.
- We understand how to work together.
- The team is looking out for my success.