



An organisation's work culture is neither good nor bad. All organisations are unique, and so is their culture.

Gaining insights into your company culture, and analysing its alignment with your ideal workplace culture, can lead to better planning, increased performance standards, employee engagement, productivity, and brand reputation - but only if you choose to act constructively on those insights.

I will always recommend a questionnaire that reflects the uniqueness of a workplace, but if you want to get started, here's a 'quick and dirty' cheat-sheet to contemplate. You're welcome!

CULTURE INDICATORS

RATING

disagree _____ | _____ agree

I have a sense of belonging at this workplace	1	2	3	4	5	6
I feel connected to the work I do	1	2	3	4	5	6
I am motivated by the mission/purpose of this organisation	1	2	3	4	5	6
I feel heard, and appreciated, for my contributions	1	2	3	4	5	6
Leaders and managers are transparent and trustworthy	1	2	3	4	5	6
My expectations about work/life balance are fairly met	1	2	3	4	5	6
My professional development expectations are honoured	1	2	3	4	5	6
We collaborate across teams to provide the best service or value for money	1	2	3	4	5	6
There is adequate structure and formality with roles, processes and requirements	1	2	3	4	5	6
I am comfortable with the workplace culture	1	2	3	4	5	6
My manager provides me with timely and encouraging feedback about my work	1	2	3	4	5	6
I'm happy to recommend this workplace to others	1	2	3	4	5	6

***Footnote:** Cath Duncan holds a Master of Applied Science, Social Ecology, majoring in Organisational Development. She has dedicated her career to understanding and improving organisational cultures by working with leaders. If this 'quick-and-dirty' questionnaire has got you thinking about assessing your organisation's culture, we can help you design and analyse a survey for your unique organisation.*