ACHIEVE
CENTRE FOR LEADERSHIP & WORKPLACE PERFORMANCE

WORKPLACE CULTURAL HEALTH ASSESSMENT

Purpose of Assessment:

The purpose of the Workplace Cultural Health Assessment tool is to help people assess their workplace culture and discuss ways to improve its problem areas while maintaining aspects that are already healthy.

Instructions:

Respond to each of the following statements, rating each 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. Once completed, total your ratings.

	5: Indicates you strongly agree	**1: Indicates you strongly disagree**

1.	My organization has a meaningful purpose.	
2.	The work I do challenges me in a positive way.	
3.	I receive helpful feedback from my direct manager.	
4.	My colleagues care about my well-being.	
5.	Each person's unique skills and contributions are valued by others.	
6.	I am treated with respect.	
7.	People in my workplace understand what behaviours are acceptable at work.	
8.	The work I do is interesting to me.	
9.	I have a positive relationship with my direct manager.	
10.	I like the people I work with, and they like me.	
11.	I can rely on my colleagues.	
12.	My colleagues express their feelings appropriately when they are upset.	
13.	Leaders in my organization clearly communicate its purpose.	
14.	The work I do makes good use of my abilities.	
15.	My direct manager cares about me as a person.	
16.	I have healthy interactions with my colleagues.	
17.	Collaboration with others is encouraged and valued.	
18.	Leaders in my organization work to resolve conflict quickly.	
19.	My organization's values are clear and relevant.	
20.	The work I do has purpose.	
21.	I trust my direct manager.	
22.	I have fun at work.	
23.	I feel like I'm part of a great team.	
24.	People in my workplace deal with conflict constructively.	
_____	**TOTAL**	

Scoring

In the spaces below write down the assessment rating that corresponds to each question, then total each line and record it in the box to the right.

Communicate Your Purpose and Values				
1. _____	7. _____	13. _____	19. _____	Total _____

Provide Meaningful Work				
2. _____	8. _____	14. _____	20. _____	Total _____

Focus Your Leadership Team on People				
3. _____	9. _____	15. _____	21. _____	Total _____

Build Meaningful Relationships				
4. _____	10. _____	16. _____	22. _____	Total _____

Create Peak Performing Teams				
5. _____	11. _____	17. _____	23. _____	Total _____

Practice Constructive Conflict Management				
6. _____	12. _____	18. _____	24. _____	Total _____

Six Key Elements of a Healthy Workplace Culture:

- *Communicating your purpose and values*. Employees are inspired when they work in organizations whose purpose and values resonate with them.

- *Providing meaningful work*. Most employees want to work on projects that inspire them, align with what they are good at, and allow them to grow.

- *Focusing your leadership team on people*. How leaders relate to their employees plays a major role in how everyone feels about their workplace.

- *Building meaningful relationships*. When employees like the people they work with and for, they are more satisfied and more engaged in their work.

- *Creating peak performing teams*. People are energized when they work together effectively because teams achieve things that no one person could do on their own.

- *Practicing constructive conflict management*. When leaders don't handle conflict promptly and well, it quickly sours the workplace.