

# COMPANY CULTURE SURVEY

## STEP 1:

### Reflect on reasons the crisis happened and learn. (Evaluate your Company Culture)

Ask yourself these questions and check off all that apply, then tally up your responses to see your results.

Do you have unmotivated and disengaged employees?

Are they told they are responsible for carrying out tasks but not given the authority to make it happen?

Have you given them the roles and responsibilities in their positions that you originally promised?

Are your employees unhappy?

Have you heard them say that the day-to-day is a drag?

Do they say they are not having fun?

Remember when we talked about Maslow's Hierarchy of Needs and that people may be at different levels of satisfaction for those needs? Do you know in what levels your employees live right now?

Would you want to work for you? People leave managers not companies.

Do you have employees who never take responsibility and are not accountable for the task you assigned them?

Do you ignore that behavior?

Do you address it with them?

Do you feel there is never enough time or it's not the right time to address it, so the situation continues to get worse?

In other cases when people aren't doing what's been asked, could it be that they don't know how to do it?

Do they know who to ask?

Are they afraid to ask for help?

Is the person who should help available?

Do they know who to go to when you or their manager is not there?

Are personal friends whom you've hired treated differently than the rest of the staff?

Do they get special privileges for being part of the "old boys" or "old girls" club?

Are they given special treatment for being part of your church family? Motorcycle group, exercise buddies, etc.?

Do they have seniority?

Are they long-term loyal employees and deemed *untouchable*?

Do key people leave unexpectedly?

You've heard, "It's not fun anymore."

"Promises have not been kept."

"I'm not allowed to do the job I was hired to do."

"I'm burned out."

**SCORING:** Tally up how many of these you checked: Total possible points are 26.

**Company Culture Survey Results:**

- 26 - 21 = The company culture is not healthy. You are not leading. Could you be behaving like Mr. Hyde?
- 20 - 14 = The company culture is in bad shape. You are not leading consistently. Could you be partly behaving like Mr. Hyde?
- 13 - 7 = The company culture could use some focus. Dr. Jekyll shows up more than Mr. Hyde.
- 0 - 6 = The company culture is in pretty good shape, Dr. Jekyll. What can improve?