

Culture Assessment Reflection Worksheet

Our Mission, Vision, and Core Values

Words/phrases that describe our current culture

How does our current culture align with and support our business strategy?

What cultural behaviors and norms are strengthening the organization?

In what ways are we reinforcing those strengthening norms?

What current cultural behaviors and norms are serving as barriers to our success?

In what ways are we reinforcing those barrier norms?

How are our current talent practices affecting our culture?

How are our current leadership behaviors affecting our culture?

Is there engagement survey or other data/metrics that are indicators of current state of our culture?

How is our business strategy evolving and what current cultural strengths will help us achieve the new strategy?

What current cultural barriers may hinder us from successfully achieving our strategy?

What actions can we take to encourage/enable the cultural norms/behaviors we want to cultivate?

What actions can we take to discourage the cultural norms/behaviors we want to reduce or eliminate?

How will we measure our progress on evolving our culture?

How will we know our efforts to evolve our culture are effective?