

Work Culture Survey

1. Our Current Work Atmosphere
 - a. How informed or involved to I/we feel in our group's overall work strategies and decision making?
 - b. How do we dress for work?
 - c. How much spontaneous gathering for fun, breaks, and stress relief do we engage in?
 - d. How much do we get together outside of work?
 - e. How much privacy and quiet do I/we have?

2. What kinds of overall culture do I/we think our group emphasizes? Which apply?
 - Customer service - do we emphasize creating internal and/or external customer solutions?
 - Do we get close to our patrons and anticipate their needs, do we make their world better?
 - Innovation – do we emphasize new ideas, processes and products?
 - Do we embrace change?
 - Operational excellence – Do we emphasize efficiency, effectiveness, and smooth operations?
 - Spirit – Do we emphasize creating environments that inspire employee excellence and creativity, that uplift people's spirit, or unleash energy and enthusiasm?
 - Do we reach for a common goal?

3. Does our group culture have enough “give” to accommodate different kinds of people? What happens when someone different is hired? Do they stay or leave?

4. What part of our culture to people have to subscribe to – there is no choice – if they are to fit in?

5. What are our unspoken values, rules and operating assumption?

Modified from “Hiring the Keeping the Best People”. Harvard Business Essentials, page 51.