



How healthy and functional is your organization's foundation?

Can you answer these questions positively and transparently about your company's culture, its foundation, your leadership team, and your employees on a scale of 1-5?

1 = Strongly Disagree; 2 = Disagree; 3 = Neutral; 4 = Agree; 5 = Strongly Agree.

1. Our company envisions and/or values a "One Team Culture" which breaks down silos and ensures that employees and clients/customers have the same experience, no matter which department within the company that they interface.
2. Our company has already successfully established and embedded a "One Team Culture."
3. All members of our leadership team share the same vision and work in unity at all times.
4. All members of our leadership team appreciate one another for the unique strengths and diversity of thought and experience that each of their fellow colleagues brings to the organization.
5. All members of our leadership team are passionate about their work and work in their strengths zones to ensure engagement and productivity.
6. When our leadership team encounters conflict within its ranks, it easily and immediately resolves the issue to ensure no long-term effect on the organizations' operations.
7. Within the past three years, our company has experienced a major organizational shift, beyond the effects of a pandemic, due to merger, acquisition, takeover, impactful and/or repeated executive changes, etc.
8. Due to the aforementioned organizational shift, our company has successfully blended legacy employees with relocated and new employees seamlessly.
9. Even with the challenges from the pandemic, our company (due to the guidance of its leadership team) has successfully navigated through various crises and come out even stronger than before.



- 10. Our leadership team views themselves as coaches rather than managers, bosses or supervisors for the employees who report to them, executing a systematic process for leading the respective employees who report to them.
- 11. Our leadership team coaches the employees who report them --- both in immediate, project-specific work, as well as in future-thinking, career-building visioning.
- 12. Our leadership team appreciates each of their respective employees for the unique strengths and diversity of thought and experience that the employees bring to the organization.
- 13. Our leadership team maps each of their respective employees' unique strengths to their roles and responsibilities to ensure that employees are passionate and are working in their strengths zones for engagement and productivity.
- 14. Our leadership team ensures that we always have a safe work environment for all employees through zero tolerance, communicated and embedded processes.
- 15. If a member of our leadership team makes a promise to an employee or a client, they always follow through in a timely manner with respect and transparency to ensure that credibility remains.
- 16. Our employees understand and can articulate the leadership team's aligned corporate vision.
- 17. Our employees understand and can define their purpose and how they fit into the organization.
- 18. Our employees feel valued for their unique strengths and contributions to the organization's achievements.
- 19. Our employees are the best of the best. While they may receive other offers, they have proven their loyalty to our organization.
- 20. Our employees encourage others to work for our organization because we have successfully achieved an open and inviting culture that ensures career advancement.

Your Current Score:

Interpret your score using the Culture Quiz Scoring Index on the following page.



Culture Quiz Scoring Index:

How healthy and functional is your organization's foundation?

You have answered 20 questions, based on a 1-5 scale, scoring you and your team.

Using this index, your calculated score will fall into one of three groups.

How did your company's foundation fare? What will be your next step?

100-80 = Strong Foundation; 79-60 = Decent Foundation; 59 or Less = Time to Rebuild!

A Score of:
100-80 Organizations who are at this level value employee engagement, diversity and leadership advancement. Congratulations. However, you are self-aware and know that this work is a continuous, ever-evolving process. Keep investing in your teams and your organization will continue to reap the benefits as you distinguish yourselves head and shoulders above the rest. I'm always interested in hearing what other organizations' best practices entail and in brainstorming new challenges.

A Score of:
79-60 The great news is that there is some awareness regarding the importance of employee engagement and value of your leadership team. The challenging aspect is that you may have tried some things, but they haven't or aren't working to the level of your satisfaction or desired, quantifiable results. Please contact me at dlandry@authenticity.com to explore how a customized program may drive a better outcome.

A Score of:
59 > What this tells me is that you were completely candid with your responses. You know the current state of your company and that there is room for improvement. Now you're wondering how to methodically better your culture. Contact me at dlandry@authenticity.com. There are many more questions that I will assist you in assessing the full scope of your organization's health.

Comments:

Save your entries and submit your results to dlandry@authenticity.com here!

