

ORGANIZATIONAL CULTURE SURVEY

Introduction: This survey is designed to help us understand our organization's culture type.

For questions 1-12, please rate how well each statement describes our organization using this scale:

| | | | | |
|-------------------|----------|---------|-------|----------------|
| 1 | 2 | 3 | 4 | 5 |
| Strongly disagree | Disagree | Neutral | Agree | Strongly agree |

Survey Statements:

1. We prioritize teamwork and collaboration.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 1 | 2 | 3 | 4 | 5 |

2. Employees are encouraged to support each other.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 1 | 2 | 3 | 4 | 5 |

3. There is a strong sense of community in the workplace.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 1 | 2 | 3 | 4 | 5 |

4. Our organization encourages innovation and creativity.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 1 | 2 | 3 | 4 | 5 |

5. We embrace change and are willing to take risks.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 1 | 2 | 3 | 4 | 5 |

6. Employees are empowered to think outside the box.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 1 | 2 | 3 | 4 | 5 |

7. We are focused on achieving results and meeting goals.

1 2 3 4 5

8. Performance is rewarded and recognized.

1 2 3 4 5

9. Competition is encouraged among teams/departments/groups.

1 2 3 4 5

10. Our organization has well-defined processes and procedures.

1 2 3 4 5

11. Clear roles and responsibilities are established.

1 2 3 4 5

12. We prioritize stability and predictability.

1 2 3 4 5

For the following questions, please select the best answer.

13. How would you describe the environment within our organization?

- A. Open and personal
- B. Dynamic and passionate
- C. Competitive and results-driven
- D. Formal and structured

14. How do you perceive leaders within our organization?

- A. As mentors helping to develop us
- B. As innovators helping to develop new ideas
- C. As coaches pushing us to achieve victory
- D. As organizers navigating us through processes

15. What binds our organization together?

- A. Loyalty and commitment to one another
- B. The desire to innovate and be on the cutting edge
- C. The desire to achieve our shared goals
- D. Respect for the organization and its processes

16. What does our organization emphasize?

- A. Trust, openness, and personal development
- B. Trying new things, creating new resources, and innovating
- C. Hitting our goals, beating our competitors, and challenging ourselves
- D. Efficiency, patience, and a sense of duty

17. What does our well-being program emphasize?

- A. Creating a strong community and getting healthier as a team
- B. Personal growth and exploration within our well-being journey
- C. Challenging ourselves to reach our well-being goals
- D. Developing a consistent routine

Open-Ended Questions:

18. What aspects of our culture do you believe are most beneficial?

19. What areas of our culture do you believe need improvement?

20. [Custom question from organization]



SCORING:

- **For 1-5 Scale Statements** (items 1-12), add up the scores for the relevant statements:
 - **Statements 1-3:** Apply total points to Collaborative Culture
 - **Statements 4-6:** Apply total points to Innovative Culture
 - **Statements 7-9:** Apply total points to Competitive Culture
 - **Statements 10-12:** Apply total points to Structured Culture
- **For Multiple Choice Questions** (items 13-17):
 - **For each “A” response,** apply 5 points to Collaborative Culture
 - **For each “B” response,** apply 5 points to Innovative Culture
 - **For each “C” response,** apply 5 points to Competitive Culture
 - **For each “D” response,** apply 5 points to Structured Culture

The culture type with the highest total score reflects the dominant culture within the organization.

If using the Organizational Culture Survey Scoresheet, place a respondent’s actual answers into the spreadsheet to get your instant results.

Optimal Well-being Programming by Organizational Culture

Collaborative Culture

This culture is centered around people and fosters a family-like atmosphere. It highlights collaboration, teamwork, and a strong sense of community. Leaders are regarded as mentors, and the organization places a high value on loyalty and tradition.

A Collaborative Culture would focus on creating a supportive and family-like environment. The well-being program may consider prioritizing community, teamwork, and personal development. Initiatives with a strong chance of buy-in might include well-being workshops, team-building activities, flexible time for well-being, and comprehensive mental health support. The goal would be to foster a sense of belonging and mutual support among employees.

Innovative Culture

This is a vibrant and entrepreneurial culture that emphasizes innovation and risk-taking. It appreciates flexibility and adaptability, motivating employees to take initiative and explore new ideas. An Innovative Culture may consider prioritizing innovation and flexibility in its well-being program. The focus would be on providing creative and varied options that encourage employees to take initiative in their own well-being. Initiatives with a strong chance of buy-in might include access to cutting-edge well-being technology, opportunities for personal growth and learning, and initiatives that encourage creativity and experimentation.

Competitive Culture

This culture is characterized by a focus on results and competitiveness. It prioritizes achieving objectives, reaching targets, and surpassing rivals. Leaders tend to be driven and concentrate on winning in the marketplace. A Competitive Culture may consider prioritizing performance and results for its well-being program. The well-being program could be designed around productivity and competitiveness. Initiatives with a strong chance of buy-in might include performance-based well-being incentives, activity challenges with rewards, and programs that emphasize achieving personal health goals.

Structured Culture

This culture is characterized by its structured and process-driven nature. It prioritizes stability, efficiency, and consistency, placing a significant focus on formal rules and procedures. Leaders in this environment often serve as coordinators and organizers, ensuring that operations run smoothly. A Structured Culture may consider prioritizing a structured and systematic well-being program. The focus would be on consistency, efficiency, and adherence to established methods of engagement. Initiatives with a strong chance of buy-in might include regular health screenings, time-tested methods of building habits, and clear guidelines for maintaining well-being. The goal would be to ensure a stable and predictable approach to employee well-being.