

Organizational Culture Survey

Every organization has a unique and individual culture. This culture affects every person within the organization and everything it does. To be most effective it is important to pay close attention organizational culture. Successful organizations develop a culture over time that values performance, accountability and responsibility. Healthy cultures not only perform better, they are better places to work.

The following short survey is designed to evaluate organizational culture and pinpoint possible areas for improvement.

To take the survey, simply read each statement below. Then, select the scale choice that corresponds to your level of agreement or disagreement with the statement and enter it in the space below each question.

You are also encouraged to write comments, if you wish.

RESULTS FROM THIS SURVEY ARE ANONYMOUS.

No information concerning respondent identity will be shared with the organization. Data collected on demographics is for statistical purposes ONLY!

Organizational Culture Survey

1. I believe I am an important and valued member of my organization.

Strongly Agree

Neutral

Strongly Disagree

No Opinion

Comments

2. The organization expects and supports my best performance.

Strongly Agree

Neutral

Strongly Disagree

No Opinion

Comments

3. The organization supports my ongoing professional education, training and/or development.

Strongly Agree

Neutral

Strongly Disagree

No Opinion

Comments

4. When problems occur, there is a clear method - procedure - system for reporting and getting them corrected.

Strongly Agree

Neutral

Strongly Disagree

No Opinion

Comments

5. Management is responsive and takes action when they become aware of problems.

Strongly Agree

Neutral

Strongly Disagree

No Opinion

Comments

6. People who perform well are recognized and/or rewarded in some manner.

Strongly Agree

Neutral

Strongly Disagree

No Opinion

Comments

7. People who perform poorly are confronted and their performance corrected.

Strongly Agree

Neutral

Strongly Disagree

No Opinion

Comments

8. The work place is safe (physically, psychologically)

Strongly Agree

Neutral

Strongly Disagree

No Opinion

Comments

9. I am able to pursue my performance potential.

Strongly Agree

Neutral

Strongly Disagree

No Opinion

Comments

10. Within budget constraints management works to improve the quality and availability of tools, equipment and supplies.

Strongly Agree

Neutral

Strongly Disagree

No Opinion

Comments

11. Management seeks employee involvement and participation.

Strongly Agree

Neutral

Strongly Disagree

No Opinion

Comments

12. My job is secure.

Strongly Agree

Neutral

Strongly Disagree

No Opinion

Comments

13. The leadership team functions in a positive, cooperative and productive manner.

Strongly
Agree

Neutral

Strongly
Disagree

No Opinion

Comments

14. General Comments

THANK YOU!

You have completed the culture survey.

Remember, your responses are anonymous and will not be provided to your management.

Please take a few minutes to complete the demographics questions that follow.

These are for statistical purposes ONLY.

Demographics - Optional

15. Your Position

Line Employee
(represented)

Professional Technical

Supervisor

Manager

Leadership

16. How long have you been employed in state service?

0 - 1 year 1 - 5 years 5 - 10 years 10 + years

17. How long have you been employed in your current agency?

0 - 1 year 1 - 5 years 5 - 10 years 10 + years

18. What is your present education level?

HS/GED

AA/AS

BA/BS

Masters

Doctorate

19. Age

20. Ethnicity

Caucasian

Native
American

African
American

Latin
American

Asian
American

Pacific
Island -
American

Other
(please
explain)

Other
