

CULTURE SURVEY

Circle the number that best describes your current work culture

CURIOSITY

1. People are defensive	1	2	3	4	5	People are open
2. It is important to be right	1	2	3	4	5	It is ok to not know the answer
3. There is one "right way" to do a task	1	2	3	4	5	There are many ways to do a task
4. Mistakes are dangerous	1	2	3	4	5	Mistakes are learning opportunities
5. Play it safe	1	2	3	4	5	Learn by taking risks
6. People are afraid most of the time	1	2	3	4	5	People display trust and confidence
7. People blame others	1	2	3	4	5	People take full responsibility
8. People rarely learn new things	1	2	3	4	5	People are always learning, growing, changing

AWARENESS

1. Leave your emotions at home	1	2	3	4	5	Emotions are critical to making good decisions
2. Decisions are made on "facts"	1	2	3	4	5	Hunches & instincts are part of decision-making
3. I eat if and when I can get a break	1	2	3	4	5	I eat when I am hungry
4. Anger is used to bully others	1	2	3	4	5	Anger is used to resolve problems
5. No one ever shows weakness	1	2	3	4	5	People make room for emotional needs
6. Interpersonal conflict is avoided	1	2	3	4	5	Interpersonal conflict is always resolved
7. People never expose their "heart"	1	2	3	4	5	People use their heart in all of their work
8. "Soul" is never discussed at work	1	2	3	4	5	People develop a corporate "soul"

AUTHENTICITY

1. Know your role and how to act	1	2	3	4	5	Be yourself
2. Say what pleases the boss	1	2	3	4	5	Speak your mind
3. People pretend a lot	1	2	3	4	5	People never pretend
4. "If you don't like the way I do things...tough"	1	2	3	4	5	People take responsibility for how they impact those around them
5. "Difficult" people are endured	1	2	3	4	5	"Difficult" people are confronted
6. Dishonesty is common	1	2	3	4	5	Honesty is common
7. People are political	1	2	3	4	5	People are sincere
8. People take themselves seriously	1	2	3	4	5	People take themselves lightly

ACCOUNTABILITY

1. People are reactive	1	2	3	4	5	People are proactive
2. No one is ever responsible	1	2	3	4	5	Everyone knows his/her responsibility
3. Assignments are not clear	1	2	3	4	5	Assignments have specific metrics
4. People "agree" even when they disagree	1	2	3	4	5	People agree only when they truly agree
5. Agreements fall by the wayside	1	2	3	4	5	People keep their agreements impeccably
6. People frequently blame others	1	2	3	4	5	People never blame others
7. Broken agreements are ignored	1	2	3	4	5	Broken agreements are always addressed
8. People are victims of circumstance	1	2	3	4	5	People completely create their own reality

CANDOR

1. People frequently hide their mistakes	1	2	3	4	5	People openly admit to their mistakes
2. People use deceit to get deals	1	2	3	4	5	People tell customers the whole truth
3. People gossip about each other	1	2	3	4	5	Gossip never occurs
4. Superiors withhold information	1	2	3	4	5	Superiors give truthful feedback
5. People talk more than listen	1	2	3	4	5	People listen until they understand
6. People never clear up any deceptions	1	2	3	4	5	People regularly admit to any deceptions
7. People like to "spin" the story	1	2	3	4	5	People seek to know the truth
8. The culture is dishonest	1	2	3	4	5	The culture is honest

GENIUS

1. People do whatever needs to be done	1	2	3	4	5	People do what they are most gifted to do
2. No one knows my true ability	1	2	3	4	5	Everyone knows my true ability
3. I do a lot of busy work	1	2	3	4	5	I never do any busy work
4. People waste a lot of talent	1	2	3	4	5	People optimize their own and other's talent
5. People hate their work	1	2	3	4	5	People love their work
6. Work is boring	1	2	3	4	5	Work is interesting and engaging
7. Work is assigned without a plan	1	2	3	4	5	Work is assigned based on fit with talent
8. Teams are fixed and unchanging	1	2	3	4	5	Teams are formed to fit people with tasks

APPRECIATION

1. People are frequently criticized	1	2	3	4	5	People are rarely criticized
2. Rarely is appreciation expressed	1	2	3	4	5	Appreciation is openly and frequently expressed
3. People don't mean what they say	1	2	3	4	5	What people say can be believed
4. One's contribution is largely overlooked	1	2	3	4	5	One's contribution is noticed and valued
5. No one acts like they care about me	1	2	3	4	5	People around here care about me and show it
6. Appreciation is a tool of manipulation	1	2	3	4	5	Appreciation is sincere and unconditional
7. People aren't motivated to try their best	1	2	3	4	5	People give their best to their work
8. Our culture is full of disrespect	1	2	3	4	5	Our culture is deeply respectful of each person