

Organizational Culture Survey Template

All questions are optional. Follow each question's directions.

Write your answers to the open questions in the space provided.

Think about your experience in this organization during the past three months. All questions are optional. Describe practices, not identifiable people, and avoid private or confidential details. This is general feedback; use the organization's established reporting channels for issues that need individual action.

1. How consistently have everyday decisions reflected the organization's stated values?

- ☐ Not at all consistently
- ☐ Slightly consistently
- ☐ Moderately consistently
- ☐ Very consistently
- ☐ Extremely consistently
- ☐ I am not familiar with the stated values
- ☐ Not sure

2. How clear are the reasons given for decisions that affect your work?

- ☐ Not at all clear
- ☐ Slightly clear
- ☐ Moderately clear
- ☐ Very clear
- ☐ Extremely clear
- ☐ Not applicable

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3. How comfortable do you feel suggesting a different way of doing something?

- ☐ Very uncomfortable
- ☐ Somewhat uncomfortable
- ☐ Neither comfortable nor uncomfortable
- ☐ Somewhat comfortable
- ☐ Very comfortable
- ☐ Prefer not to say

4. When a work mistake is discussed, how often does the discussion focus on learning what to improve?

- ☐ Never
- ☐ Rarely
- ☐ Sometimes
- ☐ Often
- ☐ Always
- ☐ I have not observed this
- ☐ Prefer not to say

5. How easy is it to get cooperation from other parts of the organization when your work requires it?

- ☐ Very difficult
- ☐ Somewhat difficult
- ☐ Neither difficult nor easy
- ☐ Somewhat easy
- ☐ Very easy
- ☐ Not applicable

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6. Without identifying anyone, describe a practice that helps this organization work well.

7. What everyday practice should the organization change, and why?
