



Culture Survey for Workplace Leaders

This reflection tool helps leaders evaluate their perception of team culture. Rate each statement below and total your score at the end to assess cultural strengths and areas of concern.

1. Team members feel safe speaking up, even when it's difficult.

Rate: 5 = Strongly Agree | 4 = Agree | 3 = Neutral | 2 = Disagree | 1 = Strongly Disagree

Score:

2. We handle conflict directly, respectfully, and in a timely manner.

Rate: 5 = Strongly Agree | 4 = Agree | 3 = Neutral | 2 = Disagree | 1 = Strongly Disagree

Score:

3. Decisions are communicated transparently and consistently.

Rate: 5 = Strongly Agree | 4 = Agree | 3 = Neutral | 2 = Disagree | 1 = Strongly Disagree

Score:

4. All roles on the team are treated with equal respect and dignity.

Rate: 5 = Strongly Agree | 4 = Agree | 3 = Neutral | 2 = Disagree | 1 = Strongly Disagree

Score:

5. Our leadership encourages open dialogue and values feedback.

Rate: 5 = Strongly Agree | 4 = Agree | 3 = Neutral | 2 = Disagree | 1 = Strongly Disagree

Score:

6. Team morale is generally high, even during times of stress.

Rate: 5 = Strongly Agree | 4 = Agree | 3 = Neutral | 2 = Disagree | 1 = Strongly Disagree

Score:

7. Workload and expectations are realistic and manageable.

Rate: 5 = Strongly Agree | 4 = Agree | 3 = Neutral | 2 = Disagree | 1 = Strongly Disagree

Score:

8. Team members support one another and practice mutual accountability.

Rate: 5 = Strongly Agree | 4 = Agree | 3 = Neutral | 2 = Disagree | 1 = Strongly Disagree

Score:

9. Recognition and appreciation are part of our everyday culture.

Rate: 5 = Strongly Agree | 4 = Agree | 3 = Neutral | 2 = Disagree | 1 = Strongly Disagree

Score:

10. The team actively works to address and reduce burnout.

Rate: 5 = Strongly Agree | 4 = Agree | 3 = Neutral | 2 = Disagree | 1 = Strongly Disagree

Score:

Scoring Guide and Interpretation

Total your score from all 10 questions. Maximum = 50, Minimum = 10.

45-50: Strong Culture: Continue nurturing this positive environment.

35-44: Stable Culture: Solid foundation, but opportunities for growth exist.

25-34: Vulnerable Culture: Warning signs present; proactive action needed.

10-24: Toxic Tendencies: Culture distress likely; immediate attention required.

If your total score is 45 – 50, keep up the great work!

Score under 45?

That's not a number...it's a flag that should be addressed.

And if your score is less than 35, that's a red flag!

Culture doesn't fix itself...leaders do.

Reach out to CHCM for a confidential conversation.

We specialize in helping teams repair, reset, and reignite culture.