YES. / NO

CULTURE CHECKLIST

AS YOU READ EACH QUESTION, SIMPLY TICK "YES" IF YOU AGREE OR "NO" IF YOU DISAGREE WITH THE STATEMENT.

		YES	NO
01	DO ALL EMPLOYEES KNOW AND UNDERSTAND OUR ORGANISATION'S CORE VALUES—WITHOUT NEEDING TO CHECK THE WEBSITE OR HANDBOOK?	☐	☐
02	DO TEAM MEMBERS FEEL SAFE TO SPEAK UP WITH IDEAS OR CONCERNS, EVEN IF IT CHALLENGES THE STATUS QUO?	☐	☐
03	IS REGULAR, MEANINGFUL FEEDBACK (NOT JUST ANNUAL REVIEWS) A CONSISTENT PART OF HOW WE WORK TOGETHER?	☐	☐
04	HAVE WE RECOGNISED AND CELEBRATED A TEAM OR INDIVIDUAL FOR LIVING OUR VALUES IN THE PAST MONTH?	☐	☐
05	ARE CULTURAL EXPECTATIONS AND BEHAVIOURS MODELLED VISIBLY BY OUR SENIOR LEADERS AND MANAGERS, NOT JUST TALKED ABOUT?	☐	☐
06	DO EMPLOYEES SEE A CLEAR LINK BETWEEN OUR CULTURE AND OUR BUSINESS PRIORITIES OR RESULTS (NOT JUST HR GOALS)?	☐	☐
07	WHEN WE ANNOUNCE CHANGE, DO EMPLOYEES FEEL INVOLVED IN SHAPING IT (RATHER THAN JUST BEING INFORMED AFTER DECISIONS ARE MADE)?	☐	☐
08	ARE ISSUES OF TOXIC BEHAVIOUR, DISENGAGEMENT, OR CLIQUES ADDRESSED PROMPTLY AND TRANSPARENTLY, RATHER THAN IGNORED OR TOLERATED?	☐	☐

The Culture Shift Blueprint™