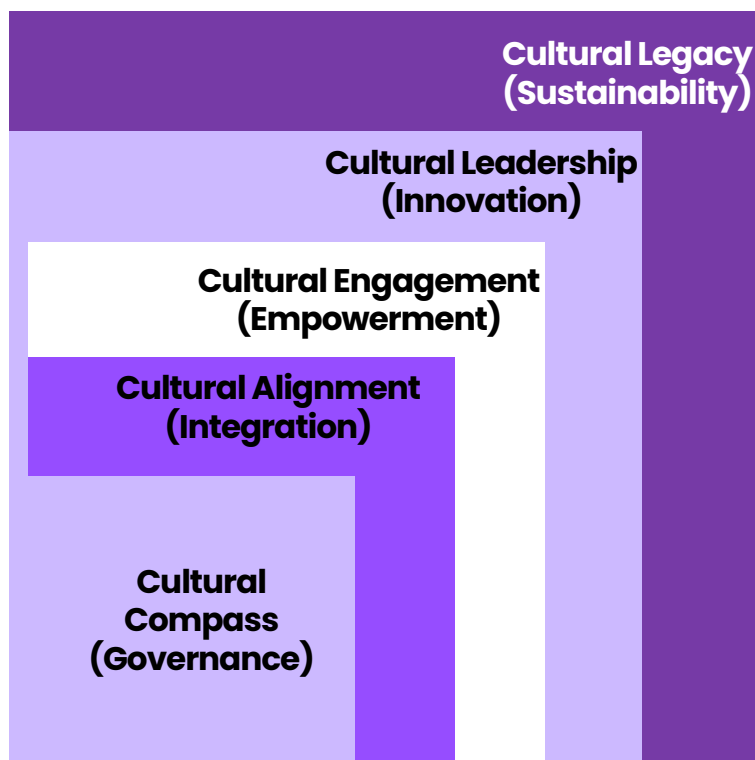


## Culture Health Check

Understanding the cultural maturity of your organisation is essential for **driving long-term success** and fostering a work environment that **reflects your core values**.

The Culture Edge “Culture Health Check” assessment tool is designed to help you evaluate where your organisation is on its cultural journey. We’ve developed targeted questions to help you gain insights into the strength of your organisation’s culture across **five defined levels**:



### To begin the assessment:

1. **Review the Questions:** Read the questions to understand the cultural aspects you'll be evaluating.
2. **Provide Responses:** Reflect on and rate your responses based on current practices.
3. **Analyse Results:** Identify strengths and areas for improvement from your responses.
4. **Share Results:** Share your responses to spark meaningful conversations and drive change throughout your organisation.
5. **Develop an Action Plan:** Create a plan to address gaps and enhance cultural maturity.

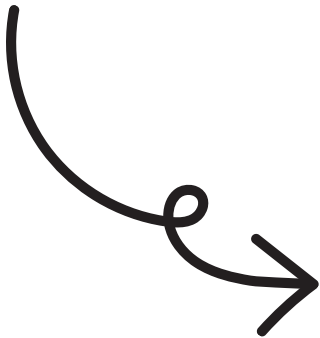


# Culture Health Check

## 1. Cultural Compass (Compliance)

Ensuring the organisation meets all regulatory requirements while upholding the highest standards of ethics and integrity. Aligning basic practices with core values to create a foundation of trust and accountability that guides every decision.

	Always	Often	Sometimes	Rarely	Never
Our organisation consistently meets all regulatory requirements.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We uphold the highest standards of ethics and integrity in all our operations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our core values are integrated into daily practices and decisions, complying with employment law and workplace safety standards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Trust and accountability guide every decision, supported by compliance frameworks and audits for continuous improvement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

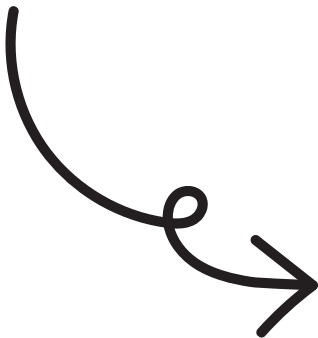


# Culture Health Check

## 2. Cultural Alignment (Integration)

Moving beyond compliance by embedding ethical principles and cultural values into policies, leadership practices, and organisational behaviour. This integration ensures that integrity is not just a guideline but lived within the organisation.

	Always	Often	Sometimes	Rarely
Ethical principles are systematically embedded into our organisation's policies and procedures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership practices across the organisation consistently embody our cultural values.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organisational behaviour at all levels aligns with our stated ethical principles.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Integrity is consistently demonstrated by employees and leadership alike.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



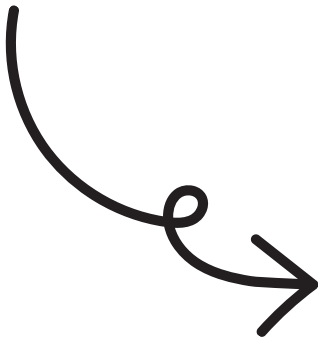
# Culture Health Check

## 3. Cultural Engagement (Empowerment)

Fostering a strong, inclusive workplace culture where employees feel connected to the purpose and values, driven by a commitment to ethical responsibility. This cultural engagement enhances motivation, collaboration, and a sense of belonging across the organisation.

Always    Often    Sometimes    Rarely    Never

Employees feel a strong connection to the organisation’s purpose and values.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our organisation actively fosters an inclusive workplace culture where everyone feels valued and respected.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Team members are highly motivated and collaborate effectively, driven by a shared sense of belonging.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethical responsibility is a core part of our organisational culture, actively promoted across all levels.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

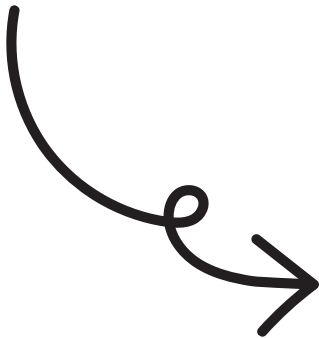


# Culture Health Check

## 4. Cultural Leadership (Innovation)

Empowering leaders to inspire change and innovate in ways that reflect and advance the organisation’s cultural values. Leadership grounded in integrity ensures that innovation aligns with ethical standards and promotes a culture of responsible creativity.

	Always	Often	Sometimes	Rarely	Never
Leaders are empowered to inspire and implement change in ways that align with, and advance, our cultural values.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Innovation within our organisation is led by ethical standards and a commitment to cultural values.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership decisions are made with a conscious consideration of their impact on our organisational culture.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leaders model the behaviours and values they expect from others, setting a strong example.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



## Culture Health Check

### 5. Cultural Legacy (Sustainability)

Ensuring the long-term sustainability of the organisation's culture by embedding ethics and integrity at its core. This creates a legacy of responsible stewardship and moral leadership that preserves and strengthens the organisation's culture over time.

Always   Often   Sometimes   Rarely   Never

Our organisation is committed to ensuring the long-term sustainability of our culture.

☐ ☐ ☐ ☐ ☐

We are focused on creating a legacy of responsible stewardship and moral leadership that endures over time.

☐ ☐ ☐ ☐ ☐

We have established robust mechanisms to regularly review and improve our organisational culture.

☐ ☐ ☐ ☐ ☐

Our culture supports and encourages continuous learning and innovation to keep evolving.

☐ ☐ ☐ ☐ ☐

Reflect on your responses within each cultural level. Where gaps or areas for improvement are identified, consider developing a **cultural development plan** to address these areas. Strengthening weaker areas will enhance your organisation's overall cultural maturity, ensuring long-term success and sustainability.

**Culture Edge works with organisations that want to make a difference. Whether you're looking to improve your workplace culture, review compliance, develop your leadership team, or boost employee wellbeing, we're here to help.**

Learn more: <https://cultureedge.com.au/>