

Cultural Productivity Diagnostic

Cultural productivity measures how well your organisation's culture supports people in doing their best work. A strong culture enables focus, efficiency, and collaboration, while a weak one drains time, energy, and motivation.

This diagnostic helps you evaluate the connection between culture and performance. Tick each statement that accurately describes your organisation. The results will help you identify strengths and areas that need improvement.

1. Clarity & Alignment

- ☐ Everyone understands the organisation's mission and priorities.
 - ☐ Individual objectives are clearly linked to business goals.
 - ☐ Employees know what success looks like for their roles.
 - ☐ Teams are aligned around shared outcomes, not just tasks.
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2. Leadership Effectiveness

- ☐ Leaders communicate a consistent and inspiring vision.
 - ☐ Managers empower rather than control their teams.
 - ☐ Decisions are made transparently and explained clearly.
 - ☐ Leadership behaviour reflects stated company values.
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3. Communication & Collaboration

- ☐ Information flows freely across teams and levels.
 - ☐ Meetings are purposeful and result in clear actions.
 - ☐ Collaboration tools and systems make work easier, not harder.
 - ☐ Conflict is managed constructively and promptly.
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4. Accountability & Ownership

- ☐ Responsibilities are clearly defined and understood.
- ☐ People take ownership of their work without being pushed.
- ☐ Underperformance is addressed fairly and quickly.
- ☐ Successes are shared, and lessons from mistakes are discussed openly.

5. Innovation & Problem Solving

- ☐ Employees are encouraged to suggest improvements.
 - ☐ Experimentation is supported and not punished when it fails.
 - ☐ Teams can adapt quickly when priorities change.
 - ☐ Learning and continuous improvement are part of daily work.
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6. Motivation & Engagement

- ☐ People are proud to work for the organisation.
 - ☐ Recognition and appreciation are part of the culture.
 - ☐ Employees feel their work makes a difference.
 - ☐ Morale remains steady even during challenging times.
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7. Wellbeing & Balance

- ☐ The organisation actively supports mental and physical wellbeing.
 - ☐ Managers respect boundaries around rest and personal time.
 - ☐ Workloads are realistic and monitored regularly.
 - ☐ Employees feel supported when managing stress or pressure.
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8. Systems & Processes

- ☐ Tools and systems enable productive work rather than creating friction.
 - ☐ Processes are regularly reviewed and improved.
 - ☐ Bureaucracy is kept to a minimum.
 - ☐ Technology supports collaboration and efficiency.
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9. Agility & Change Readiness

- ☐ The organisation responds quickly to new challenges or opportunities.
- ☐ Employees are informed early about upcoming changes.
- ☐ People adapt well to new systems, roles, or structures.
- ☐ Change is seen as progress, not disruption.

10. Results & Impact

- ☐ Teams regularly meet or exceed their goals.
 - ☐ Performance metrics reflect both output and quality.
 - ☐ Productivity is sustained without burnout.
 - ☐ The culture directly contributes to measurable business results.
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Scoring guide for each section

0 Items ticked: Help required.

1 item ticked: It's a start, more work required.

2 item ticked: Great. Keep nurturing it.

3 item ticked: Excellent.

4 item ticked: Awesome.

Next Steps

Use this diagnostic to open honest discussions about how culture affects performance. Identify your weakest areas and agree on specific actions, such as clearer communication, better recognition, or reducing process friction. Cultural productivity is achieved when people have the clarity, capability, and confidence to do their best work every day.

Notes