

Corporate Culture Checklist

A strong culture is the foundation of sustainable performance. This checklist helps you quickly assess whether your organisation's culture supports productivity, engagement, and long-term success.

Tick each box that you believe is consistently true in your organisation. The more boxes you can confidently tick, the stronger your cultural health.

1. Clarity of Purpose

- ☐ Our organisation has a clear mission that employees understand.
- ☐ Leaders regularly communicate how individual roles contribute to company goals.
- ☐ Employees can confidently explain why the organisation exists beyond profit.

2. Leadership Behaviour

- ☐ Leaders model the values they expect from others.
- ☐ Managers provide consistent direction without micromanaging.
- ☐ Decision-making is transparent, and leaders take accountability for mistakes.

3. Values in Action

- ☐ Our values are clearly defined and visible in daily work.
- ☐ Employees are recognised for behaviours that align with these values.
- ☐ We act on our stated values even when it is difficult or inconvenient.

4. Communication

- ☐ Information flows freely across departments and levels.
- ☐ People feel safe to speak up, ask questions, or challenge ideas respectfully.
- ☐ Leaders actively listen and respond to feedback.

5. Collaboration & Teamwork

- ☐ Teams work towards shared goals rather than competing against each other.
- ☐ There is a sense of mutual trust and respect among colleagues.
- ☐ Cross-functional collaboration is encouraged and rewarded.

6. Employee Engagement

- ☐ People take pride in their work and the organisation.
 - ☐ Employees feel that their contributions matter.
 - ☐ Regular feedback and recognition are part of the culture.
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7. Performance & Accountability

- ☐ Clear expectations are set for every role.
 - ☐ Underperformance is addressed constructively and fairly.
 - ☐ Successes are celebrated, and lessons from mistakes are shared.
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8. Innovation & Learning

- ☐ Employees are encouraged to suggest improvements and new ideas.
 - ☐ Experimentation is supported without fear of failure.
 - ☐ Continuous learning and development are prioritised.
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9. Wellbeing & Inclusion

- ☐ The organisation supports a healthy work-life balance.
 - ☐ People of all backgrounds feel respected and included.
 - ☐ Mental health and wellbeing are openly discussed and supported.
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10. Adaptability & Future Readiness

- ☐ The organisation embraces change rather than resists it.
- ☐ Employees understand the external challenges facing the business.
- ☐ We continuously review and evolve our ways of working.

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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.

Next Steps

Use this checklist as a conversation starter with leaders and teams. Identify the lowest-scoring sections and explore what practical actions can strengthen those areas. A healthy culture doesn't happen by accident. It is built through clarity, consistency, and commitment from every level of the organisation.

Notes