

Culture Change Readiness Survey

Successful culture change depends on awareness, alignment, and willingness across all levels of the organisation. This survey helps assess how prepared your people, processes, and leadership are for meaningful change.

Tick each statement that accurately reflects your organisation. The results will help identify strengths to leverage and barriers to address before starting a major culture initiative.

1. Leadership Commitment

- ☐ Leaders understand why culture change is necessary.
 - ☐ Senior leaders consistently communicate the importance of change.
 - ☐ Leadership behaviour already models the desired culture.
 - ☐ Leaders are willing to invest time and resources in the process.
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2. Clarity of Purpose

- ☐ The reasons for culture change are clearly defined and understood.
 - ☐ Employees know what outcomes the change aims to achieve.
 - ☐ The desired culture is described in practical, behavioural terms.
 - ☐ People can explain how the change supports the organisation's strategy.
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3. Employee Involvement

- ☐ Employees have been consulted or asked for input.
 - ☐ Staff feel their opinions are valued during planning.
 - ☐ Change champions or ambassadors exist within the organisation.
 - ☐ Employees feel a sense of ownership over the change journey.
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4. Communication & Transparency

- ☐ Change messages are clear, consistent, and repeated often.
- ☐ Leaders are open about both progress and challenges.
- ☐ Employees know where to find reliable information about the change.
- ☐ Feedback channels exist for questions and suggestions.

5. Capability & Skills

- ☐ Managers are trained to lead through change effectively.
 - ☐ Employees have access to learning and development resources.
 - ☐ The organisation can adapt systems and processes to support change.
 - ☐ Teams have the skills needed to work in new ways.
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6. Trust & Psychological Safety

- ☐ People feel safe to express concerns about the change.
 - ☐ Leadership has a track record of following through on promises.
 - ☐ Employees believe change will be handled fairly.
 - ☐ Mistakes are viewed as learning opportunities, not punishable errors.
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7. Alignment with Strategy

- ☐ The culture change supports long-term business goals.
 - ☐ Change priorities are aligned with existing strategic initiatives.
 - ☐ Senior teams are unified in their vision for change.
 - ☐ The change roadmap connects cultural goals with measurable outcomes.
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8. Systems & Processes

- ☐ Policies and processes support the desired cultural behaviours.
 - ☐ Performance metrics align with new expectations.
 - ☐ Outdated or conflicting processes are being reviewed.
 - ☐ Technology supports collaboration and communication during change.
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9. Momentum & Energy

- ☐ There is a visible sense of urgency and purpose.
- ☐ Employees are talking positively about the change.
- ☐ Quick wins are recognised and celebrated.
- ☐ Leaders reinforce progress regularly to maintain momentum.

10. History of Change

- ☐ Previous change initiatives were handled successfully.
 - ☐ Lessons from past efforts have been applied.
 - ☐ The organisation has a reputation for following through.
 - ☐ People believe this change will be different - and lasting.
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How to Interpret Your Results

- Count the number of statements ticked in each section.
 - Sections with three or four ticks show readiness and strength.
 - Sections with one or two ticks indicate areas requiring attention before rollout.
 - Sections with no ticks reveal potential barriers to successful change.
 - Focus early efforts on improving leadership alignment, communication, and employee involvement.
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Next Steps

Use this survey with leadership teams or across departments to gauge overall readiness. Discuss any sections with low scores and agree on targeted actions to build confidence and alignment. Culture change succeeds when people understand the purpose, trust the process, and see consistent behaviour from leaders.

Notes