How Healthy Is Your Culture? A 5-Minute Pulse Check for People-First Leaders

Instructions: For each statement, choose the option that best reflects your organization's current reality.

- Strongly Agree: Consistently and without exception (5 points)
- Agree: Generally true, with minor exceptions (4 points)

- Neutral: At times true, At times not (3 points)
- Disagree: Generally not true, with minor exceptions (2 points)
- Strongly Disagree: Rarely or never true (1 point)

1. **Every employee I ask will be able to state our core values, because they are clearly defined and consistently reflected in how we lead and work.**
   - Strongly Agree (5 points)
   - Agree (4 points)
   - Neutral (3 points)
   - Disagree (2 points)
   - Strongly Disagree (1 point)

2. **In the past month, at least 70% of team members have provided direct, constructive feedback to their manager or a peer in a one-on-one meeting or team setting:**
   - Strongly Agree (5 points)
   - Agree (4 points)
   - Neutral (3 points)
   - Disagree (2 points)
   - Strongly Disagree (1 point)

3. **Leaders consistently demonstrate the organization's core values and desired behaviors in their actions and decisions (active listening, timely responses, accountability):**
   - Strongly Agree (5 points)
   - Agree (4 points)
   - Neutral (3 points)
   - Disagree (2 points)
   - Strongly Disagree (1 point)

4. **At least 80% of employee recognition awards or acknowledgments are explicitly tied to one of our core values or desired behaviors:**
   - Strongly Agree (5 points)
   - Agree (4 points)
   - Neutral (3 points)
   - Disagree (2 points)
   - Strongly Disagree (1 point)

5. **When behaviors that contradict our core values or expected conduct are observed, they are addressed promptly and constructively by leadership or relevant parties:**
   - Strongly Agree (5 points)
   - Agree (4 points)
   - Neutral (3 points)
   - Disagree (2 points)
   - Strongly Disagree (1 point)

Scoring:

Score	Score and Explanation	Elevation Next Steps
21-25 points	Excellent Culture: Your organization is thriving. Continue to reinforce positive behaviors and values.	Use your culture as a talent magnet—document what's working and embed it into onboarding, recognition, and succession planning.
16-20 points	Good Culture: Your organization has a solid foundation. Identify areas where scores were lower and focus on improvement.	Identify lower-rated areas and proactively address them. This is also the perfect time to invest in succession planning or leadership development to future-proof your culture.
11-15 points	Fair Culture: Some strengths are present, but there are clear friction points or inconsistencies.	Run team listening sessions or anonymous pulse surveys to uncover root causes. Then, co-create a focused culture improvement plan tied to your core values.
10 or below	Needs Improvement: There are significant misalignments or signs of disengagement.	Conduct a cultural audit and leadership alignment session. Consider short-term wins (like better feedback loops) and long-term strategy (realigning values, expectations, and rituals)

Pro Tip: Ask three team members across levels or positions how they'd rate these. If their answers catch you off guard, the surprise isn't a problem, it's your next leadership opportunity.