

Peak Integrity

IT Culture Health Check - Burnt Out or Bought In?

IT Culture Health Check

A one-page checklist for managers to take the pulse of their IT and digital teams. Use this in 1:1s, small groups, or skip-levels. For each question, mark your sense of the current state and capture a few key notes.

1. How do you feel at the start and end of a typical week?

Notes:

2. What parts of your job give you energy, and what parts drain you the fastest?

Notes:

3. If you see a problem or risk, how safe do you feel speaking up about it?

Notes:

4. On a scale of 1-10, how clear are your priorities for the next 90 days?

Notes:

5. What is one thing we keep asking you to do that feels like a waste of time?

Notes:

6. Do you feel you have enough control over how you do your work?

Notes:

7. When was the last time you felt genuinely proud of something we shipped or fixed?

Notes:

8. What skills do you feel you are building here? What is missing?

Notes:

9. How would you describe the way our teams treat each other when things go wrong?

Notes:

10. If you had my job for one month, what is the first thing you would change for this team?

[] Major

Notes:

Tip: Look for patterns across the team. Choose 2-3 themes to act on within 30-60 days and tell people what you are changing because of their feedback.