



Company Culture Self-Assessment Questionnaire

Instructions: For each statement, check the box that best reflects your agreement, from 1 (Strongly Disagree) to 5 (Strongly Agree).

Leadership & Vision

Leaders clearly communicate the company's mission and strategic direction.

1 2 3 4 5

Employees trust leadership and feel their decisions reflect company values.

1 2 3 4 5

Managers are approachable, transparent, and supportive.

1 2 3 4 5

The company adapts well to external changes and new challenges.

1 2 3 4 5

Communication & Collaboration

Information flows freely across departments and teams.

1 2 3 4 5

Feedback is welcomed, valued, and acted upon at all levels.

1 2 3 4 5

Teams collaborate effectively and break down silos.

1 2 3 4 5

Conflict is addressed constructively and respectfully.

1 2 3 4 5

Innovation & Learning

Employees are encouraged to propose new ideas and try new approaches.

1 2 3 4 5

Failure is treated as a learning opportunity, not a punishment.



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1 2 3 4 5

The company invests in training and professional development.

1 2 3 4 5

We regularly reflect on and revise the way we work.

1 2 3 4 5

Inclusion & Belonging

People of all backgrounds feel welcome and included.

1 2 3 4 5

Diverse perspectives are respected and integrated into decision-making.

1 2 3 4 5

Everyone has an equal opportunity to grow and succeed here.

1 2 3 4 5

I feel a strong sense of belonging at this company.

1 2 3 4 5

Accountability & Performance

Roles and responsibilities are clearly defined and understood.

1 2 3 4 5

High performance is recognized and rewarded.

1 2 3 4 5

Poor performance is addressed constructively and fairly.

1 2 3 4 5

There is a shared sense of ownership and accountability.

1 2 3 4 5

Values & Norms

Our company values are well-known and reflected in daily behaviors.



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1 2 3 4 5

Ethical behavior is the norm, not the exception.

1 2 3 4 5

Employees feel proud to work here.

1 2 3 4 5

Decisions are aligned with our stated purpose and values.

1 2 3 4 5

Scoring Guide (Optional)

Total your scores across all questions.

- 80-100: Strong culture with clear alignment.
- 60-79: Culture is functional but may need attention in some areas.
- Below 60: Significant cultural misalignments or disconnects.