

ORGANIZATIONAL CULTURE ASSESSMENT

Dimension	Scale	1	2	3	4	5	
Risk Tolerance. How well the organization deals with risk.		Paralyzes Action		➤		Drives Action	
Emotional Intelligence. Able to recognize and act on body language, tone or other non-verbal clues.		Unable		➤		Able	
Results Focus. Focus on accomplishing work versus academic or theoretical learning.		Academic		➤		Accomplishment	
Assertiveness. Ability to be more direct versus passive.		Indirect		➤		Direct	
Hierarchical Adherence. The organization chart drives all interaction or there are many informal groups that cut across the organization.		Strict Adherence		➤		Informal	
Benefits Orientation. The degree to which employees do what's best for the organization versus the individual.		Individual		➤		Group	
TOTAL SCORE							

Evaluation

25-30 You have a healthy culture for transformational change.

18-24 You may want to adjust some elements of your culture to drive success.

11-17 A few areas of culture require significant adjustment.

Below 11 Major adjustments to culture are required to drive success.

Please call Steve for a free consultation on how to propel your organization to drive greater value from your next transformational change.