



## **Corporate Culture Self-Assessment *Possible Results***

### **Dangerous (Score 20-30)**

Corporate Culture is a drain on your business. You are experiencing severe negative dynamics within your organization. People work harder than necessary to get things done because they are struggling with interaction issues. Productivity and profitability are consistently sabotaged by miscommunication, re-work, and lack of accountability. Leadership is not trusted; teamwork doesn't exist and individuals are out for their own survival and recognition. Leaders and managers are continually putting out fires. Without help your organization is probably not sustainable since so much time, energy and resources are focused on the dysfunction of internal issues.

### **Poor Corporate Culture (Score 31-40)**

Corporate Culture is hindering your success. Getting things done is a struggle. There is a lot of wasted time on situations that should be handled more easily. There can be a lot of inefficiencies, but it seems hard to get a handle on what is causing that inefficiency. It seems there should be more productivity and profitability, but it isn't clear as to how to get that result. Leaders and managers are often wary of having to put so much energy into managing this level of corporate culture. A corporate culture such as this is not typically moving upward and may continue to decline and negatively impact the success of your organization.

### **Fair Corporate Culture (Score 41-60)**

Corporate Culture issues take up valuable time. The negative issues seem to be isolated or in pockets of the corporate culture. There are inconsistencies in how people view the company and how leadership functions. People aren't aligned, but they aren't necessarily negative either. Some individuals or departments are efficient enough to make up for the lack of productivity and profitability in others.

This kind of corporate culture generates varied perspectives depending on who you are talking to. The lack of alignment tends to weaken potential and lessen the kind of productivity and profitability the organization is capable of.

### **Good Corporate Culture (Score 61-80)**

Corporate Culture is fairly healthy, yet there are consistent problems or weak areas that may have existed for years. Things are "good enough" that the organization doesn't spend time addressing continued annoyances or problem areas. This kind of corporate culture contributes to your success, but improvements in a few weak areas would improve that success and make for smoother operations, greater productivity and more profit.

### **Excellent Corporate Culture (Score 81-100)**

Corporate Culture is a boost to your business. People like coming to work and leaders are able to function without spending a lot of time putting out fires. This kind of corporate culture creates a low turnover, high morale and significant returns of productivity and profitability. Teamwork creates synergy, causing people to truly do more with less. If taken for granted, this corporate culture may start declining over time so continuous improvement efforts are needed to maintain the healthy, positive corporate culture that is apparent to those inside and outside the organization.