

8 Culture Questions

- Answer these 8 questions on your own. Review and reflect on your answers.
- Invite your team members to do the same.
- Get together with your team and have a candid conversation about your answers.

1

How clear are our team members on what truly matters most to the organization and the customers they serve?

2

How aligned our team member behaviors (e.g., prioritization, time management, collaboration, etc.) with those things that matter most?

3

Do team members see a connection between their daily work and the goals of the organization?

4

How credible are our leaders? Do they have both the character and competence to effectively lead?

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5

Would team members choose to follow our leaders if they weren't bestowed with the title 'leader'?

6

Do our leaders create an environment of trust – starting with their own behaviors?

7

What processes and procedures does our organization have in place that allow our people to bring the best to work everyday? Which ones hold our people back?

8

Are we winning or losing? Does everybody know? What are we doing about it?