The World of Work Project

Use the questionnaire below to thinking more deeply about your organizational culture. There are no correct or incorrect answers, and the rating values do not correspond to a particular interpretation. Instead, use the ratings to help identify areas that might not be in alignment with your organizations missions and values.

CULTURE ASSESSMENT QUESTIONNAIRE

Description A	Rating						Description B
Individual Individual Performance is encouraged and rewarded	○	○	○	○	○	○	**Team** Team work is encouraged and rewarded
Centralized Close monitoring and control by leadership, most decisions are made centrally	○	○	○	○	○	○	**Decentralised** Loser monitoring and control by leadership, most decisions are made by teams
Rules Driven People's behaviours are guided mostly by rules laid down in policies, procedures and manuals	○	○	○	○	○	○	**Objectives-Driven** People's behaviours are guided mostly by targets and objectives
People There is a strong emphasis on employees and concern for their well-being	○	○	○	○	○	○	**Task** There is a strong focus on completing work and hitting targets
Service There is a strong emphasis on customer service and building long term customer relationships	○	○	○	○	○	○	**Product** There is a strong emphasis on designing and manufacturing high quality products
Tradition Employees are encouraged to use tried and tested approaches and avoid mistakes	○	○	○	○	○	○	**Change** Employees are encouraged to try new ideas and take risks to improve the business
Consensus Decisions Decisions are made through consensus and require the prior agreement of a wide group of people	○	○	○	○	○	○	**Small-group decisions** Decisions are taken by individuals or a small group, and then communicated to a wider audience
Results focus Minimal time is spend on forward planning - the focus is on swift action	○	○	○	○	○	○	**Forward Thinking** Significant time is spent planning and thinking things through before acting
Team Communication Communication from management is clear, transparent and frequent	○	○	○	○	○	○	**Need to know** Communication from management is infrequent and on a "need to know" basis
Competition Teams, departments etc compete internally to provide the best service or value for money	○	○	○	○	○	○	**Cooperation** Team, departments etc coordinate and cooperate well to provide the best service or value for money
Attention to detail Primary focus on getting the details right - the aim is 100% accuracy	○	○	○	○	○	○	**Pragmatism** People apply the 80/20 rule, they are more concerned with getting the "general direction" right than the details

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