



# **ORGANIZATIONAL CULTURE E-FITNESS QUESTIONNAIRE**

Rate each question on how satisfied you are. Scores are:

- 5 if you are extremely satisfied
- 4 if you have a high level of satisfaction
- 3 if you are reasonably satisfied
- 2 if you are dissatisfied
- 1 if you are very dissatisfied with the situation.

## **SECTION ONE: COMMUNICATION**

- 1. How good are people at talking to one another in the organization? .....
- 2. How good are people at listening to each other? .....
- 3. How good are people at passing on information? .....
- 4. How much openness exists? .....
- 5. How well do people give and receive direct feedback? .....
- 6. How well do meetings work? .....
- 7. How good is the communication across and between hierarchies? .....
- 8. How good is the communication between customers and the organization? .....
- 9. How well do people share ideas? .....
- 10. How well is conflict dealt with? .....

## **SECTION TWO: FINANCE**

- 11. How are salary/wage differentials worked out? .....
- 12. How close to functions are levels of budgetary responsibility? .....
- 13. Is there good accountability for spending and earning? .....
- 14. Is financial information shared? .....
- 15. Are there profit-sharing schemes? .....
- 16. Are there other positive financial incentives? .....

## **SECTION THREE: DECISION TAKING**

- 17. Are decisions taken at appropriate levels? .....
- 18. Is there a good consultation process? .....
- 19. How well are decisions communicated? .....
- 20. Are decisions implemented effectively? .....

## **SECTION FOUR: STAFF DEVELOPMENT**

- 21. Is there a positive equal opportunities policy and practice? .....
- 22. Is there a career development process for staff? .....
- 23. Is there a good recruitment and selection process? .....
- 24. What is the orientation process like? .....
- 25. Do people learn in the organization? .....
- 26. Are there good opportunities for training and education? .....
- 27. Is coaching a normal part of managers' duties? .....

- 28. Is there a positive appraisal system in operation? .....
- 29. Is there a satisfactory grievance procedure for staff? .....
- 30. How are disciplinary issues dealt with? .....
- 31. Is there a staff care program? .....
- 32. Is there a counselling, coaching or mentoring program? .....
- 33. Is there a good exit interview process? .....

**SECTION FIVE: THE WORK ENVIRONMENT**

- 34. Are the work surroundings and conditions safe, pleasant and healthy? .....
- 35. Is there adequate consultation about the work environment? .....
- 36. Is action carried out promptly to improve conditions when needed? .....
- 37. Do people take on responsibility for their own work environment? .....
- 38. Are there good facilities for people for rest, health and recreation? .....

**SECTION SIX: COMMUNITY**

- 39. Is there good contact with the surrounding community? .....
- 40. Is there an involvement with the local community? .....

**TOTAL SCORE** .....

What is your satisfaction rating of the organization’s culture? The total scores give you a rough guide as to how you think it is doing.

If you gave 40-80, why are you still there? Not much is likely to change.

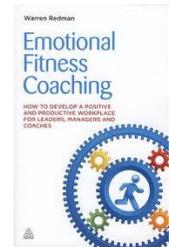
A score of 81-100 shows that some radical rethinking is needed, but there may be a chance.

101-120 indicates plenty of room for improvement.

121-160 shows an organization with a very positive culture.

If you have 161-200, you work in the perfect organization; or you’re kidding!

Make a summary of what you would like to improve.



**What is one thing I can do today to support my team in becoming more positive and productive?**

Please feel free to connect with your team at Alternative Options Coaching through [alternativeoptionscoaching.adm@gmail.com](mailto:alternativeoptionscoaching.adm@gmail.com) for additional support.

**Reference:**

Emotional Fitness Coaching  
 How to Develop a Positive and Productive Workplace for Leaders, Managers and Coaches  
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