

## Organizational Culture Survey

**In this application exercise, we will:**

- Go over a template for an organizational culture survey.
  - This template uses the Daniels Fund Ethics Initiative Principles
- Create your own survey that will include the definitions and values/principles.

### Organizational Culture Survey Example

We have provided a culture survey that aligns with the Daniels Fund Ethics Initiative Principles. We believe this a great place to start, however, every organization is different, and we want you to fill in your own values and descriptions that you created in the previous lesson in the survey template on p.2.

Employee Name (Optional):	Manager:	Date:			
The following employee survey has been developed to assess an organization’s culture. The answers to these questions will help provide senior leadership with insights into metrics that contribute to a successful culture.					
Cultural Dimension	Never	Rarely	Sometimes	Frequently	Always
<b>Integrity:</b> If I raise an ethical concern, I am confident the leaders of my organization will do what is right.	1	2	3	4	5
<b>Trust:</b> I trust the leaders of this organization – their words and actions are in alignment.	1	2	3	4	5
<b>Accountability:</b> The leaders of this organization holds themselves and others accountable.	1	2	3	4	5
<b>Transparency:</b> The leaders of my organization are open and truthful.	1	2	3	4	5

<b>Fairness:</b> My organization maintains equitable and just relationships.	1	2	3	4	5
<b>Respect:</b> My organization honors the rights, freedoms, views, and property of others.	1	2	3	4	5
<b>Rule of Law:</b> The leaders of my organization comply with the spirit and intent of laws and regulations.	1	2	3	4	5
<b>Viability:</b> My organization creates long-term value for its key stakeholders (customers, employees, community, etc.)	1	2	3	4	5
<b>Purpose:</b> The purpose of my organization is meaningful and my role is important.	1	2	3	4	5
<b>Wellbeing:</b> My organization cares about my wellbeing personally and professionally.	1	2	3	4	5
<b>Performance Management:</b> I receive meaningful feedback on a regular basis.	1	2	3	4	5

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<b>Employee Name (Optional):</b>	<b>Manager:</b>	<b>Date:</b>
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The following employee survey has been developed to assess an organization's culture. The answers to these questions will help provide senior leadership with insights into metrics that contribute to a successful culture.

Cultural Dimension	Never	Rarely	Sometimes	Frequently	Always
<b>Value 1: Description</b>	1	2	3	4	5
<b>Value 2: Description</b>	1	2	3	4	5
<b>Value 3: Description</b>	1	2	3	4	5
<b>Value 4: Description</b>	1	2	3	4	5
<b>Value 5: Description</b>	1	2	3	4	5
<b>Value 6: Description</b>	1	2	3	4	5
<b>Value 7: Description</b>	1	2	3	4	5
<b>Value 8: Description</b>	1	2	3	4	5
<b>Purpose:</b> The purpose of my organization is meaningful and my role is important.	1	2	3	4	5
<b>Wellbeing:</b> My organization cares about my wellbeing personally and professionally.	1	2	3	4	5
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**Performance Management:** I receive meaningful feedback on a regular basis.

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