

## Human *Workplace* Needs Culture Assessment

### Connection with people

I feel like my team members genuinely care about me.

Almost Never	Rarely	Sometimes	Usually	Almost Always

My team members give me the benefit of the doubt.

Almost Never	Rarely	Sometimes	Usually	Almost Always

My manager provides me the appropriate amount of support to help me be successful.

Almost Never	Rarely	Sometimes	Usually	Almost Always

We have a positive climate that supports people in doing their best work.

Almost Never	Rarely	Sometimes	Usually	Almost Always

**Our primary area of strength is:**

**The main area for development is:**

## Certainty as a result of safety

I feel safe voicing my opinion even on controversial issues.

Almost Never	Rarely	Sometimes	Usually	Almost Always

The team encourages a healthy exchange of ideas.

Almost Never	Rarely	Sometimes	Usually	Almost Always

My manager creates an open environment of communication that invites people to challenge ideas and express their point of view.

Almost Never	Rarely	Sometimes	Usually	Almost Always

**Our primary area of strength is:**

**The main area for development is:**

## Contributions are valued

I feel like my voice is heard.

Almost Never	Rarely	Sometimes	Usually	Almost Always

I have input into decisions that impact my area of work.

Almost Never	Rarely	Sometimes	Usually	Almost Always

I receive recognition when I perform well at work.

Almost Never	Rarely	Sometimes	Usually	Almost Always

**Our primary area of strength is:**

**The main area for development is:**

## Clarity of the what and how

I know what is expected of me to be successful in my role.

Almost Never	Rarely	Sometimes	Usually	Almost Always

My manager provides me with the feedback I need to succeed.

Almost Never	Rarely	Sometimes	Usually	Almost Always

Team's priorities are clear.

Almost Never	Rarely	Sometimes	Usually	Almost Always

Organizational objectives are clear.

Almost Never	Rarely	Sometimes	Usually	Almost Always

Team members act in alignment with organizational values.

Almost Never	Rarely	Sometimes	Usually	Almost Always

**Our primary area of strength is:**

**The main area for development is:**

## Challenge and growth

I am given an opportunity to develop my skills.

Almost Never	Rarely	Sometimes	Usually	Almost Always

My job challenges me to learn and grow.

Almost Never	Rarely	Sometimes	Usually	Almost Always

I feel encouraged to improve how we do things.

Almost Never	Rarely	Sometimes	Usually	Almost Always

Team members go directly to each other with honest feedback.

Almost Never	Rarely	Sometimes	Usually	Almost Always

Team members are encouraged to learn from failure.

Almost Never	Rarely	Sometimes	Usually	Almost Always

**Our primary area of strength is:**

**The main area for development is:**

## Community impact

I find a deep sense of purpose in our work.

Almost Never	Rarely	Sometimes	Usually	Almost Always

I am inspired by our organizational vision.

Almost Never	Rarely	Sometimes	Usually	Almost Always

Our work is making a positive difference in this world.

Almost Never	Rarely	Sometimes	Usually	Almost Always

We, as an organization, take a stand for something meaningful.

Almost Never	Rarely	Sometimes	Usually	Almost Always

**Our primary area of strength is:**

**The main area for development is:**