



Organizational Culture Survey Questions

HELIOS HRSM

A great culture is what makes a great company

You can assess the current state of your organizational culture by asking a focused selection of questions about various aspects of the employee experience. Here are a few examples.

How to ask these questions

These questions are statements that employees rate on a five-point scale like the one below:

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
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You can create an anonymous online survey with a service such as Survey Monkey or Google Forms. Alternatively, you can ask these questions in an employee focus group.

General Culture questions

- The organization's culture is welcoming and supportive
- There is a good team spirit here
- Nobody here faces discrimination because of their race, gender, or other personal factors
- I feel comfortable talking to my colleagues and manager
- I enjoy working with my colleagues

Workplace and Interpersonal Relationships

- My co-workers communicate respectfully
- I feel comfortable about offering feedback to co-workers
- My team is focused on the company's mission
- My supervisor take speedy action to deal with issues
- My manager is usually available to answer questions

Teamwork, Collaboration & Communication

- There is not a lot of conflict on my team
- My colleagues support me when I need them
- My supervisor and my colleagues work equally hard
- I have everything I need to succeed in my role
- My co-workers good at solving problems

Job Expectations

- My manager sets out clear expectations
- I fully understand my responsibilities
- I feel I have opportunities to grow
- My co-workers know what they're supposed to be doing
- My supervisor is good at responding to poor performance

Career progression

- I feel optimistic about my current career path
- I have received new training or experience in the past 12 months
- There is an agreed long-term plan for my career development
- I'm being mentored by someone senior to me
- This company gives everyone a chance for advancement and career progression

Trust in leaders, supervisors and HR

- I trust that my employer has my best interests at heart
- I feel comfortable approaching my manager about a problem
- I think senior leaders understand day-to-day life on this team
- This company cares about its employees
- The leadership usually shows good judgment
- The HR team is supportive
- HR is effective in overcoming workforce issues or problems

Engagement and commitment to the company

- I feel like a valued member of the team
- I like coming to work
- I am invested in the company's success
- This is "more than just a job" to me
- I have no plans to leave in the next year
- I understand the company's mission
- I know the company's core values
- I feel my work helps to deliver company goals

Open-ended questions

These questions allow people to give more detailed answers. Often, these longer answers will help identify issues that you might not have previously recognized.

- What do you like most about working here?
- If a friend asked whether they should apply here, what would you say?
- What could we do to be better?
- What's your biggest source of frustration each day?
- What kind of feedback would you like from your manager?
- What feedback would you offer the leaders of this organization?
- If you could change anything about this company, what would it be?
- Which benefits would you like to see offered next year?
- How would you describe this company to your friends or family?
- Are there any aspects of our culture that make you feel uncomfortable or unwelcome?

Your organizational culture is evolving every day.

With more remote and hybrid workers, culture is evolving faster than ever. Smart companies will embrace this change and encourage a thriving, positive culture.

Need help dealing with the root issues that impact culture? Talk to the experts at Helios HR. Our consultants can help build a team that's fully committed to your mission.

Visit www.helioshr.com and book a No Obligation consultation call today.



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