

Organizational Review Worksheet

ORGANIZATIONAL CULTURE

DESCRIPTION : In a work environment with positive organizational culture, there are shared values of trust, honesty, fairness and accountability.

What are the potential benefits of effectively addressing organizational culture?

- Higher job satisfaction and morale
- Improved teamwork and productivity
- Positive relationships between leaders and employees
- Enhanced retention and recruitment
- Positive public and community image

What information may be helpful to refer to or collect?

- Employee feedback, suggestions, meeting records, and exit interviews
- Existing employee survey data related to organizational culture
- Turnover rates
- Customer, patient, and client feedback
- Policies and practices related to inclusion and discrimination
- Online and print reviews of your organization

Consider the extent to which the following are happening:

- Challenging interpersonal situations are dealt with quickly and effectively
- Management is held accountable for decisions
- There is transparency in decision-making
- Proactive steps are taken to ensure inclusivity
- Discrimination is specifically discussed and prevented
- Work environment is characterized by trust, honesty, tolerance, and fairness

Please respond to the statements below with respect to your workplace:	Always	Often	Sometimes	Rarely	Never
1. People in my organization are held accountable for their actions.					
2. Employees and management trust one another.					
3. Organizational values are demonstrated at all levels.					

Do issues related to organizational culture present a greater risk to particular groups of employees? For example, newer employees, certain job roles such as supervisors, shift-workers, immigrants, remote workers, etc.

What are the strengths in your workplace? What do you already do well and want to continue to do in terms of organizational culture?

What could your workplace do to improve organizational culture?

If there is a difference between the organizational review score and the survey score, what may be contributing to the difference in perception between employees and the leaders who did the organizational review?

Is further action required in this area? Yes No

If yes, see [Evidence-based actions](#) for organizational culture.