

CULTURE CHECKLIST

Check

Y = YES

N = NO

PEOPLE

| | | |
|--|---|---|
| 1. An organization chart is completed and up to date | Y | N |
| 2. Everyone understands and is working on managing their personality | Y | N |
| 3. We would enthusiastically rehire all people in key seats | Y | N |
| 4. Everyone is receiving a coach and connect time | Y | N |
| 5. A strong group of new leaders is being built | Y | N |
| 6. The star chart is being revisited twice/year | Y | N |
| 7. Hiring tools are being implemented | Y | N |
| 8. Wrong fits are offboarded quickly and painlessly | Y | N |

STRATEGY

| | | |
|---|---|---|
| 1. The purpose is set and understood | Y | N |
| 2. Core values are set and used in all HR activities (hiring, firing, coaching) | Y | N |
| 3. The BHAG is set | Y | N |
| 4. Our SWOT is reviewed and set yearly | Y | N |
| 5. Leadership meets offsite quarterly for strategic planning | Y | N |
| 6. Brand promise is discovered and drives all activities | Y | N |
| 7. We've defined our sandbox | Y | N |
| 8. We're clear on our top company goal | Y | N |

TOTAL: _____

CULTURE CHECKLIST

16 – 24

You're doing a lot of things right! Complete the missing components to build a winning culture!

10 – 15

You've got some good things going on but there's lots of room to improve!

0 – 9

Your culture needs immediate attention!