

CULTURE CHECKLIST

Circle: **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 |

ALIGNMENT

- | | | |
|--|----------|----------|
| 1. Regular huddles are happening | Y | N |
| 2. One page plan is complete and alive in the organization | Y | N |
| 3. Internal communication is a company strength | Y | N |
| 4. Short and long-term goals are in place | Y | N |
| 5. Everyone is clear on their own personal annual plan | Y | N |
| 6. Personal accountabilities are set and reviewed monthly | Y | N |
| 7. Everyone is aligned around a game to support the top goal | Y | N |
| 8. Trust among leaders is very high | Y | N |

Total Yes's: _____

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!