# Organization Culture and Change Readiness Assessment

1. Do we: a) openly and routinely talk about external threats, weaknesses and opportunities in our market or b) focus on daily work and reacting to threats as they arise?

2. a) Can anyone have a critical conversation with leadership or b) Do politics and bureaucracy stand in the way?

3. a) Do people tend to take responsibility for mistakes or b) Do they blame others, come up with excuses or play the victim?

4. Are past mistakes or failures used to a) learn and grow or b) stall or prevent the implementation of new initiatives?

5. Are meetings used to a) discuss important issues, make key decisions or remove roadblocks or b) used to "check-in"?

6. Are key decisions made a) in a timely manner or b) are obstacles put in the way, is data over-relied on or do politics get in the way?

7. Are critical issues and decisions a) addressed by the right level in the structure and involve people with knowledge and insight into the issue or b) delegated without the involvement of key people?

8. Are key organizational processes a) designed effectively and efficiently to respond quickly to changing conditions and inputs or b) not documented, ad-hoc, slow, expensive and misunderstood?

9. Are employees' skillsets a) adaptable, flexible and relevant organization-wide or b) specific to a job, grade or level?

10. Are people rewarded for a) risk taking, innovative behaviors or b) working overtime, doing work quickly with marginal quality or just showing up?