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	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. We have a clear meetings and communication strategy	Y	N
8. Trust among leaders is very high	Y	N

TOTAL: _____

80 – 100	You're doing a lot of things right! Complete the missing components to build a winning culture!
50 – 79	You've got some good things going on but there's lots of room to improve!
20 – 49	Your culture needs immediate attention!

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