

## INTRODUCING THE ONE-DAY FLOURISHING CULTURE ASSESSMENT

Designed to reboot and refresh your  
organization's culture



### WORKSHOP OUTCOMES

- Quantitative data on the current state of the culture.
- Qualitative data, which reflects people's experiences and beliefs about working in the organization.
- An engaged workforce invested in the results because they contributed to the process.
- Group agreement on the key issues that need to be addressed.

### WORKSHOP DETAILS

- Pre-session planning calls and interviews
- A 30-item dynamic survey, which can be customized to address areas of concern
- Activities designed to create engagement and maximize the participant experience
- The use of OptionPower, an electronic polling device, to provide real-time data
- Post-session Flourishing Culture Assessment Report

## Six S Flourishing Culture Survey®

**Instructions:** Decide how much you agree with each of the following statements. Circle the number that corresponds to your response for each statement.

1	2	3	4	5
Completely disagree	Mostly disagree	Sometimes agree. Sometimes disagree.	Mostly agree	Completely agree

1. Important information is communicated in a timely manner to all employees.	1	2	3	4	5
2. At our company, we welcome other peoples' opinions.	1	2	3	4	5
3. When our organization fails, our managers take ownership for the role they played in the process.	1	2	3	4	5
4. People like coming to work here.	1	2	3	4	5
5. It would be highly unlikely for a co-worker to steal someone else's work and take credit for it.	1	2	3	4	5
6. The promotion process is fair and effective.	1	2	3	4	5
7. We are given realistic deadlines for completing tasks.	1	2	3	4	5
8. Managers at all levels of the organization engage in behaviors that support a culture that nurtures our workforce.	1	2	3	4	5
9. It is clear to us what people did to receive their visible rewards.	1	2	3	4	5
10. People at our company do not judge others for being different.	1	2	3	4	5
11. We live our values of collaboration, teamwork, ownership and trust.	1	2	3	4	5
12. We rarely engage in office gossip and politics.	1	2	3	4	5
13. All managers agree on the importance of having positive relationships in our organization.	1	2	3	4	5
14. We take the time to process mistakes and learn from them.	1	2	3	4	5
15. There are no discrepancies between our actions and our espoused values, as articulated in our vision statements, policies and other managerial communications.	1	2	3	4	5
16. We have agreements about who has the authority to make decisions and how decisions are made.	1	2	3	4	5
17. We have ground rules about the way we conduct meetings, which contribute to their effectiveness.	1	2	3	4	5
18. In our organization, people feel valued.	1	2	3	4	5
19. We receive timely, meaningful evaluations about our work performance.	1	2	3	4	5
20. We have clearly defined roles and responsibilities.	1	2	3	4	5
21. Whether we are in meetings or speaking to each other informally, we allow others to speak without interruptions.	1	2	3	4	5

22.	We get proper acknowledgement when we go above and beyond to get our work done.	1	2	3	4	5
23.	People assume personal responsibility for the success of the business.	1	2	3	4	5
24.	Everyone, regardless of rank, is encouraged to offer suggestions about ways to improve our product and the way we work.	1	2	3	4	5
25.	Our managers do not rely upon fear and intimidation to get our work done.	1	2	3	4	5
26.	Employees receive the appropriate training to execute their jobs.	1	2	3	4	5
27.	It would be highly unusual to experience someone talking down to you.	1	2	3	4	5
28.	Our managers show genuine care and concern for the workforce.	1	2	3	4	5
29.	We find time to celebrate successes.	1	2	3	4	5
30.	We have a culture built on trust and open communication.	1	2	3	4	5

31. Which best describes you? Circle one

- Hourly
- Salaried