Cultural Assessment Survey

Company Name: _____ Date: _____

Please score your company on each of the cultural elements from 1 (Poor) to 5 (Ideal). Match the description with what you feel the culture is in your company. It is important you answer honestly.

Cultural Element	**1** Poor **2** Fair **3** Good **4** Excellent **5** Ideal	Poor (1)	Fair (2)	Average (3)	Excellent (4)	Ideal (5)
Interest		• No interest in employee safety	• Some interest in employee safety • Safety problems are not always fixed	• Interest in employee safety • Management tries to make the workplace safer	• Very interested in employee safety • Management works with employees to find safety hazards and fix them	• Very interested in employee safety • Scheduled meetings with employees to find safety hazards and fix them • All results are effectively communicated to employees
Understanding		• Employee safety concerns are not understood • Safety concerns are not addressed	• Employee safety concerns are sometimes understood • Safety concerns are usually addressed	• Employee safety concerns are usually understood • Safety concerns are addressed	• Employees are asked what the safety concerns are • Management works with employees to address safety concerns	• Employees are regularly asked what their safety concerns are • Management works with employees and always address the concerns • There is effective communication with employees
Perception		• No opinions about safety in the company	• Safety is a "necessary evil" • Safety is practiced only because they have to	• Positive safety attitude • Safety is regularly practiced by all employee levels	• Safety is a good thing for the company • Safety considered in most company decisions	• Safety is a good thing for the company • Safety is considered in all company decisions • There is effective communication with employees
Accountability		• No one is responsible for employee safety	• Someone is responsible for employee safety • Safety issues not always followed up	• Responsibility for safety is assigned • Accidents are investigated • Things that have caused accidents are fixed	• The person responsible for workplace safety directs employees to take the necessary steps to keep the workplace safe	• Everyone is responsible for safety • The newest production worker has the same commitment to safety excellence as top management • The company does everything it can to make the workplace safe
Recognition		• No thanks or rewards for employees who work safely	• Usually no thanks or rewards for employees who work safely	• Thanks or rewards for working safely • Employees are not told what their safety goals should be	• Thanks or rewards for working safely • Employees are told what their safety goals should be	• Employees who work safely are routinely thanked or rewarded • Management works with employees to determine joint safety goals that are communicated to all employees
Resources		• Employees not provided anything in order to work safely	• Some things provided to work safely, but only after accidents or fines • Goal is for short-term benefits	• Employees are provided the things they need in order to work safely • The effectiveness of safety items provided is not determined	• Employees are usually provided the things they need in order to work safely • Safety effectiveness is regularly determined • Changes are made if needed	• Employees are asked what they need in order to work safely • Employees are provided the things they need in order to work safely • Safety effectiveness is regularly determined
Communication		• Management and employees do not talk about safety	• Management talks to employees about safety • Employees don't talk to management about safety	• Management and employees talk to each other about safety • No organized, scheduled time or place to talk about safety	• Management and employees routinely talk to each other about safety • Management generally leads the discussions with little employee input	• Employees and management talk to each other about safety • Employees and management are partners in making the workplace safe
Teamwork		• Employees not encouraged employees to report unsafe acts, conditions, or behaviors	• Employees are encouraged to report unsafe acts, conditions, or behaviors • Employees usually don't do it	• Employees are encouraged to report unsafe acts, conditions, or behaviors • Employees usually do it	• Employees are encouraged to report unsafe acts, conditions, or behaviors • Employees usually do it • Management follows up on all reports	• Employees are encouraged to report unsafe acts, conditions, or behaviors • Employees usually do it • Management follows up on all reports • Follow up is effectively communicated
Production		• Employee safety is not a factor in any company decisions	• Employee safety is a factor in company decisions • Safety is not as important as production and/or quality	• Employee safety is a factor in company decisions • Safety is seldom as important as production and/or quality	• Employee safety is a factor in company decisions • Safety usually as important as production and/or quality	• Employee safety is a factor in all company decisions • Safety is always as important as production and/or quality
Planning		• Employee safety not considered during planning processes	• Management only plans for safety after accidents or fines happen	• Employee safety is usually part of the planning process • Management does not always follow through on the plans	• Employee safety is usually part of the planning process • Management usually follows through on the plans	• Employee safety is a part of all planning processes • Employees are included in the planning process

Location/Department: _____

Optional Data: (Check one)
____ Employee
____ Supervisor
____ Manager and up

___ Salaried
___ Hourly

___ 1st Shift
___ 2nd Shift
___ 3rd Shift