

Values: What is your Bank’s Corporate Culture?

Corporate Culture Assessment

Corporate culture is a complex subject. Yet analyzing your company's culture can help you create a plan to improve it.

This 15-question survey has been developed to serve as a starting point for your analysis.

Answer each true/false question according to what is true most of the time. And answer based on how your organization actually acts -- not how you would like it to be.

**True/False Questions**

1. I know how my projects contribute to the success or failure of our organization.
2. Management here makes lots of announcements to employees.
3. I have colleagues from a wide variety of professional and personal backgrounds.
4. In this organization, people who are not ready to be promoted after a certain length of time at their level are generally encouraged to leave.
5. Departments or teams compete with each other for our organization's resources.
6. When people are not getting along here, it's a long time before we directly address the issue.
7. When it's time for me to learn a new skill, training is readily available at no cost to me.
8. When the boss tells us to "jump!" we ask "how high?"
9. It takes a long time for this organization to address customer concerns.
10. Many employees expect to work at this organization for their whole careers.
11. Senior management says the door is always open -- and they mean it.
12. It is fun to work here.
13. We have three or fewer layers of management.
14. We have performance reviews less than once a year.
15. Compensation and benefits are relatively low here.

*Source: Source: http://www.inc.com/articles/2001/08/23312.html*