

CULTURE PULSE CHECK

It's not uncommon for organizations to suffer from toxicity. To facilitate a shift, organizations must be aware of the symptoms and signs. It's never too late to turnaround a toxic environment!

Answer these questions to determine your organization's danger zone:

1. Do employees continue to leave your company? *Are these employees from a particular department or under a certain leader?*
2. Do you operate in transparency and full disclosure or do your employees walk around with limited or ambiguous information? *How quickly are impactful decisions communicated to employees?*
3. Is leadership open to suggestions and observations? *Is this clearly communicated to employees?*
4. Are your leaders qualified to run their teams? *Or were they promoted based on favoritism, cronyism, nepotism, or time and perceived merit?*
5. Do the leaders do what they say? *Are they willing to get in the trenches with their employees?*
6. Do your leaders know their employees well?
7. Do teams cooperate and communicate well across the organization?
8. Do your processes, protocols, and procedures positively impact the results of those actually completing the necessary daily tasks?
9. Are your metrics realistic and attainable? *Can they be achieved in a reasonable and fair amount of time?*
10. Are there programs in place that reward or validate employees' contributions?

These questions only scratch the surface. It is important to evaluate your organization's culture on a consistent basis. Schedule your [Custom Solutions Session](#) to create a culture transition plan that ensures continued success.