



## Assess Your Work Environment

Building a Positive Culture	Yes	No	Unsure
Do you have a clear assessment of where your organisation is now?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you have a clear picture of where you want to be?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you have management buy-in and commitment?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you have a change strategy?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you involve everyone in the change process?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you have an emphasis on results?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you have a total systems approach?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you demonstrate a continuing commitment to the culture?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you regularly review your strategy?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maintaining a Positive Culture	Yes	No	Unsure
Do you have vision and values that provide clear direction on "how things are (or should be) around here"?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you provide employees with a Code of Conduct that describes appropriate behaviour in the workplace?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does your team have ground rules to establish norms around communication, conflict-resolution and appropriate behaviour?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you have policies and procedures around bullying, harassment and discrimination?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you have recruitment practices that ensure you recruit people whose values are congruent with your business' values?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you provide clear and frequent communication on the status of change?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you have reward and recognition systems that encourage desired behaviours, skills and practices?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you have an effective induction programme?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does your training and development programme reinforce desired behaviours and contain motivational content?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>