



Workplace Culture Self-Assessment

Instructions: For each statement, rate how true it feels for you on a scale of 1–5.

1 = Strongly Disagree, 5 = Strongly Agree

Belonging & Inclusion

I feel valued and respected at work.	1	2	3	4	5
My team makes me feel like I belong.	1	2	3	4	5
Diverse perspectives and backgrounds are welcomed and respected.	1	2	3	4	5

Trust & Leadership

I trust my manager/supervisor to support me.	1	2	3	4	5
Leaders communicate openly and honestly.	1	2	3	4	5
I believe leadership decisions are fair and transparent.	1	2	3	4	5

Communication & Collaboration

I feel comfortable sharing my ideas and opinions.	1	2	3	4	5
My team collaborates effectively to achieve goals.	1	2	3	4	5
Feedback is given constructively and respectfully.	1	2	3	4	5

Growth & Recognition

I have opportunities to grow and develop my skills.	1	2	3	4	5
My contributions are recognized and appreciated.	1	2	3	4	5
I understand how my role contributes to organizational success.	1	2	3	4	5

Wellbeing & Balance

I can maintain a healthy work-life balance.	1	2	3	4	5
The workplace supports employee wellbeing and mental health.	1	2	3	4	5
I feel safe to take time off when needed.	1	2	3	4	5

Reflection Questions

1. What do you appreciate most about your workplace culture?

2. What is one thing you would change to make the culture stronger?

3. Any additional thoughts about your experience?

Scoring Guide

Add your totals from each section. Overall Score = ____ / 75

- 61–75 (Thriving Culture): Strong, supportive workplace culture.
- 46–60 (Healthy, but Gaps Exist): Generally positive with room for improvement.
- 31–45 (Challenging Culture): Significant challenges may be affecting your experience.
- 15–30 (At Risk): Culture may feel unsupportive or harmful.