

Culture Check:

A Quick Audit to Assess and Strengthen Team Culture



EMPLIFIED
SOLUTIONS



Introduction

Healthy cultures don't happen by accident—they're built with intention. Use this quick audit to assess your team's current culture and identify areas for growth.



The Audit (Rating 1–5)

For each category, select the statement that most closely reflects your current team experience. Be honest—this assessment is a tool for clarity, not judgment.

Each statement is rated from 1 to 5, with 1 indicating a low expression of the trait and 5 indicating a strong presence. Once completed, total your score to assess where your culture stands today and where it can grow.

Psychological Safety: Team members feel safe to speak up

- 1: Team members are afraid to speak up due to fear of ridicule or retribution.
- 2: Only a few team members feel comfortable speaking up.
- 3: Some team members feel safe to share ideas or concerns, but not all.
- 4: Most team members feel comfortable sharing their thoughts and feedback.
- 5: Everyone on the team feels safe to speak up and express their ideas without fear of judgment.

Feedback: Feedback is timely and constructive

- 1: Feedback is rare, and when provided, it's vague or non-constructive.
- 2: Feedback is given, but it's often delayed or not always actionable.
- 3: Feedback is given periodically and is somewhat helpful, though not always timely.
- 4: Feedback is regularly provided in a timely manner and is constructive.
- 5: Feedback is consistent, timely, and constructive, helping individuals improve and grow.

Inclusion: All voices are valued

- 1: Only a few voices are heard, and others are often left out of discussions.
- 2: Some team members are included in conversations, but others may feel marginalized.
- 3: Most team members' opinions are considered, though some may feel left out at times.
- 4: Everyone is included in discussions, and diverse perspectives are encouraged.
- 5: Every team member's voice is valued and actively sought out, promoting inclusivity.

The Audit (Rating 1-5)

Recognition: Wins are celebrated

- 1: Achievements and successes are rarely acknowledged.
- 2: Wins are sometimes celebrated but often overlooked.
- 3: Wins are celebrated occasionally, but there is room for improvement.
- 4: Successes are regularly recognized, both individually and as a team.
- 5: Wins are celebrated consistently and meaningfully, reinforcing a positive culture.

Alignment: Everyone understands the mission

- 1: The team is unclear on the company's mission or their role in it.
- 2: Some team members understand the mission, but many do not.
- 3: Most team members have a general understanding of the mission, though clarity may still be needed.
- 4: Everyone understands the company's mission and how their work contributes to it.
- 5: The team is fully aligned with the company's mission and purpose, and each individual's work supports it directly.

Score Interpretation & Next Steps

20–25: Thriving culture

15–19: Room for alignment

Below 15: Start with courageous conversations

Action Ideas to Strengthen Culture

- Schedule a culture retrospective**
- Start a peer-recognition ritual**
- Redefine team agreements together**

Call to Action

Want to design a people-first, high-performing culture?
[Schedule a Discovery Session](#)

