

# Organizational Culture Check

Is your workplace sustaining your people—or silently wearing them down?

## INSTRUCTIONS:

This worksheet is designed for leadership teams, HR departments, or wellness committees to reflect on how their organizational environment affects staff well-being. Use it during retreats, meetings, or wellness planning sessions. Respond honestly—not based on intent, but impact.

### Step 1: Rate Your Wellness Culture

For each statement below, rate how true it is of your organization by placing an (X) in the appropriate box:

1 = Never | 2 = Rarely | 3 = Sometimes | 4 = Often | 5 = Consistently

| WELLNESS CULTURE INVENTORY                                                               | 1 | 2 | 3 | 4 | 5 |
|------------------------------------------------------------------------------------------|---|---|---|---|---|
| Staff wellness is considered a leadership priority, not just an HR task.                 |   |   |   |   |   |
| There are mechanisms for early intervention before a team member reaches crisis point.   |   |   |   |   |   |
| Leadership demonstrates vulnerability and models emotional intelligence.                 |   |   |   |   |   |
| Team meetings include moments of reflection or care, not just tasks and outcomes.        |   |   |   |   |   |
| Time off is respected and protected (i.e., no pressure to “check in” when out).          |   |   |   |   |   |
| When crises happen, there’s a plan—and space—for recovery.                               |   |   |   |   |   |
| Staff feel safe bringing their whole selves to work.                                     |   |   |   |   |   |
| New employees receive orientation on wellness expectations and boundaries.               |   |   |   |   |   |
| Staff are encouraged to take breaks and use their time off.                              |   |   |   |   |   |
| Mental health and emotional fatigue are openly acknowledged without stigma.              |   |   |   |   |   |
| Leadership models healthy boundaries and sustainable work rhythms.                       |   |   |   |   |   |
| Feedback flows in both directions—staff can speak up without fear of retaliation.        |   |   |   |   |   |
| There are clear pathways for addressing burnout or distress before it becomes a crisis.  |   |   |   |   |   |
| We celebrate rest, creativity, and reflection—not just productivity.                     |   |   |   |   |   |
| Our stated values (e.g., inclusion, care, equity) are reflected in our daily operations. |   |   |   |   |   |



**Step 2: Reflect on What the Ratings Reveal**

Use the space below to review your team’s responses and identify key insights:

What patterns or trends do you see across the ratings? (e.g., are scores generally low in leadership modeling or feedback safety?)

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Which areas of wellness are clearly prioritized in your culture?

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Which statements had the lowest scores—and what’s contributing to that gap?

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Are there inconsistencies between how care is communicated and how it’s practiced?

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If a new staff member joined tomorrow, what message would your culture send about wellness—without saying a word?

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### Step 3: Identify a Focus Area

Now that you've completed the Organizational Culture Check, take a moment to reflect:

#### Which categories showed the most strain?

Review your lowest-rated statements and check any areas below that may need intentional focus:

(Put an (X) next to all that apply.)

- ☐ Leadership Modeling & Culture Tone
  - ☐ Leadership models healthy boundaries and sustainable work rhythms.
  - ☐ Leadership demonstrates vulnerability and emotional intelligence.
  - ☐ Staff wellness is considered a leadership priority, not just an HR task.
- ☐ Systems, Structures & Policy
  - ☐ There are clear systems in place for addressing burnout.
  - ☐ Time off is respected and protected.
  - ☐ New employees receive wellness orientation.
  - ☐ There are mechanisms for early intervention before crisis.
- ☐ Communication & Emotional Safety
  - ☐ Feedback flows in both directions.
  - ☐ Mental health is acknowledged without stigma.
  - ☐ Staff feel safe bringing their whole selves to work.
  - ☐ Team meetings include moments of care—not just tasks.
- ☐ Wellness Practice & Culture
  - ☐ Staff are encouraged to take breaks and use their time off.
  - ☐ We celebrate rest, creativity, and reflection—not just productivity.
  - ☐ Our stated values are reflected in our daily operations.
  - ☐ Crises are followed by time and space for recovery.



Choose one focus area that could make the greatest impact if strengthened over the next 30 days. Then write down one practical, culture-shifting step your team can take.

Our focus area:

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Our next step: (What conversation, decision, or change could begin shifting this right away?)

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