The Renaissance Culture Assessment

Rate the following from 1 to 5 (1 is weak - 5 is strong).

Culture Dimension

Score

Our company workplace environment is characterized by relationships of trust

Leadership is committed to helping managers discover and lead with their strengths

Our leaders have regular opportunities to learn and network in peer learning environments

Our employees act like 'owners' (highly engaged) more than 'renters' (unengaged)

We have a culture that fosters creative problem solving and risk-taking

Our employees generally feel energized as they do their work

Next generation leaders are attracted and retained within our organization

In our workplace employees feel like they can speak candidly without fear of retribution

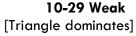
Our employees are equipped to navigate the uncertainties and complexity in the business

Our employees are empowered to make decisions as appropriate to their role

Total

Scoring





- Lack of culture supports
- Values degradation
- Lack of employee learning and growth
- Risk talent loss



30-35 Fair [Significant imbalance]

- Key culture supports to be renewed
- Values are not aligned
- Introduce new learning initiatives
- May experience employee disengagement



36-40 Strong [Moderate imbalance]

- Fresh support of culture needed
- Re-emphasize values
- Champion success stories
- Expand organizational learning



41-50 Very strong
[Balance]

- Maintain culture supports
- Utilize culture as competitive advantage
- Champion success stories
- Sustain organizational learning