

# 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	
<b>Total</b>	

## Scoring



**10-29 Weak**  
[Triangle dominates]

- 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