

“BAZZINGA: CREATING A CULTURE OF FUN IN THE WORKPLACE”

Questions to Ask Employees to Assess Workplace Culture

1. What words would you use to describe this organization?
2. What is the purpose of this organization?
3. Why is the work you do important?
4. How are you making a difference to society through your work?
5. What makes this organization feel different from our competitors?
6. What is one thing about this organization that should never change?
7. What would you tell a friend about this organization if she or he was to start working here?
8. What is one thing you would most like to change about this organization?
9. Who is your hero around here and why?
10. What is your favorite characteristic about this organization?
11. What kinds of people fail here?

12. Does the organization live up to its pre-employment promises; why or why not?
13. Are people on your team committed to a sense of purpose and community, or are they merely here for the paycheck?
14. What legacy will you leave behind when you move on or retire?
15. If your workplace environment could be summed up by a single slogan on a t-shirt, what would that slogan be?
16. How do employees feel about going to supervisors here?
17. Is being honest and forthcoming a priority here? How can you tell?
18. How are credit and blame assigned in this organization?
19. Are recognition programs used here, and are they effective?
20. Are supervisors clear with instructions and expectations?
21. Is there respect for employees' time here, especially regarding the number and length of meetings?
22. Is there a focus on teamwork?
23. Are leaders and supervisors willing to admit when they make mistakes?
24. What are the key reasons why you have stayed with this organization?