

ACTIVITY 10.3 | How Open and Flexible Is Your Organizational Culture?

Focus on your organization as you read questions 1 through 15. Then place a check in the appropriate column.

Questions	Almost Always	Often	Sometimes	Almost Never
1. In my organization, change is viewed as a challenge and an opportunity.				
2. Policies are reviewed annually to assess effectiveness.				
3. Rewards are doled out to suit the preference of the rewardee.				
4. Our personnel department is creative in finding new ways to attract top talent among diverse groups.				
5. There is an openness to suggestions from people at all levels of the organization.				
6. Our strategic plan is evaluated once a year and revised as needed.				
7. "We've always done it that way" is a philosophy that describes my company's response to new ideas.				
8. When problems emerge, there is a willingness to fix them.				
9. Our products and services reflect the awareness of a more diverse consumer base.				
10. My boss values new ideas from people at different levels and implements them quickly.				
11. Performance evaluations in this organization measure an employee's adaptation to change.				
12. Top executives in this company solicit innovative ideas and listen to people throughout the organization.				
13. We can and do make midcourse corrections easily.				
14. There is little variation in style of dress among employees.				
15. People at all levels of the organization are continuously trying improve products, processes, and services.				

(continued on next page)

ACTIVITY 10.3 | How Open and Flexible Is Your Organizational Culture? (continued)

Directions for Scoring “How Open and Flexible Is Your Organizational Culture?”

Numbers 1-6, 8-13, and 15 Almost always 4 points
Often 3 points
Sometimes 2 points
Almost never 1 point

Numbers 7 and 14 Almost always 1 point
Often 2 points
Sometimes 3 points
Almost never 4 points

1. _____	6. _____	11. _____
2. _____	7. _____	12. _____
3. _____	8. _____	13. _____
4. _____	9. _____	14. _____
5. _____	10. _____	15. _____

Total: _____

Answer Key

- 50 to 60: The culture of your organization is open to change. You are able to react and adapt quickly and are open to new ideas. This openness should translate to greater inclusion of new people and ideas, and greater innovation from using varied points of view.
 - 40 to 49: Your organization understands that change is a reality. In some ways you are open to it, but you haven't fully embraced it, nor are you harnessing change to make it work for you.
 - 30 to 39: Your organization understands the value of change, but you need to be more open to its reality and quicker in the implementation process.
 - 15 to 29: If you don't get better at adapting, you won't be around long.
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