

Culture Health Index

Self-Assessment



In this assessment, you will be asked to rate yourself in each of the 5 levels of the Employee Hierarchy of Need. Score each question on a scale of 1-10 (1=not at all true, 10 = always true). Once you have scored each individual question, total all of your scores and list your final score in box below. Return to thedreamblog.com/CHIassessment to get feedback on your results and to consider your next steps.

Level 1 - Compensation and Benefits	Rate 1-10
1. We pay our employees fair market prices for their work and we pay them on-time, everytime.	
2. Each employee is clear on what is expected of them and how it will be measured and have confidence that their employment status is secure i.e. they are not afraid of losing their job.	
3. Changes to pay and benefits are done in collaboration with employees rather than independent of them.	
Level 2 - Emotional Trust and Integrity	Rate 1-10
4. Employees feel like they will be treated fairly i.e. they receive the credit they deserve and promotions go to those who most deserve them.	
5. The work place is devoid of any form of manipulation or emotional abuse. We don't use fear, guilt or threats to move people to action.	
6. I am transparent about about the pros and cons of our situation and I frequently admit my mistakes to create a safe place for my employees to make mistakes.	
Level 3 - Vision (Purpose, Values, Mission)	Rate 1-10
7. We have a clearly articulated Vision and employees are united under a Purpose ("Why" statement) and Mission (BHAG).	
8. Our company's core values are referenced weekly by our frontline employees in day-to-day conversation.	
9. All our decisions are influenced and in harmony with our stated Purpose, Values and Mission.	
Level 4 - Work Alignment to Native Genius	Rate 1-10
7. The majority of the work our employees do aligns to their "Native Genius" and as a result they are energized by the work.	
8. Employees are recognized and rewarded regularly for outstanding work (even if outstanding is normal for them).	
9. Employees have a large amount of autonomy on how they get to the results expected of them and in many cases have influence on what the most important results are.	
Level 5 - Dreaming and Personal Progress	Rate 1-10
10. I know what my employees personal dreams and ambitions are and my employees know mine.	
11. I am supportive of my employees personal dreams and we have an environment where employees can pursue dreams.	
12. Our decisions as a company are always influenced and in harmony with our stated Purpose, Values and Mission.	
Total all of your scores on this line and then watch the results video:	