ExtensisHR

Organizational Culture Scorecard

A healthy workplace culture is essential for business growth and success. By evaluating key aspects of your culture, you can uncover strengths and identify areas for improvement.

Use this scorecard to gauge how well your organization's culture supports employee engagement, adaptability, and growth.

Rate your business on a scale from 1 to 5 for each question:

1	2	3	4	5
Strongly Disagree	**Disagree**	**Neutral**	**Agree**	**Strongly Agree**

Leadership and Trust

Leaders communicate openly and transparently.	3
The leadership team models the company's values in their daily actions.	3
Leaders are approachable and actively listen to employee feedback.	3
Employees feel confident in the decision-making of senior leaders.	3
There's a clear vision for the organization's future that is communicated regularly.	3
Total Leadership and Trust Score	**15 / 25**

Rate your business on a scale from 1 to 5 for each question:

Employee Engagement

Employees are motivated and show enthusiasm for their work.	3
Teams are empowered to make decisions and take initiative.	3
Employees receive regular feedback and opportunities for growth.	3
Work-life balance is respected and supported.	3
Team and individual accomplishments are celebrated.	3
Total Employee Engagement Score	**15 / 25**

Diversity, Equity, and Inclusion (DEI)

Recruitment practices attract and include a diverse range of candidates.	3
Employees from all backgrounds feel respected and like they belong.	3
Policies exist to prevent bias and discrimination.	3
Leadership is committed to advancing DEI initiatives.	3
DEI efforts are regularly reviewed and improved based on data and feedback.	3
Total DEI Score	**15 / 25**

Rate your business on a scale from 1 to 5 for each question:

Recognition and Rewards

Employees feel appreciated for their contributions.	3
Recognition is timely, meaningful, and consistent across the organization.	3
Managers regularly acknowledge their team's successes.	3
Peer-to-peer recognition is encouraged and common.	3
Recognition reinforces and reflects the business's core values.	3
Total Recognition and Rewards Score	**15 / 25**

Core Values

The company's core values are clearly defined and communicated.	3
Employees understand how their work supports the organization's mission.	3
Decisions are made in support of the core values.	3
All staff hold themselves accountable for demonstrating these principles.	3
New hires are selected with value alignment in mind.	3
Total Culture Score	**15 / 25**

Leadership and Trust	**15 / 25**
Employee Engagement	**15 / 25**
Diversity, Equity, and Inclusion (DEI)	**15 / 25**
Recognition and Rewards	**15 / 25**
Core Values	**15 / 25**
Total Culture Score	**75 / 125**

100 - 125	75 - 99	50 - 74	Below 50
Strong, healthy culture	Satisfactory culture, with room for improvement	Inconsistent culture experience	Immediate attention recommended

Ready to Strengthen Your Workplace Culture?

Culture develops organically, but having the right foundation is key.

If you're looking to improve your company culture, partnering with a professional employer organization (PEO) could be the solution.

PEOs, like ExtensisHR, empower small- and medium-sized businesses to create people-first cultures that drive growth and performance by providing:

- A dedicated, SHRM-Certified HR Manager to help develop policies aligning with your core values.
- Competitive employee benefits that attract and retain top talent.
- Complimentary recruiting services included in our PEO solution.
- An intuitive DEI Dashboard providing actionable insights into your workforce.
- A customer service team that answers the phone in 10 seconds or less, so your employees always feel supported, valued, and understood.

Let us help you build the culture your team deserves.

Contact us today: www.extensishr.com | 888-473-6398