

Cultural Performance Audit™

A three-section diagnostic instrument that measures the gap between the culture leadership describes and the culture people live in. Five to ten minutes per respondent. Every scored item is weighted by respondent-rated importance (1–10).

Section 01 — Culture

Ten agreement statements covering clarity of vision, congruence of leadership behavior, role clarity, communication, crisis mode, whether challenging the status quo is rewarded, fad-chasing, bureaucracy, recognition, and collegiality.

Section 02 — Performance

Prices the culture in hours, meetings, decision latency, rework, and retention risk — turning cultural sentiment into an operating cost you can put on a page.

Section 03 — Leadership & Incentives

Maps what leadership believes is rewarded against what the system actually pays for. The delta is where perverse loops live.

Word bank

Respondents select the words that describe the organization today. The resulting signature is comparable across departments, acquisitions, and re-audits.

Open-ended prompts

- Three things that excite you about what is currently going on.
- Three things that concern you.
- Three ways to improve your job today.
- If you were CEO for the day, what is the one thing you would change — and how?
- Strengths, weaknesses, opportunities, and threats you see.