Culture Survey

Pathological Culture			Bureaucratic Culture			Generative Culture		
In my	flight depar	tment, new i	nformatio	n is active	ly sought	and encou	ıraged	
"Information is power" mentality Compartmentalization			Information shared when asked			Information freely shared & accepted by others		
1	2	3	4	5	6	7	8	9
-	flight depar r as learning			lling progr	ams are ı	not seen as	failures b	out
Failure leads to blame, scapegoating or silence			Failure leads to finding responsible party			Failure results in inquiry & leads to continuous improvement		
1	2	3	4	5	6	7	8	9
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rather rewarded Messengers are shot			Messengers are neglected or ignored			Messengers are actively encouraged		
1	2	2	1	5	6	7	Q	0
1 In my	2 flight depar	3 tment, respo	4 onsibilities	5 S for failure	6 es and su	7 ccess are s	8 Shared fro	9 m front
In my	2 flight depar vorkers to ex	tment, respo	nsibilities	for failure				
In my line w	flight depar	tment, responsecutive man	onsibilities agement. "It was i	for failure	es and su	ccess are s		<i>m front</i> It for thei
In my line w	flight depar vorkers to ex er pointing, res	tment, responsecutive man	onsibilities agement. "It was i	for failure	es and su	ccess are s	shared from	<i>m front</i>
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Total score_____

Instructions

This survey provides a rough idea of where your organizational culture might fit on the Culture Evolution continuum from Pathological, to Bureaucratic, to Generative.

The overall score might indicate the culture within your organization. To evaluate your culture more thoroughly a comprehensive audit might be necessary. The research paper titled "Developing safety culture measurement tools and techniques based on site audits rather than questionnaires" by Dr. Mark Fleming, Saint Mary's University, Halifax, Nova Scotia, provides guidance on how to perform culture audits.

For a rough assessment add the total scores together from each survey complete. Divide the totals by the number of persons taking the survey to get an overall average score. See example below:

Three surveys are completed.

survey #1 total score = 35 survey #2 total score = 25 survey #3 total score = 20

(35 + 25 + 20) = 80 / 3 = 26.67 Bureaucratic Culture

Compare your average to the table below.

0-22 overall average score	Pathological Culture
22-38 overall average score	Bureaucratic Culture
38-54 overall average score	Generative Culture

Values closer to the lower end of a scale, for example 38 on the generative scale, would indicate a "weaker" generative culture. Values on the upper end of the same scale would indicate a "stronger" generative culture.