

Organizational Cultural Health Assessment

1. I am encouraged to take time off for my mental health, physical health, or to take care of loved ones.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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2. I am encouraged to bring up challenges I am having at work.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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3. If I bring up challenges related to my work, I receive support in resolving those challenges.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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4. I am encouraged to bring up challenges I am having with **colleagues**.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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5. If I bring up challenges I am having with colleagues, I receive support in resolving those challenges.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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6. I am encouraged to bring up challenges I am having with **my supervisor**.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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7. If I bring up challenges I am having with my supervisor, I receive support in resolving those challenges.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	6 - Totally
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8. I am encouraged to talk about conflict I am experiencing at work.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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9. If I bring up conflict I experience at work, I receive support to resolve that conflict.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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10. I feel like I belong at my organization.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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11. I feel respected at my organization.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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12. I feel valued at my organization.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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13. I can be my authentic self at my organization.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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14. My organization provides safe spaces to have difficult conversations.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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15. My organization makes time for employees to assess and improve policies and processes.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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16. My organization makes space and time for employees to **improve** their relationships.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	6 - Totally
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17. My organization makes space and time for employees to **repair** their relationships.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	7 - Totally
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18. I enjoy working with my colleagues.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	8 - Totally
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19. I respect my colleagues.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	9 - Totally
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20. My colleagues respect me

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	10 - Totally
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21. My supervisor respects me.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	11 - Totally
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22. I respect my supervisor.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	12 - Totally
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23. My organization provides resources for my mental health and well-being.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	13 - Totally
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24. I feel comfortable taking advantage of resources my organization provides for my mental health and well-being.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	14 - Totally
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Scoring: For all the questions give yourself 1 point for answering “Not at All”, 2 points for “A Little”, 3 points for “Somewhat”, 4 points for “Mostly”, and 5 points for “Totally”. Write your score in the space below.

_____ points/120

To calculate your percentage, divide your score by 120 and multiply by 100. _____