Culture Assessment

Does your department’s culture align with the values and mission of Baylor University?

Evaluate your department according to the key attributes of our Core Commitments:

<table>
<thead>
<tr>
<th>Integrity</th>
<th>Creativity &amp; Innovation</th>
<th>Communicate Effectively</th>
<th>Deliver Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organizational Commitment</td>
<td>Problem-Solver</td>
<td>Constituent Service</td>
<td>Plan &amp; Organize</td>
</tr>
<tr>
<td>Adapt to Change</td>
<td>Quality Focus</td>
<td>Discernment</td>
<td>Continual Learning</td>
</tr>
<tr>
<td>Teamwork &amp; Collaboration</td>
<td>Professional Knowledge</td>
<td>Relationship Management</td>
<td>Respect Diversity</td>
</tr>
</tbody>
</table>

Physical Assessment:

☐ How is the space allocated? Where are the offices located? How much space is given to whom? Where are people located?
☐ What is posted on bulletin boards or displayed on walls?
☐ What is displayed on desks or in other areas of the building? In the work groups? On lockers or closets?
☐ How are common areas utilized?
☐ How do people communicate to one another? What is the tone of messages in emails and memos (formal or informal, pleasant or hostile, etc.)? How often do people communicate with one another? Is all communication written, or do people communicate verbally?
☐ What interaction between employees do you see? How much emotion is expressed during these interactions?

Purpose Questions:

☐ What words would you use to describe this department? Give examples of each word.
☐ Describe the personality or character of this department.
☐ What would you tell a friend about your organization if he or she was about to start working here?
☐ What are you most proud of at this department?
☐ What is your favorite characteristic that is present in our department?
☐ What is the purpose of this department?
☐ Why is the work you do important?
☐ How are we/you making a difference to society through your work?
☐ What is your contribution to society through your work?
☐ What is the one thing you would most like to change about this department?
☐ What is your favorite question to ask a candidate for a job in our department?

Values Questions:

☐ Who is the ideal employee at Baylor? Why?
☐ Describe the ideals that drive the motivation of this department.
☐ What value is fundamental and distinctive to this department? Give examples.
☐ What is central to who we are as a department that should never change?
☐ What kinds of characteristics would not succeed in our department?

Strategic Questions:

☐ What should the department focus on and pay attention to?
☐ To accomplish our strategic goals, what principles should guide how we work? Explain.
☐ What key values, if followed, would help this department thrive?