




Culture Check Diagnostic

Is Your Leadership Creating Culture Risk?

Use this quick diagnostic to evaluate five of the most common cultural failures found in executive teams. For each item, rate your organization on a scale from 1 (Strongly Disagree) to 5 (Strongly Agree).


Section 1: Leadership Accountability

1. Our leaders regularly receive 360° feedback and act on it.
2. Leaders who breach trust or mistreat staff are held accountable—regardless of their performance metrics.
3. There's psychological safety at all levels to speak up without fear of retaliation.

 *If you scored below 10 in this section, you may be tolerating toxic leadership under the guise of performance.*


Section 2: DEI With Integrity

4. Our DEI strategy is tied to leadership evaluations and promotion decisions.
5. Our leadership pipeline reflects the diversity of our workforce and values.
6. DEI conversations and actions are ongoing—not limited to public statements or heritage months.

 A score under 10 here indicates performative DEI and missed opportunities for meaningful inclusion.


Section 3: Employee Voice & Engagement

- 7. We consistently collect, share, and act on employee feedback.
- 8. Teams believe their feedback results in visible changes.
- 9. Exit interviews are reviewed by leadership and inform the cultural strategy.

 Under 10? You're likely experiencing a silent exodus, where people disengage before they leave.


Section 4: Justice & Fairness

- 10. Leaders acknowledge and address past harm or inequities within the organization.
- 11. High standards of respect, dignity, and fairness are upheld at all leadership levels.
- 12. Decisions about promotions, raises, and opportunities are transparent and equitable.

 A low score here signals a culture of mistrust and latent resentment—often felt by your most marginalized employees.

Section 5: Cultural Integrity

- 13. Our stated values match the lived experience of employees.
- 14. We address behaviors that contradict our culture—regardless of title.
- 15. We have a clear plan for ongoing culture transformation, not just one-off efforts.

 If you scored below 10 here, your brand promise may be out of sync with your workplace reality.



Total Score: _____ / 75

Interpret Your Score:

- 60–75: 🌟 *High cultural integrity*
Your leadership is likely building trust, inclusion, and fairness. Keep investing in courageous culture-building.
- 45–59: ⚠️ *Cultural strain*
Warning signs are present. Act now before top talent disengages or leaves.
- 30–44: ❌ *Cultural risk zone*
Your culture is harming performance, retention, and reputation. Immediate leadership intervention is needed.
- Below 30: 🚨 *Toxic culture*
Your culture is a liability. Without executive alignment and justice-centered leadership, you're on track for deeper loss and public consequences.



What Now?

If this diagnostic revealed more red flags than green lights—don't panic. Start here:

1. Share this with your executive team.
2. Pick one section to improve this quarter.
3. Book a strategy session to align leadership around culture transformation.

Let's Fix It, Together.

Ready to move from culture risk to culture power?

 Visit AntonGunn.com to schedule a Culture Assessment or Executive Strategy Session.
