

****Acknowledgment Page Before Survey****

Pre-Culture Mapping Assessment

This survey is 100% anonymous and does not contain any free-text or comment questions. Completing this survey is estimated to take 5 minutes and is voluntary but highly encouraged.

Survey Purpose: To provide senior leadership insight into the cultural artifacts within the organization while also providing Culture Mapping participants an anonymous opportunity to share their assessment of their organization's culture and sub-culture(s).

Routine Uses: Feedback will be used to assess the Organizational Culture Foundational Competencies within your organization.

Disclosure: Providing information in this survey is voluntary. Individual responses will be kept confidential.

Privacy Act Statement

Authority: 10 U.S.C.; 8013, SECAF

For any questions or concerns, please contact Project Nomad at Contact@Project-Nomad.Org

Section 1: Participant Duty Section and Rank.

1. Please select the option that best describes your rank or grade. (*Multiple choice - select one*)
 - a. E1 – E4: Junior Enlisted
 - b. E5 – E6: Noncommissioned Officer
 - c. E7 – E8: Senior Noncommissioned Officer
 - d. O1 – O3: Company Grade Officer
 - e. O4 – O6: Field Grade Officer
 - f. O7 – O10: General Officer
 - g. Civil Service Employee
2. What duty section are you assigned to? (*Multiple choice - select one*)
 - a. [insert unit-specific team/section/flight name here]
 - b. [insert unit-specific team/section/flight name here]
 - c. [insert unit-specific team/section/flight name here]
 - d. [insert unit-specific team/section/flight name here]
 - e. [insert unit-specific team/section/flight name here]

Section 2: Please choose the answer that is truest to you.

3. What do people complain the most about at work? (*Multiple choice - select one*)
 - a. Lack of personal safety.
 - b. Management.

- c. People who disagree with them; not enough time or support; people aren't as smart as they are.
- d. Finding enough collaborative individuals to bring into existing groups.
- e. There's so much good to do, what should we do next.

4. Which best describes the "mood" of your organization? (*Multiple choice - select one*)

- a. People are focused on personal survival.
- b. People do the minimum to not get fired or get paperwork.
- c. People's primary focus is their work or personal tasks.
- d. Work-based partnerships or common/goal-oriented relationships.
- e. Team's focused on making history together.

5. Which best describes the structure of people's relationships? (*Multiple choice - select one*)

- a. Alienated.
- b. Clusters of people who feel they have very little impact on how the organization is run.
- c. Lots of people trying to be the best (on an individual basis).
- d. Clusters of highly networked people who share values.
- e. Clusters of groups out to change the world.

6. Which best describes the activities of the leaders in your organization? (*Multiple choice - select one*)

- a. Firing or writing up those who oppose them.
- b. Telling people what to do.
- c. Outperforming other "star" managers or leaders.
- d. Building the careers of people they work with.
- e. Building bridges to the best and brightest in the world.

7. Which best describes people's relationship to the organization's purpose, mission, vision, and/or values? (*Multiple choice - select one*)

- a. Hostile aggression.
- b. Sarcastic jokes and/or no real effect on behavior.
- c. Inspires individuals to do a better job.
- d. Inspires collaborative behavior that overcomes personal differences.
- e. Purpose, mission, vision, and/or values tells people in the organization who they are.

Section 3: Please choose the answer that is truest to you.

8. I am safe from physical harm at work. (*Multiple choice - select one*)

- a. Not at all
- b. Not very often
- c. Sometimes
- d. Very often
- e. Extremely often

9. I am safe from psychological harm at work. (*Multiple choice - select one*)

- a. Not at all

- b. Not very often
- c. Sometimes
- d. Very often
- e. Extremely often

10. I am intellectually stimulated at work. (*Multiple choice - select one*)

- a. Not at all
- b. Not very often
- c. Sometimes
- d. Very often
- e. Extremely often

11. I am passionate about doing my work. (*Multiple choice - select one*)

- a. Not at all
- b. Not very often
- c. Sometimes
- d. Very often
- e. Extremely often

12. I work in a place free from hostility. (*Multiple choice - select one*)

- a. Not at all
- b. Not very often
- c. Sometimes
- d. Very often
- e. Extremely often

13. I work in a place free from toxicity. (*Multiple choice - select one*)

- a. Not at all
- b. Not very often
- c. Sometimes
- d. Very often
- e. Extremely often

14. I am critical to my organization's success. (*Multiple choice - select one*)

- a. Not at all
- b. Not very often
- c. Sometimes
- d. Very often
- e. Extremely often

15. I have ideas that are valued at work. (*Multiple choice - select one*)

- a. Not at all
- b. Not very often
- c. Sometimes
- d. Very often
- e. Extremely often

16. I have access to adequate food and shelter at work. (*Multiple choice - select one*)

- a. Not at all
- b. Not very often
- c. Sometimes

- d. Very often
- e. Extremely often

17. I receive the emotional support I need at work. (*Multiple choice - select one*)

- a. Not at all
- b. Not very often
- c. Sometimes
- d. Very often
- e. Extremely often

18. I have great pride in working for my organization. (*Multiple choice - select one*)

- a. Not at all
- b. Not very often
- c. Sometimes
- d. Very often
- e. Extremely often

19. I am a valued member of my organization. (*Multiple choice - select one*)

- a. Not at all
- b. Not very often
- c. Sometimes
- d. Very often
- e. Extremely often

20. I receive wages each month that cover my biological and physical needs. (*Multiple choice - select one*)

- a. Not at all
- b. Not very often
- c. Sometimes
- d. Very often
- e. Extremely often

21. I feel accepted for who I am at work. (*Multiple choice - select one*)

- a. Not at all
- b. Not very often
- c. Sometimes
- d. Very often
- e. Extremely often

22. I am very happy at work. (*Multiple choice - select one*)

- a. Not at all
- b. Not very often
- c. Sometimes
- d. Very often
- e. Extremely often

23. I am inspired to do my very best at work. (*Multiple choice - select one*)

- a. Not at all
- b. Not very often
- c. Sometimes
- d. Very often

- e. Extremely often

24. I have job security for the foreseeable future. (*Multiple choice - select one*)

- a. Not at all
- b. Not very often
- c. Sometimes
- d. Very often
- e. Extremely often

25. I feel a connection with my organization's values. (*Multiple choice - select one*)

- a. Not at all
- b. Not very often
- c. Sometimes
- d. Very often
- e. Extremely often

26. I am gainfully employed at work. (*Multiple choice - select one*)

- a. Not at all
- b. Not very often
- c. Sometimes
- d. Very often
- e. Extremely often

27. I am encouraged to take risks at work. (*Multiple choice - select one*)

- a. Not at all
- b. Not very often
- c. Sometimes
- d. Very often
- e. Extremely often

Section 4: Given Your Specific Role or Level in the Organization, Where Do You Believe Your Team Should Focus More On:

28. Collaboration AND Mutual Trust: Working together and having the confidence all will do their part. (*Multiple choice - select one*)

- a. Significantly less focus should be placed here.
- b. Less focus should be placed.
- c. We got the right level of focus.
- d. More focus should be placed here.
- e. Significantly more focus should be placed here.

29. Compassion AND Tolerance: Concern and acceptance of others. (*Multiple choice - select one*)

- a. Significantly less focus should be placed here.
- b. Less focus should be placed.
- c. We got the right level of focus.
- d. More focus should be placed here.
- e. Significantly more focus should be placed here.

30. Exploration AND Learning: Equal consideration of learning and advancement opportunities. (*Multiple choice - select one*)

- a. Significantly less focus should be placed here.
- b. Less focus should be placed.
- c. We got the right level of focus.
- d. More focus should be placed here.
- e. Significantly more focus should be placed here.

31. Creativity AND Stimulating: Relaxed and thought-provoking exchange of ideas. (*Multiple choice - select one*)

- a. Significantly less focus should be placed here.
- b. Less focus should be placed.
- c. We got the right level of focus.
- d. More focus should be placed here.
- e. Significantly more focus should be placed here.

32. Achievement AND Results: Accomplishments and successes shared as a team.

(*Multiple choice - select one*)

- a. Significantly less focus should be placed here.
- b. Less focus should be placed.
- c. We got the right level of focus.
- d. More focus should be placed here.
- e. Significantly more focus should be placed here.

33. Bold AND Timely Decision-Making: Confident and efficient management of members and work taskers. (*Multiple choice - select one*)

- a. Significantly less focus should be placed here.
- b. Less focus should be placed.
- c. We got the right level of focus.
- d. More focus should be placed here.
- e. Significantly more focus should be placed here.

34. Planning AND Caution: Thoughtful development of scheduling members and work taskers. (*Multiple choice - select one*)

- a. Significantly less focus should be placed here.
- b. Less focus should be placed.
- c. We got the right level of focus.
- d. More focus should be placed here.
- e. Significantly more focus should be placed here.

35. Structure and Stability: Alignment and balance of the organization's purpose, mission, or values. (*Multiple choice - select one*)

- a. Significantly less focus should be placed here.
- b. Less focus should be placed.
- c. We got the right level of focus.
- d. More focus should be placed here.
- e. Significantly more focus should be placed here.