

Culture Check

A Quick Diagnostic for Small Business Leaders



Culture Isn't a Perk, It's a Pattern. -Sabrina Baker



Part 1: The Culture Check (Quick Diagnostic)

Rate each statement below as True / Somewhat True / False.

Each section corresponds to one of the five “shifts” from your blog.

Focus Area	Diagnostic Statements
1. From Culture Talk to Experience Design	<ul style="list-style-type: none"><input type="checkbox"/> We’ve defined what “employee experience” means for our organization.<input type="checkbox"/> We collect feedback about how work <i>feels</i>, not just what gets done.<input type="checkbox"/> Our values are reinforced through actions, not slogans.
2. From Perks to Predictability	<ul style="list-style-type: none"><input type="checkbox"/> Leaders communicate changes before they happen.<input type="checkbox"/> Processes are consistent across departments.<input type="checkbox"/> Employees know what to expect week to week.
3. From Managing to Connecting	<ul style="list-style-type: none"><input type="checkbox"/> Managers have regular, meaningful one-on-ones focused on growth, not just performance.<input type="checkbox"/> Recognition happens consistently, not just during review season.<input type="checkbox"/> Team meetings prioritize connection and clarity.
4. From Policy Enforcement to Pattern Awareness	<ul style="list-style-type: none"><input type="checkbox"/> We track and discuss recurring issues instead of reacting to isolated incidents.<input type="checkbox"/> HR and leadership review behavior trends, not just compliance checkboxes.<input type="checkbox"/> We use data to identify systemic causes behind repeated challenges.
5. From Leadership Image to Leadership Integrity	<ul style="list-style-type: none"><input type="checkbox"/> Leaders follow through on commitments – even small ones.<input type="checkbox"/> Mistakes are owned publicly and framed as learning moments.<input type="checkbox"/> Decisions reflect our stated values, even when inconvenient.

Part 2: Interpret Your Results

Rate each statement below as True / Somewhat True / False.

Each section corresponds to one of the five “shifts” from your blog.

Mostly “True”

Your culture is built on intentional habits — not hype. You've moved from performative culture-building to genuine experience design. Keep documenting what's working so you can sustain it through growth.

Mostly “Somewhat True”

You're in motion, but not yet in alignment. Look for the gaps between what's said and what's felt — that's where your culture work lives next.

Mostly “False”

You're running on leadership effort, not leadership systems. Start by picking one of the five shifts and implementing a single, visible change to rebuild trust and predictability.

Want to go deeper?

Download our Culture Builders Toolkit — a step-by-step resource pack that turns these five shifts into real, repeatable practices.

It's available exclusively to our newsletter subscribers this week at acaciahrsolutions.com.