

Culture Questions for the CEO of a small company to think about.

1. What are the core values and beliefs of the company?
2. Do you share equity of the company with a broad # of employees (philosophy)
3. In mission statement are customers mentioned/ employees mentioned?
4. How do you rank in terms of diversity of race, religion, cultural, gender, country of origin? 1-5. 5 being most diverse, 1 being not very much
5. What is your employee turnover %
6. How involved is your company in local philanthropies?
7. How do new initiatives get rolled out?
8. Where is source of innovation?
9. How many names of employees do you know?
10. What kind of policy do you have for information flow? (Open Door Policy?)
11. Do your employees sign non compete clauses? (culture)
12. What kind of educational reimbursement program do you have?
13. What % of employee's health insurance do you pay for (family values)
14. Do employees have sports teams, clubs, newsletters, etc (sociability factor)
15. How well do you document job descriptions?
16. Describe your performance evaluation/appraisal process.
17. How do you acknowledge and reward employee's good performance?
18. What programs are in place to develop people?
19. How many hours of training per employee?
20. How well do you delegate and empower ie: sales department giving discounts w/o approval or customer support returns authorization w/ o approval?
21. Are your direct reports smarter than you?
22. Anyone make more \$ than you?
23. What support to you give newly promoted, newly hired managers?
24. How much training do you provide for your management team?
25. Do you promote from inside or outside?
26. Which relationships between the top management team need work?
27. Describe your succession plan for the top leaders in the company?
28. What has been your experience with 360 assessment tools?