

# TEAM CULTURE DIAGNOSTIC

*Simple. Honest. Actually helpful.*

## How This Works:

Rate each statement from 1–5. Be honest. This only helps if you are.

- 1 = Not true at all
- 2 = Rarely true
- 3 = Sometimes true
- 4 = Mostly true
- 5 = Consistently true

## 1. CLARITY

*Do people know what they are doing and why it matters?*

- Our team understands the mission and how their role supports it
- People are clear on expectations and responsibilities
- Decision-making is clear
- We avoid confusion more than we create it
- The right people are speaking into the right things

**Score:** \_\_\_\_\_ / 25

## 2. RELATIONAL HEALTH

*Do people actually enjoy being on this team?*

- We care about one another beyond ministry output
- People feel safe to be honest about struggles
- Trust is growing on this team
- Conflict is addressed instead of ignored
- Our team genuinely enjoys serving together

**Score:** \_\_\_\_\_ / 25

### 3. LEADERSHIP HEALTH

*Is leadership helping the culture or hurting it?*

- Leaders model humility, honesty, and growth
- Leaders are accessible and present
- Feedback can move in both directions
- Leaders develop people, not just use people
- Leadership decisions build trust

**Score:** \_\_\_\_\_ / 25

### 4. SYSTEMS & STRUCTURE

*Is your team set up to win or just trying to survive?*

- The right people are in the right roles
- We are not constantly reactive
- Our systems make ministry easier, not harder
- Communication is clear and consistent
- We remove unnecessary complexity when we see it

**Score:** \_\_\_\_\_ / 25

### 5. CULTURE & ENVIRONMENT

*What does it feel like to be on your team?*

- Encouragement is normal on our team
- Wins are noticed and celebrated
- People feel seen and valued
- There is energy on this team, not just obligation
- Our environment helps people thrive

**Score:** \_\_\_\_\_ / 25

## TOTAL SCORE

Add up your five section scores:

**Total:** \_\_\_\_\_ / 125

## WHAT YOUR SCORE MEANS

### **100–125 → Healthy and Growing**

There is real strength here. Protect it. Keep investing in it.

### **75–99 → Good but Fragile**

There are healthy signs, but also some weak spots. Don't ignore them.

### **50–74 → Under Strain**

Your team is likely feeling pressure, confusion, or frustration. It's time to address it.

### **Below 50 → Unhealthy**

You don't need more activity. You need healthier leadership, systems, and culture.

## START HERE

Don't try to fix everything at once.

What category needs the most attention right now?

What is one change we can make this month?

Who needs to be part of the solution?