**Organizational Culture Assessment Questions**

**Introductory Questions**

1. What words would you use to describe your organization? Give examples of each word.

2. What are you most proud of at this Residency/in the Family Medicine Center/in the FM dept?

**Purpose Questions**

3. What is the purpose of your organization?

4. Why is the work as an organization important?

5. How are you as an organization making a difference through your work?

6. What is your organizational contribution through your work?

**Philosophy Questions**

7. What special attribute does the leader or leadership team possess that has influenced the character of the organization? Explain.

8. Describe the ideals that drove the founding of this residency/department/clinic/healthcare organization.

9. What value is fundamental and distinctive to this organization since its founding?

10. What makes this organization feel different or unique from our “competitors”?

11. Describe the personality or character of this organization.

12. What is central to who we are as an organization that should never change?