



# Health Culture Audit

The following questions are about your perception.

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**1 = Strongly Disagree**

**2 = Disagree**

**3 = Neutral—neither agree nor disagree**

**4 = Agree**

**5 = Strongly Agree**

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1. I believe that my company cares about my health status.
2. Being healthy and well is important to me.
3. My company fosters a culture where employees feel physically and psychologically safe.
4. My company fosters a culture where employees do not feel overwhelmed.
5. In my company, mental health is normalized and supported.
6. In my company, leaders foster a culture of inclusion and belonging.
7. In my company, I have developed trusting relationships with colleagues.
8. In my company, leaders foster a culture of collaboration and teamwork.
9. In my company, work/life harmony is encouraged and embodied.
10. In my company, schedules are predictable and flexible as possible.
11. In my company, leaders respect work and non-work boundaries.
12. In my company, people are provided autonomy regarding how their work gets done.
13. Leaders in my company foster a culture where employees are engaged in workplace decisions.
14. In my company, leaders foster a culture of gratitude and respect.
15. Employees see the alignment between their work role and the company mission.
16. In my company, employees are offered training and mentoring.
17. In my company, employees have productive career conversations with supervisors.
18. In my company, a strong wellness program is in place for all employees.