

## Cultural Audit

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A Cultural Audit is a survey of a company that identifies its values, beliefs, perceptions and behaviors. It defines what issues the agency or company considers important. If a strategic plan defines where a company wants to go, organizational culture determines the methods and avenues used to get there. Every agency has an organizational culture, simply because it is made up of people. Unfortunately, few administrators or CEO's are aware of the culture, thus its evolution is an unplanned process. A Cultural Audit establishes a baseline of information concerning the beliefs, values and perceptions employees have about the company or agency, and its policies and their leader.

Cultural Audits are a critical piece when developing a strategic plan, quality initiative or a diversity plan.