

Organizational Culture Worksheet

November 1, 2024

Part 1: Identifying Characteristics of Organizational Culture

Select one of the following characteristics of organizational culture that you feel is a dominant or significant factor in “getting things done” at your university. Briefly explain your choice and note an example.

1. Values and Beliefs
2. Norms and Behaviors
3. Symbols and Artifacts
4. Leadership and Management Style
5. Policies and Procedures
6. Stories, Myths, and Institutional History
7. Climate (Ethos or “Vibe”)

Part 2: Organizational Culture and Strategic Initiatives

Briefly respond to one of the following options:

Option 1: Reflect on a strategic initiative you have led or been a part of at your university. Consider how the above dominant or significant factor of your organizational culture influenced the planning and implementation of this initiative.

Option 2: List a current strategic initiative. How can you use organizational culture to build support for your initiative? What cultural challenges threaten the initiative?