

Nonprofit Culture Self-Assessment

For Executive Directors

This self-test helps nonprofit leaders evaluate their organizational culture. Answer each question honestly to identify strengths and areas for improvement.

1. Inclusivity & Diversity

- ☐ Does my organization actively recruit and retain diverse staff, board members, and volunteers? (Yes / No / Needs Improvement)
- ☐ Are different perspectives and lived experiences valued in decision-making? (Yes / No / Needs Improvement)
- ☐ Do we have clear policies and training on diversity, equity, and inclusion (DEI)? (Yes / No / Needs Improvement)

2. Employee Engagement & Well-Being

- ☐ Do staff feel valued, supported, and heard in our organization? (Yes / No / Needs Improvement)
- ☐ Is there a culture of recognition and appreciation? (Yes / No / Needs Improvement)
- ☐ Do we promote work-life balance and prevent burnout? (Yes / No / Needs Improvement)

3. Communication & Trust

- ☐ Is leadership transparent and open to feedback? (Yes / No / Needs Improvement)
- ☐ Do we encourage open dialogue and psychological safety? (Yes / No / Needs Improvement)
- ☐ Are conflicts addressed constructively and fairly? (Yes / No / Needs Improvement)

4. Mission Alignment

- ☐ Does our culture reflect and reinforce our mission and values? (Yes / No / Needs Improvement)
- ☐ Do we actively seek community input to shape our work? (Yes / No / Needs Improvement)

Reflection: Review your answers and set goals to strengthen your organizational culture.