

# Culture Diagnostic Assessments

Assessment Name	Purpose	When/Why to Use	Time to Complete
<a href="#"><u>Cultural Excavation Protocol</u></a>	Deep exploration at Schein's three levels: Artifacts (visible), Espoused Values (stated), and Underlying Assumptions (invisible).	When you need to understand 'how we really do things here.' Before culture change initiatives. New leader orientation.	60-90 min
<a href="#"><u>30-Day Culture Excavation Protocol</u></a>	Comprehensive four-week process for systematic culture discovery. Structured observation, interviews, and artifact analysis.	New leaders in first 100 days. Consultants beginning engagement. When culture is blamed but undefined.	4 weeks (structured)
<a href="#"><u>Competing Values Framework Diagnostic</u></a>	Maps organizational culture on the Competing Values Framework (Clan, Adhocracy, Market, Hierarchy).	Culture change planning. Determining culture-strategy fit. Team culture alignment.	25 min
<a href="#"><u>Coyle's Three Pillars Assessment</u></a>	Assesses Daniel Coyle's three pillars of culture: Safety, Vulnerability, and Purpose.	Quick culture check. When building new teams. Culture development planning.	15-20 min
<a href="#"><u>Cultural Artifact Decoder</u></a>	Tool for reading and interpreting cultural artifacts—what stories are told, what's displayed, how space is used.	Culture observation training. When onboarding new leaders. Helping outsiders understand culture.	30 min
<a href="#"><u>Cultural Proficiency Continuum Self-Assessment</u></a>	Individual assessment of cultural proficiency from destructiveness through competence to proficiency.	Diversity, equity, and inclusion work. Personal development. Team awareness building.	20 min
<a href="#"><u>Culture Assessment (Schein's 3 Levels)</u></a>	Assessment tool based on Schein's model. Maps artifacts, espoused values, and underlying assumptions.	Baseline culture assessment. When stated values don't match actual behavior. Strategic planning.	30-45 min
<a href="#"><u>Culture Quick Check</u></a>	Rapid assessment of culture health. Pulse check on key culture indicators.	Monthly monitoring. After significant events. Quick team check-in.	5-7 min
<a href="#"><u>Espoused vs actual audit</u></a>	Identifies gaps between what we say we value and what our actions reveal. Exposes the hypocrisy gap.	When cynicism is high. When 'we value X' statements feel hollow. Values alignment work.	25-30 min
<a href="#"><u>Four Frames Diagnostic</u></a>	Uses Bolman & Deal's four frames (Structural, Human Resource, Political, Symbolic) to analyze organizational issues.	Complex problems resisting simple solutions. Leadership development. Multiple stakeholder situations.	30-40 min
<a href="#"><u>Three legged stool assessment</u></a>	Assesses balance between three critical elements of culture: relationships, structure, and purpose.	When culture feels unstable. When one dimension dominates. Organizational design discussions.	20 min
<a href="#"><u>Underground Culture Detector</u></a>	Surfaces shadow culture—the real rules governing behavior but never written down.	When formal culture work isn't sticking. When 'that's not how things really work here' is common.	30 min
<a href="#"><u>Values Gap Analysis</u></a>	Quantifies distance between stated values and lived reality. Identifies which values are real vs. aspirational.	Values development work. When trust is low. Before updating mission/vision statements.	25 min