

# HOW DO I ASSESS ORGANIZATIONAL CULTURE

## Top 11 Questions

\*Compiled from the 2021 APSIA Meeting

### Ask Yourself

Who am I interviewing with (only more senior? only more junior? stakeholders in addition to colleagues)? What does that signal about the organization?

Given that (issue important to you) has been in the news/global consciousness, what specific steps has the organization taken to address that topic?

What leadership styles have I encountered (in internships, volunteer opportunities, other experiences)? How did past supervisors lead? What did I like / dislike about those styles? What do I need to thrive?

### Ask Them

What is the internal sense of competition and cooperation? Of security or insecurity?

How do you prioritize (or create) your team culture?

What steps has the organization taken to lift up everyone in the environment?

How much ability do employees have to be flexible in their work?

How has the organization progressed towards X or Y stated goal (ex: DEI)? What are your organization/department's plans to keep moving forward?

Does the organization have affinity groups [for identities you care about, eg. women, BIPOC]? What do they do? How long have they been established? How often do they meet?

What is the average tenure in this position? What is the average tenure overall? How often do people move up and/or take on new responsibilities?

How has the organization adapted/changed during the pandemic? What changes do you think will remain?

APSIA

<http://apsia.org/>