

# Head Start Questions

(sample)

## Section 1. Culture



# Section 1 – Culture (Sample)

The consistent organisational behaviours of employees and leaders; “the way we do things around here”

No	Question
1.1	What is the organisation’s purpose, values and vision? To what extent is it well understood and embedded in the organisation? What symbols of the organisation’s values have you observed?
1.2	How do employees describe the culture of the organisation? What are the consistent themes?
1.3	What causes conflict in the organisation and how is it resolved?

# Section 1 – Culture (Sample)

The consistent organisational behaviours of employees and leaders; “the way we do things around here”

No	Question
1.4	How does the organisation celebrate success?
1.5	How do leaders role model the company values and set the cultural tone across the organisation?
1.6	What was the biggest adjustment for you/others when you started to work for the organisation? <i>(This is a great question to ascertain the differences in the organisation. Always follow up with “why?”)</i>