



# CULTURE OF DIGNITY

## Individual Assessment

How does your commitment to building a culture of dignity in the workplace shape up? How can you improve?

First, **complete the self-assessment questionnaire** to help identify the areas requiring further work in building your culture of dignity and respect. Then, **ask your team to complete the questionnaire anonymously** and see how they rate you. Please complete the questionnaire honestly.

	SOMETIMES	MOST OF THE TIME	ALWAYS
<b>PEOPLE FOCUS</b>			
Do you give people personal responsibility?			
Do you actively seek out the views of others?			
Are you committed to team development?			
Do you instill confidence in others?			
Do you encourage open feedback and debate?			
<b>PERSONAL INTEGRITY</b>			
Do you do what you say you'll do?			
Do you show respect to everyone?			
Can you say sorry when you've made a mistake?			
Are you open and honest about your mistakes and do you learn from them?			
Are you fair in all your dealings with others?			
<b>VISIBILITY</b>			
Do you actively promote an open door approach?			
Do you champion a culture of respect and dignity?			
Are you available to listen to the views of others?			
Are you prepared to talk to clients about the need for respect and dignity at work?			
Have you put building a culture of dignity and respect on your main agenda?			

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	SOMETIMES	MOST OF THE TIME	ALWAYS
<b>PROMOTING STANDARDS</b>			
Do you establish individual and team goals?			
Do you give personal recognition to others?			
Do you use feedback and coaching constructively?			
Do you schedule regular time for improving interpersonal relationships?			
Are you constantly looking for opportunities for improvement?			
<b>CHALLENGING THE STATUS QUO</b>			
Do you openly challenge unacceptable behaviour?			
Do you seek to identify prejudiced attitudes so that they may be addressed?			
Do you critically examine policies and procedures to make sure they're fair to everyone?			
Add up the ticks in each column and multiply the totals by the weighting factor	X 0	X 2	X 5
Add scores (for a maximum possible score of 115)			
<b>TOTAL</b>			

### IF YOU SCORED:

- 0–45** You don't yet understand what is needed to create a culture of dignity and respect.
- 46–70** You have some awareness of requirements but significant effort is still needed.
- 71–90** You have reasonable skills in creating a culture of dignity and respect.
- 91–115** You have excellent skills in creating a culture of dignity and respect.

*Adapted from: Chartered Institute of Personnel and Development Website, [www.cipd.co.uk](http://www.cipd.co.uk); and the Public Services Health and Safety Association Website, [www.pshsa.ca](http://www.pshsa.ca).*