

CULTURE PULSE SURVEY STARTER QUESTIONS



Use the following questions to check in with your team on alignment, trust, and leadership communication. For each check-in, select one question from each category plus either of the open-ended questions.

You can:

- Add them to your regular survey tool, or
- Use them in feedback conversations.

SCALE TO USE: ☐ Strongly Disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly Agree

Alignment

I understand how my work contributes to the company's goals.

Our team is aligned on what success looks like.

We regularly discuss priorities and how they may shift.

Trust & Team Dynamics

I feel comfortable sharing ideas or concerns with my team.

I trust my manager to support me when challenges arise.

Mistakes are treated as learning opportunities, not failures.

Leadership Communication

Leadership communicates openly about company performance and challenges.

I feel informed about decisions that impact my work.

Our leaders are accessible and listen to feedback.

Open-ended questions

1. One thing leadership could do to improve team culture: _____

2. One thing we're doing well and should keep: _____