



The Leadership Standard Method and Culture Diagnostic™

Context

This tool is based on the principles outlined in the eBook: HR Can't Own Your Culture

What This Tool Is

The Culture Ownership Diagnostic™ is designed to help leaders assess who truly owns culture inside their organization.

Many organizations say culture matters.

But in practice, responsibility is often unclear — or unintentionally delegated.

This tool helps you evaluate whether culture is:

- Clearly defined
- Consistently enforced
- And actively owned by leadership

Why This Matters

Culture is not created through messaging. It is created through behavior. And sustained through what leaders tolerate, reinforce, and address.

When ownership is unclear:

- Standards become inconsistent
- Behavior goes unaddressed
- Culture becomes reactive instead of intentional

This diagnostic provides a structured way to identify those gaps.

How to Use This Tool

Review each pillar and score your organization from 1–5 based on your current reality — not your intention.

1 = Rarely or inconsistently demonstrated (Behavior is unclear, inconsistent and largely absent)

2 = Occasionally demonstrated, but inconsistent (Some awareness exists, but application varies widely and is not dependable)

3 = Sometimes demonstrated, but not consistent (Defined in some areas, but not reinforced consistently across the organization)

4 = Consistently demonstrated in most areas (Clear expectations exist and are applied regularly, with occasional gaps)

5 = Clearly defined, consistently demonstrated, and actively reinforced

Once complete:

- Total your score
- Review where gaps exist
- Use those gaps to guide leadership conversations and next steps

Pillar	Definition	Score (1–5)
Standard Definition	Values translated into observable, enforceable behaviors across all levels.	
Enforcement Ownership	Executives directly address behavior and apply consequences consistently.	
Lifecycle Alignment	Standards enforced consistently from hiring through exit.	
Consequence Consistency	No protected performers. Predictable, visible consequences for violations.	
Leadership Maturity	Composure, directness, and integrity under pressure.	

Total Score: _____ / 25

Final Score Interpretation

21–25 — Leadership-Owned and Consistently Enforced

16–20 — Leadership Intent is Present, Execution is Inconsistent

11–15 — Inconsistently Defined and Applied

5–10 — Largely Unowned, Reactive and Unstable