

# DOES OUR COMPANY CREATE AND SUPPORT PURPOSEFUL WORK?

Applying the **Hallelujah!** message requires some honest corporate soul-searching. These 20 questions will aid you in that search. Turn the questions into a team-building opportunity by asking your team to develop strategies for turning a negative answer into a positive answer.

1. Do we have a mission statement?
2. Do we have a formal statement of our values and beliefs?
3. If we have a mission statement, is it in public view?
4. In 30 words or less, how is our company different from any other company in our industry?
5. Do we offer new hires any inducements besides salary and fringe benefits?
6. Can we tell someone WHY they should join your company without discussing salary, fringe benefits, or working conditions?
7. TRUE OR FALSE: Everyone in the company know that profits are simply a way of keeping score. They are not the driving force of this company.
8. TRUE OR FALSE: Our leaders talk about our purpose and mission.
9. How does employee turnover in our company compare with employee turnover in our industry?
10. Do we have a formal welcoming program/procedure/protocol for new hires?
11. Do we provide a family-friendly work culture?
12. When hiring people, do we go beyond looking for skills and talents, and do we try to find people with values compatible with our values?
13. When employees voluntarily leave our company, what reasons do they give for leaving?
14. How did we determine the answer to the above question? Survey? Anecdotal information?
15. What, if anything, do we do to recognize an employee's exemplary customer service?
16. Does our compensation system create dissention, antagonism, or cynicism?
17. Do employees of lower rank and with lower salaries feel like second-class citizens in our company?
18. Would we say the general mood in this company is one of joy and hope, cynicism and despair, or something more neutral and apathetic?
19. Are people proud to work for this organization?
20. Do we have periodic company-wide celebrations for rejoicing in our accomplishments?