



Crisis-Readiness Culture Checklist

This checklist is designed to help you, as a senior leader, to assess the resilience of your organization's culture in the face of potential crises.

Complementing the insights in our article, "Building an Organizational Culture to Prepare for Crises," this checklist offers practical questions that you can use to evaluate cultural strengths and identify areas for improvement.

Reflect on the questions in each of the six sections, below, and use the text boxes provided to record your answers or thoughts.

1. Values and Alignment

- What are my organization's core values?
- Do I, and my employees, regularly demonstrate these values in our daily work?
- Are there any values that should be reinforced or introduced to strengthen resilience?

2. Culture in Practice

- In recent challenges, how has our culture impacted our response?
- What proactive behaviors do I see among employees that demonstrate a commitment to our culture?
- What barriers do employees face in embodying our values consistently?



3. Leadership Behaviors and Influence

- What specific behaviors can I model to promote trust, accountability and resilience?
- Do I visibly support and empower employees, even under pressure?
- How often do I engage in transparent communication with my team?

4. Skills for Crisis Leadership

- What skills do I already possess that will help me lead effectively during a crisis (for example, communication, decision-making, empathy)?
- What skills do I need to develop to be a more resilient leader (for example, stress management, rapid decision-making, adaptability)?
- Am I prepared to balance practical decisions (for example, cost-cutting) with values-driven priorities (for example, employee welfare)?



5. Readiness for Distributed Leadership

- How comfortable am I with delegating authority to my team in a crisis?
- Do we have a clear, distributed leadership structure to enable quick responses?
- Are key leaders and team members empowered with the autonomy and skills to make critical decisions?

6. Continuous Improvement and Learning

- How often do I review and refine our crisis preparedness plans?
- What lessons have we learned from past challenges, and how have we integrated these lessons into our culture?
- Do we encourage a culture of innovation and adaptability, even outside of crises?