

Employee Value Proposition (EVP) & Workplace Culture Worksheet

Section 1: Understanding Your EVP

1. Mission & Vision

- What is the overarching mission of your organization?
- How does your vision inspire employees?

2. Company Values

- List the top five core values that drive your organization.
- How are these values reflected in daily operations?

3. Employee Experience

- What makes your organization a great place to work?
- How do you support employees' professional growth and well-being?

4. Compensation & Benefits

- What competitive salary, bonuses, or incentives do you offer?
- What unique benefits set you apart (e.g., flexible work schedules, wellness programs, educational support)?

5. Career Growth & Development

- What opportunities exist for career progression within the company?
- How do you invest in employee learning and development?

6. Work-Life Balance & Flexibility

- How does your organization support work-life balance?
- What flexible work options are available?

Section 2: Identifying Workplace Culture

1. Leadership & Management Style

- How would you describe the leadership approach within your organization?
- What management practices define the employee experience?

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2. Collaboration & Team Dynamics

- How do teams communicate and work together?
- What strategies encourage cross-functional collaboration?

3. Recognition & Engagement

- How do you acknowledge and reward employee achievements?
- What strategies keep employees engaged and motivated?

4. Work Environment & Atmosphere

- How would you describe the physical or remote work environment?
- What elements contribute to a positive workplace atmosphere?

5. Employee Feedback & Communication

- How does leadership gather and act on employee feedback?
- What channels exist for open and transparent communication?

Reflection & Action Steps

- Based on your responses, what are the strongest aspects of your EVP and workplace culture?
- What areas need improvement?
- What immediate steps can you take to strengthen your EVP and workplace culture?

Use this worksheet to align your EVP and culture with your business goals, ensuring an engaging and supportive work environment for current and future employees.