



The Administrator's Checklist for a Healthy Leadership Culture

This is an extra resource to go along with the original article:
[Why the leadership culture of your clinic matters to patients](#)

Below is a checklist that will help you determine if your healthcare practice has a good leadership culture or if there are areas that could still use improvement. You may want to ask staff members to fill this checklist out as well.

1. Do you feel that you have a voice with leadership?

Organizations with good leadership cultures give their employees opportunities to speak their mind, share opinions or otherwise engage on important matters. Do you feel that your healthcare practice allows for feedback from you (or staff) on a regular basis?

2. Do you have autonomy in your position?

Do you feel that leadership trusts you to make the right decisions when problems arise or changes need to be implemented?

3. Does leadership communicate clearly and transparently?

Good leadership culture happens when communication happens. When leaders are transparent, it shows that they care about employees. Do you feel that there is transparency with leadership? Or are things still unclear or poorly communicated?

4. Are you (and fellow employees) valued?

Do your leaders go above and beyond to show employee recognition? Do they provide opportunities for growth, education and training in areas that are beneficial to you and/or your coworkers?

5. Are policies uniformly enforced?

When certain individuals within a leadership team don't follow the rules, it can cause trust issues across the whole organization. Do you feel that your leadership teams enforce policies and guidelines consistently? Does leadership practice what they preach?

6. Is learning and development encouraged?

Are employees regularly encouraged to expand their knowledge and skills in work-related areas? Are opportunities presented to do so? Are there incentives for growth?

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7. Is the practice/organization adaptable?

One important sign of a good leadership culture is adaptability to change. Are changes met with fear and hesitancy or are they embraced? Does leadership demonstrate adaptability and problem solving when issues arise?