

Risk culture survey

Please do not write your name. Answer for the part of the organisation you work in. Results are only ever reported for groups, never for one person.

Business unit

Date

For each statement, tick one box from 1 (strongly disagree) to 5 (strongly agree).

STATEMENT	STRONGLY DISAGREE					STRONGLY AGREE				
1 Senior leaders follow the risk rules they set.	☐	☐	☐	☐	☐					
2 My manager puts the rules ahead of targets.	☐	☐	☐	☐	☐					
3 I know which decisions need sign-off before I act.	☐	☐	☐	☐	☐					
4 After a mistake we look for causes, not culprits.	☐	☐	☐	☐	☐					
5 I can raise a risk without it hurting my career.	☐	☐	☐	☐	☐					
6 When I raise a concern, I hear what happened next.	☐	☐	☐	☐	☐					
7 Staff can challenge decisions here, even senior ones.	☐	☐	☐	☐	☐					
8 Risk and compliance staff join plans early, not late.	☐	☐	☐	☐	☐					
9 How targets are met matters here, not just results.	☐	☐	☐	☐	☐					
10 What would most likely stop someone here raising a risk?										
☐ Nothing would ☐ Fear of blame ☐ Doubt it helps ☐ Unsure who to tell ☐ No time										
11 Which best describes your role?										
☐ Executive ☐ Senior manager ☐ Team manager ☐ Individual contributor ☐ Prefer not to say										
12 What risk do you think senior leaders are not seeing?										

Thank you. Your answers are anonymous.

poll-maker.com/risk-culture

Optional questions (1 of 2)

Add any of these to the core questions. Keep the numbering running on from page one.

Leaders and managers

STATEMENT	STRONGLY DISAGREE		STRONGLY AGREE	
13 Senior leaders talk about risk as often as growth.	1	2	3	4
14 Leaders here own up to their own mistakes.	1	2	3	4
15 My manager asks what could go wrong before we start.	1	2	3	4
16 Bad news reaches senior leaders quickly here.	1	2	3	4

Rules, rewards and resources

STATEMENT	STRONGLY DISAGREE		STRONGLY AGREE	
17 My performance review includes how I manage risk.	1	2	3	4
18 A broken rule is dealt with even if it paid off.	1	2	3	4
19 Our controls fit the way the work is really done.	1	2	3	4
20 Targets here can be met without bending the rules.	1	2	3	4
21 I have had training on the risks in my own job.	1	2	3	4
22 My team has enough people and systems to manage risk.	1	2	3	4

Speaking up and learning

STATEMENT	STRONGLY DISAGREE		STRONGLY AGREE	
23 I know an anonymous way to raise a concern.	1	2	3	4
24 Near misses get reported here, not quietly fixed.	1	2	3	4

25 In the past year, did you hold back from raising a risk?

☐ No ☐ Yes, once ☐ Yes, more than once ☐ Prefer not to say

26 What one change would help your team handle risk better?

Thank you. Your answers are anonymous.

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Optional questions (2 of 2)

Add any of these to the core questions. Keep the numbering running on from page one.

Risk assessment round (managers and risk owners answer)

27 Which single risk could most stop your area meeting its goals?

28 How likely is it to happen in the next 12 months?

☐ Rare ☐ Unlikely ☐ Possible ☐ Likely ☐ Almost certain

29 If it happened, how serious would the impact be?

☐ Minimal ☐ Minor ☐ Moderate ☐ Major ☐ Severe

30 How well do current controls cover it?

☐ Fully ☐ Mostly ☐ Partly ☐ Barely ☐ Not at all

31 Which kinds of risk weigh most on your area? (tick all that apply)

☐ People ☐ Technology ☐ Suppliers ☐ Regulation ☐ Money ☐ Reputation ☐ Customers

32 Since the last review, has a risk in your area nearly caused harm?

☐ No ☐ Yes, once ☐ Yes, more than once ☐ Not sure

About you (optional)

33 Which area of the business do you work in?

☐ Customer-facing ☐ Operations ☐ Technology ☐ Risk, legal or compliance ☐ Support function
☐ Prefer not to say

34 How long have you been with the organisation?

☐ Under 1 year ☐ 1 to 3 years ☐ 4 to 10 years ☐ Over 10 years