

# Company Culture Evaluation

Does your farm or agribusiness have a strategic plan?

- Do you have a vision statement?
- Do you have a mission statement?
- Do you have 3 - 5 core values?

What is your online presence and what does it portray about your farm or agribusiness?

- Do you have a website?
- Do you have a career page?
- Do you have a social media account (i.e. Facebook, Twitter, Instagram, TikTok)?
- Have you read reviews about your business from past employees on Glassdoor, Indeed, etc.?

How do you track performance as a team?

- Do your employees have goals?
- Do employees know the season/year targets?
- Do you have a structured interview process?

What are your current employee benefits?

- Do you provide health insurance?
- Do you provide dental insurance?
- Do you provide vision insurance?
- Do you provide retirement plan (i.e. Simple IRA or 401K)?
- Do you offer paid vacation starting within the first year of employment?
- Do you offer paid holidays?
- Do you provide any additional benefits? (i.e. Life Insurance, short or long-term disability)

What are your current employee programs?

- Do you have a defined safety program that is communicated and tracked?
- Do you allow time off for employees to handle personal and family matters?
- Do you hold "exit interviews" for employees who are leaving?
- Do you review current compensation annually?
- Do you provide a full compensation snapshot each year outlining their full compensation, including fringe benefits?
- Do you have any reward programs? (i.e. rewards for new implemented ideas, spot rewards, safety achievements)
- Are you providing employees the opportunity to continuously learn?
- Do you discuss potential paths for growth into different roles within your organization?

What is your onboarding process for new hires?

- Do you have a defined new hire process?
- Do you have training outlined for each role?
- Do you have a process to integrate them into the team?
- Do you have a set 90-day check-in from hire date?

## Score Card

23 - 29 **Strong Foundation.** Continue to evolve.

11 - 22 **Average for the Industry.** Evaluate your misses and aim for 2-3 improvements a year.

0 - 10 **Major Improvements Recommended.** Make a culture change a high priority. Work with a team to create a prioritized plan.