

Culture of Distraction Scorecard

To help you spot the cultural patterns undermining focus in your organization, use the Culture of Distraction Scorecard. It includes 20 statements about your current norms, behaviors, and systems. Score each one from 1 (Strongly Disagree) to 5 (Strongly Agree), total your points, and see how embedded distraction has become.

Rate each statement from 1 (Strongly Disagree) to 5 (Strongly Agree):

Statement	Score (1–5)
Our team frequently communicates through multiple channels at once (email, chat, text).	
Back-to-back meetings leave little time for focused work.	
People are expected to respond to messages immediately, regardless of time or workload.	
Deadlines are often unclear or constantly shifting.	
It's normal to multitask during meetings.	
We celebrate being 'busy' more than being effective.	
There's little structure for how we prioritize daily work.	
Interruptions from leadership are common and often last-minute.	
Team members regularly work after hours to 'catch up'.	
Digital tools and platforms are added without clear guidance or purpose.	
People rarely have blocks of uninterrupted time during the workday.	
Notifications are left on by default and rarely managed.	
We have no shared protocol for protecting focus time.	
Leadership models reactive behavior rather than focused execution.	
Most projects are launched without clearly defined outcomes.	
Our culture favors fast answers over thoughtful responses.	
Reflection and review are rarely built into our workflow.	
People feel guilty when they block time for deep work.	
Our systems track activity more than progress.	
Distraction is viewed as a personal issue, not a cultural one.	

Scoring Guidance:

- 20–40: Focus-Friendly — You've built an environment that protects attention.
- 41–60: Fragmented — Some good habits, but distractions are undermining deep work.
- 61–80: Distraction-Driven — Focus is not supported; time to rethink your culture.
- 81–100: Danger Zone — Your team is likely overwhelmed and underperforming.