What is Company Culture?

Culture is *how we interact.*

It manifests through people's actions and behaviours. Whether you've considered it or not, your organization and team *already possess a culture*, for better or for worse. Organizational culture plays a pivotal role in shaping the well-being of employees and significantly impacts their engagement, productivity, and overall satisfaction.

Identifying the aspects of your team and company culture to celebrate and those that require a more intentional focus is a crucial step in creating an environment where individuals can flourish.

One of our team's favourite reads on company culture is:

The Culture Code
by Daniel Coyle

His research teaches us the elements that make up exceptional company culture:

BUILDING SAFETY AND BELONGING

Creating a sense of connection within the team where individuals feel free to be themselves without fear.

SHARING VULNERABILITY

Encouraging openness, embracing failures, and engaging in difficult conversations.

ESTABLISHING PURPOSE

Ensuring everyone knows the company's direction and how their role contributes to its success.

How are you and your organization doing at building a thriving culture?

Take our self-assessment to begin to unpack areas of success and opportunities for growth.

→

Culture PULSE CHECK

Take a moment to carefully read each question. Reflect on recent experiences and interactions with your team and organization and rate yourself on a scale of 1 – 5.

NEVER ⟵————————————————————⟶ CONSISTENTLY

1	2	3	4	5

Be honest with yourself when providing answers. This self-assessment is a tool for self-reflection and improvement.

After completing all questions in a category, calculate the total score by adding up the scores for that category. Identify the category or categories where you scored the highest. These areas represent your strengths. Identify the category or categories where you scored lower. These areas are opportunities for improvement.

✓ BUILDING SAFETY

I ensure everyone on my team is included and valued regardless of their background, identity, or role.

1	2	3	4	5

I set clear expectations regarding my team member's role and responsibilities.

1	2	3	4	5

I have a regular practice of recognizing and appreciating my team for their contributions.

1	2	3	4	5

My team can express opinions and ideas without fear of reprisal.

1	2	3	4	5

SAFETY SCORE ☐ /20

▢ SHARING VULNERABILITY

I put an emphasis on supporting emotional well-being in the workplace.

1	2	3	4	5

I share my struggles and uncertainties.

1	2	3	4	5

Our team culture encourages addressing challenging topics openly.

1	2	3	4	5

Our team environment supports team members in discussing mistakes for learning purposes.

1	2	3	4	5

VULNERABILITY SCORE ▢ /20

⊕ ESTABLISHING PURPOSE

The organization's purpose is reflected in its culture and everyday practices.

1	2	3	4	5

Leaders in our organization connect decisions and strategies back to the overall purpose.

1	2	3	4	5

My team understands the positive impact of their contributions.

1	2	3	4	5

I support my team in making a connection between their daily tasks and the broader goals of the organization.

1	2	3	4	5

PURPOSE SCORE ▢ /20

NEXT STEPS

Results:

☑ **SAFETY SCORE** ☐

🚪 **VULNERABILITY SCORE** ☐

⊕ **PURPOSE SCORE** ☐

WHAT IS IMPORTANT TO CELEBRATE ABOUT YOUR TEAM CULTURE?

WHERE WOULD YOU LIKE TO SPEND TIME ENHANCING YOUR CULTURE?

Remember, culture isn't static!

The practice of generating culture is ongoing and lives in the space between people, within their interactions. Building safety, vulnerability and connecting people to purpose takes time, energy and intention.

Get in touch with us if you'd like to discuss a strategic approach to supporting the development of your organizational culture.

BOOK A COMPLIMENTARY CONSULT NOW ⁙