

# CULTURE WORKSHEET: PART 1

Complete this worksheet individually, then discuss responses. In column 1 list the specific cultural attributes of your desired culture (i.e., transparent, customer-focused, diverse, trusting, compliant, prepared, formal, laidback, innovative, etc.). In column 2, describe how you will know if that cultural attribute is present; what is observable, how does it look, what does it feel like, what do people say? This column helps to define how you will know you have the culture you intended.

List the attributes of the organizations desired culture.	List the observable behaviors associated with each attribute; what is the observable evidence of each attribute?
<i>ex. transparent</i>	<i>information is shared. no secrets or surprises. feels safe to ask anything. frequent communication. no meetings after the meeting</i>

# CULTURE WORKSHEET: PART 2

For each of the attributes you identified as important for your culture, identify the degree to which you think the associated behaviors would be of benefit to your organization. Remember, the mission for an organization may link to the degree you want to have certain attributes ranked along the continuum (i.e., a tech company may want higher attribute of innovation vs an emergency response organization where protocols may translate to safety). Once you have completed the worksheet, discuss the gaps between current and desired attributes. What would enable the gap to close? What specific behaviors could leaders exhibit? What change in your behavior could you start today? How might the organization hold people accountable to these behaviors?

List the attributes of the organization's desired culture.	Place an <b>O</b> along the continuum to indicate the degree to which exhibiting this behavior would benefit the organization. Place an <b>X</b> to indicate the degree to which the organization currently exhibits this attribute.
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	NOT AT ALL ●—————● FULLY
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