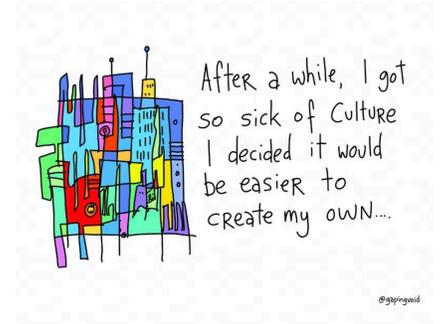


Cultural Eats Strategy for Lunch.

A Quick Look at Your Culture.

What three adjectives do you think your people would use to describe your Team culture?

1. _____
2. _____
3. _____



We all have a culture: the question is, did we create it by default or design?

One more question, do you have a set of “operating principles?” Operating principles are your code of conduct, beliefs, standards and expectations. If you don’t have standards, you don’t have guidelines for how people are expected to behave and interact.

Once you define your core beliefs and behaviors, you can measure how people act against your principles. If you don’t define your expectations, the family has no rules, and the kids behave in any way they want. And we know what that looks like. If you want to improve team dynamics, you may want to revisit the collective behaviors of your group.

Great companies design their culture to reflect core beliefs that serve their customers and people. You can make it more complicated but simple is always better. And remember:

**Your culture reflects the collective behaviors
that leaders are willing to tolerate.**

Here is an example of how to change behaviors. If you are trying to instill more accountability in your team like discipline, a sense of urgency, taking personal responsibility and delivering as promised, one step would be to change your meeting standards and consistently refer to your set of principles.

1. Did we have an Agenda?
2. What is our meeting objective?
3. Did we accomplish our meeting goal?
4. Did we set timelines for deliverables?
5. Who is responsible for what and when?
6. Did we identify obstacles?
7. When is our next meeting?

A Culture is just a group of individual behaviors - either in concert or solo. If you change individual behavior - collectively - you change your culture. What we call moving the group.

The following exercise will give you a **Quick Look** at your current team culture, what behaviors you need to improve, and the GAP between the two.



Step one: In **one-word adjectives**, describe your current culture, then check YES or NO.

	Yes	No
<input type="checkbox"/> Manage conflict well	_____	_____
<input type="checkbox"/> Handles adversity well	_____	_____
<input type="checkbox"/> Respectful	_____	_____
<input type="checkbox"/> Communicates clearly	_____	_____
<input type="checkbox"/> Rational in discussions	_____	_____
<input type="checkbox"/> Makes expedient decisions	_____	_____
<input type="checkbox"/> Open, collaborative	_____	_____
<input type="checkbox"/> Confident, decisive	_____	_____
<input type="checkbox"/> Supportive, encouraging	_____	_____
<input type="checkbox"/> Adapts to change	_____	_____
<input type="checkbox"/> Disciplined, reliable	_____	_____
<input type="checkbox"/> Proactive, takes initiative	_____	_____
<input type="checkbox"/> Passionate	_____	_____
<input type="checkbox"/> Innovative, resourceful	_____	_____
<input type="checkbox"/> Competent	_____	_____
<input type="checkbox"/> People take personal responsibility	_____	_____
<input type="checkbox"/> Closed, Silo'd	_____	_____

Step two: Make a list of one-word adjectives that would improve team performance.

