

Group Exercise



Individual Thinking

Take 5 minutes to note down one value that is super important to you and one negative culture trait that you'd most like to avoid.

Round Robin

In 5 minutes share your most important value and one sentence explaining what it means to you. After everyone has shared, quickly choose one value that you all agree upon to focus on. Remember to write all of these values down, as we will use them later in the session! The team typically does this for the 2 topics your group has selected.

Group Discussion

Once you've chosen a value, spend 15 minutes discussing how to take that concept and think about its tangible effects within your organization.

Think about:

- How does this value show up in the day-to-day of your team?
- How does it affect how you evaluate your team?
- How does it affect who (and how) you reward?
- How does it affect who you hire and who you fire?
- How can you lead by example with this value?

Round Robin

After that 15 minutes is up, repeat the round-robin and spend 5-minutes thinking about the negative aspects of culture that you need to avoid.

Group Discussion

Spend 15 minutes thinking about:

- How would this negative culture aspect show up in the day-to-day of your team?
- How would you recognize the signs that it's emerging?
- How do you rectify it on an individual level?
- How do you acknowledge and communicate about it with your team?

