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Workshop 2- Developing Your Culture

Key takeaways:

- One definition of culture is a “set of shared attitudes, values, goals, or practices that characterize an institution or organization.”
- The culture you nurture is going to help sustain your resilience-building efforts. As said by management guru Peter Drucker, “culture eats strategy for breakfast.”
- Culture works on multiple levels. Some of these levels are explicit, but many of them are implicit.
- All organizations, communities, and families have a culture, whether it has been created intentionally or not. Part of being intentional is articulating a set of values for setting. Those values will help guide your implementation.
- As Lori says, “The values we define affect the solutions we design.”

Take-home activities: Work through the following questions either individually or with your team. You may use the worksheets as a tool to support the activity.

1. Define your values:

- a. Identify values (with team)-** Brene Brown reminds us that, “A value is a way of being or believing that we hold important. ... As leaders, we need to be clear about what we believe and hold important, and we need to ensure that our intentions, words, thoughts, and behaviours align with our values.” You and your team will identify the core values that are important in your setting (and that support your vision).
- b. Explore your values (with team)-** You and your team will then explore how those values show up (or don’t show up) in your setting. Be sure to explore different team member experiences and perspectives. Inquire about how the solutions your organization has found reveal your values.

- 2. Continue to practice communicating your vision-** Consider the needs of various key stakeholders as you develop and target your message to them.

Define Your Values

1) Define your values. From the list below, circle every core value that is important in your setting and supports your vision. Do not overthink your selections. As you read through the list, simply circle the words that feel like a core value to you in your setting. If you think of a value you possess that is not on the list, be sure to add it.

Abundance	Encouragement	Open-Mindedness
Acceptance	Enthusiasm	Originality
Accountability	Excellence	Passion
Achievement	Expressiveness	Performance
Advancement	Fairness	Proactive
Adventure	Family	Professionalism
Advocacy	Friendships	Quality Recognition
Ambition	Flexibility	Risk Taking
Appreciation	Freedom	Safety
Autonomy	Fun	Service
Balance	Generosity	Spirituality
Boldness	Grace	Stability
Brilliance	Growth	Peace
Calmness	Flexibility	Perfection
Caring	Happiness	Playfulness
Challenge	Health	Popularity
Charity	Honesty	Power
Cleverness	Humility	Preparedness
Community	Humor	Recognition
Commitment	Inclusiveness	Relationships
Compassion	Independence	Reliability
Cooperation	Individuality	Resilience
Collaboration	Innovation	Resourcefulness
Consistency	Inspiration	Responsibility
Contribution	Intelligence	Responsiveness
Creativity	Intuition	Security
Credibility	Joy	Self-Control
Curiosity	Kindness	Simplicity
Daring	Learning	Stability
Decisiveness	Love	Success
Dedication	Loyalty	Teamwork
Dependability	Mindfulness	Thankfulness
Diversity	Motivation	Thoughtfulness
Empathy	Optimism	Trustworthiness

2) Group all similar values together from the list of values you just created. Group them in a way that makes sense to you in your setting. Create a maximum of five groupings. You may want to explore the definitions of values. For example, if you identify respect, explore what respect means in action. It may mean compliance and authority to some and connection and relationship to others. If you have more than five groupings, drop those that are least important.

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3) Choose one word within each grouping that best represents the label for the entire group. Again, do not overthink your labels. There are no right or wrong answers. You are defining the answer that is right for your setting. (You may choose less than 5 and that's ok).

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4) Reflect on the chosen values. In what ways does your culture reflect each value and in what ways does your culture not reflect each value?

1. Collaboration- DOES REFLECT-- Organizational- leadership met with department/team to discuss needs and explore solutions during COVID-19. DOES NOT REFLECT-- Clinic management met scheduling needs by deciding that each MA had to rotate early shifts with no flexibility to ask peers to switch.

2. _____ - _____

3. _____ - _____

4. _____ - _____

5. _____ - _____

