

Know Your Workplace Culture



The first step in strengthening your workplace culture is to assess what your culture is now. Use the following “Know Your Workplace Culture” worksheet to note how you would describe your culture across the three aspects (artifacts, behavior, and underlying values). Then describe how you want your workplace culture to be in the future. Remember, you can change culture.

We experience culture in three ways: through the **artifacts** (documents, tools, etc.) that we use/see, through **behaviors** that we do/see, and through underlying **values** that we do not see but experience.

Our culture now: Where do you see alignment to your employer philosophy and organizational values across the three aspects of culture?

Artifacts Documents or other “stuff” that you can touch	Behaviors Behaviors and actions we can see and experience	Values Attitudes and assumptions we experience but do not see

Future culture: What would you like to add/change to strengthen your workplace culture?

Next steps...

Now that you have thought about your culture and what you would like it to be, write down three actions you can take to move towards your desired workplace culture.

- 1.
- 2.
- 3.