

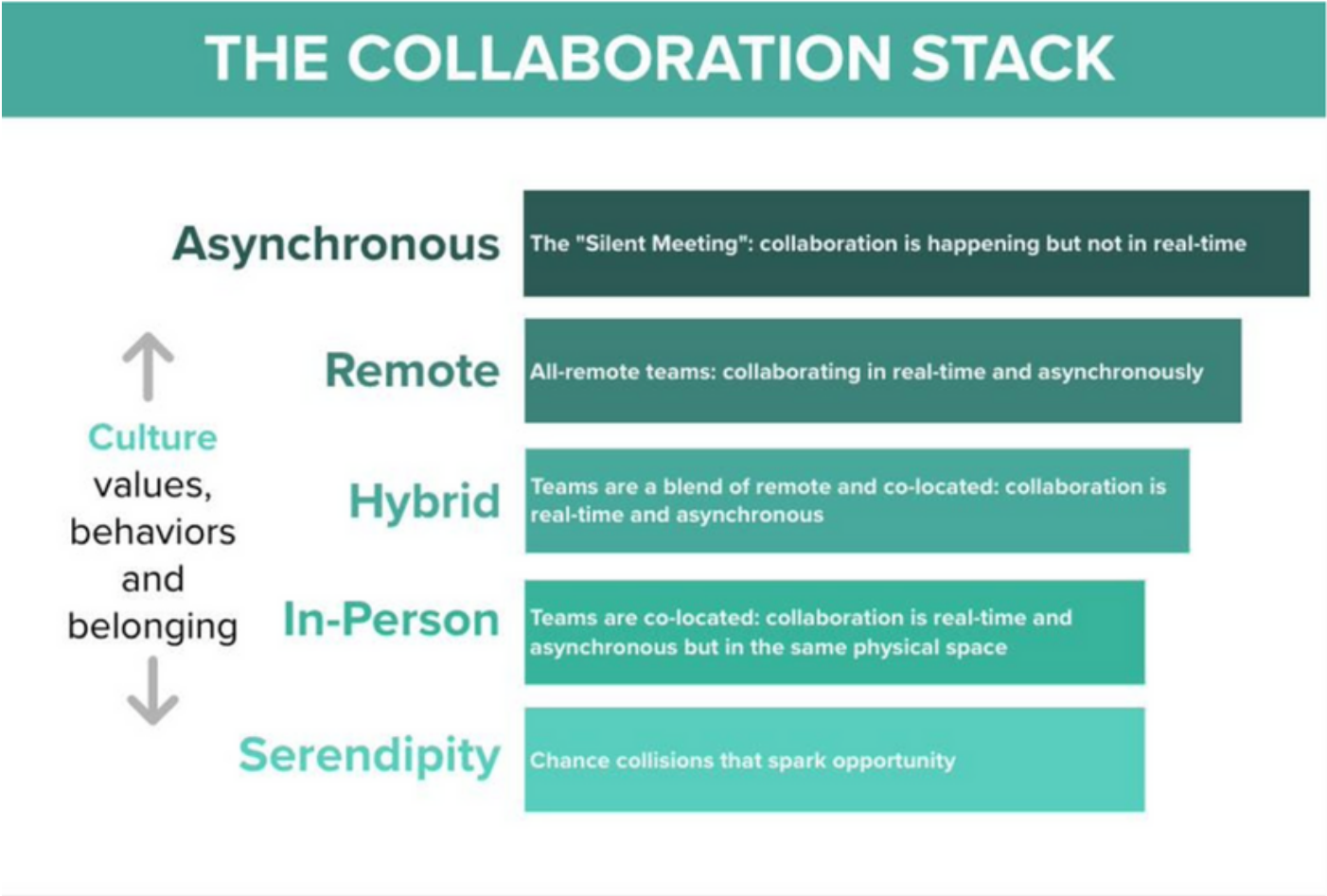
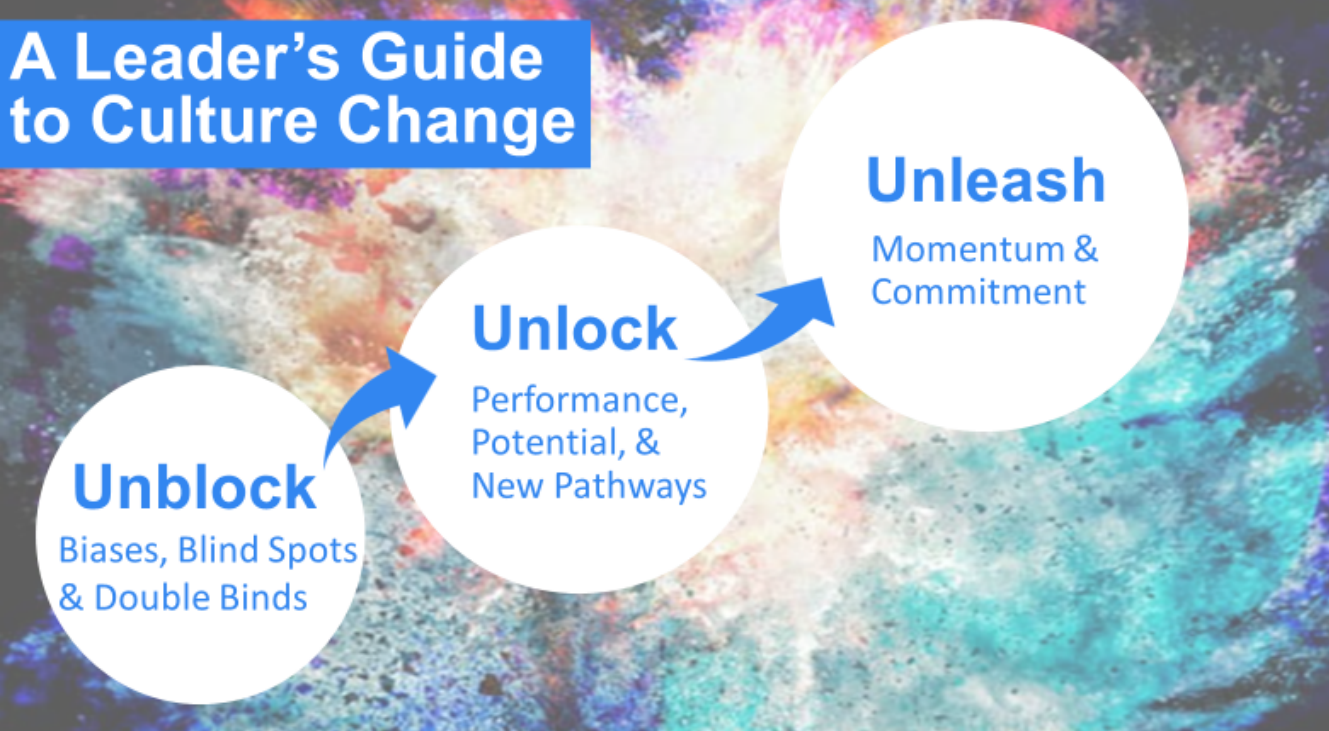
CULTURE  
BOOST  
WORKSHOP



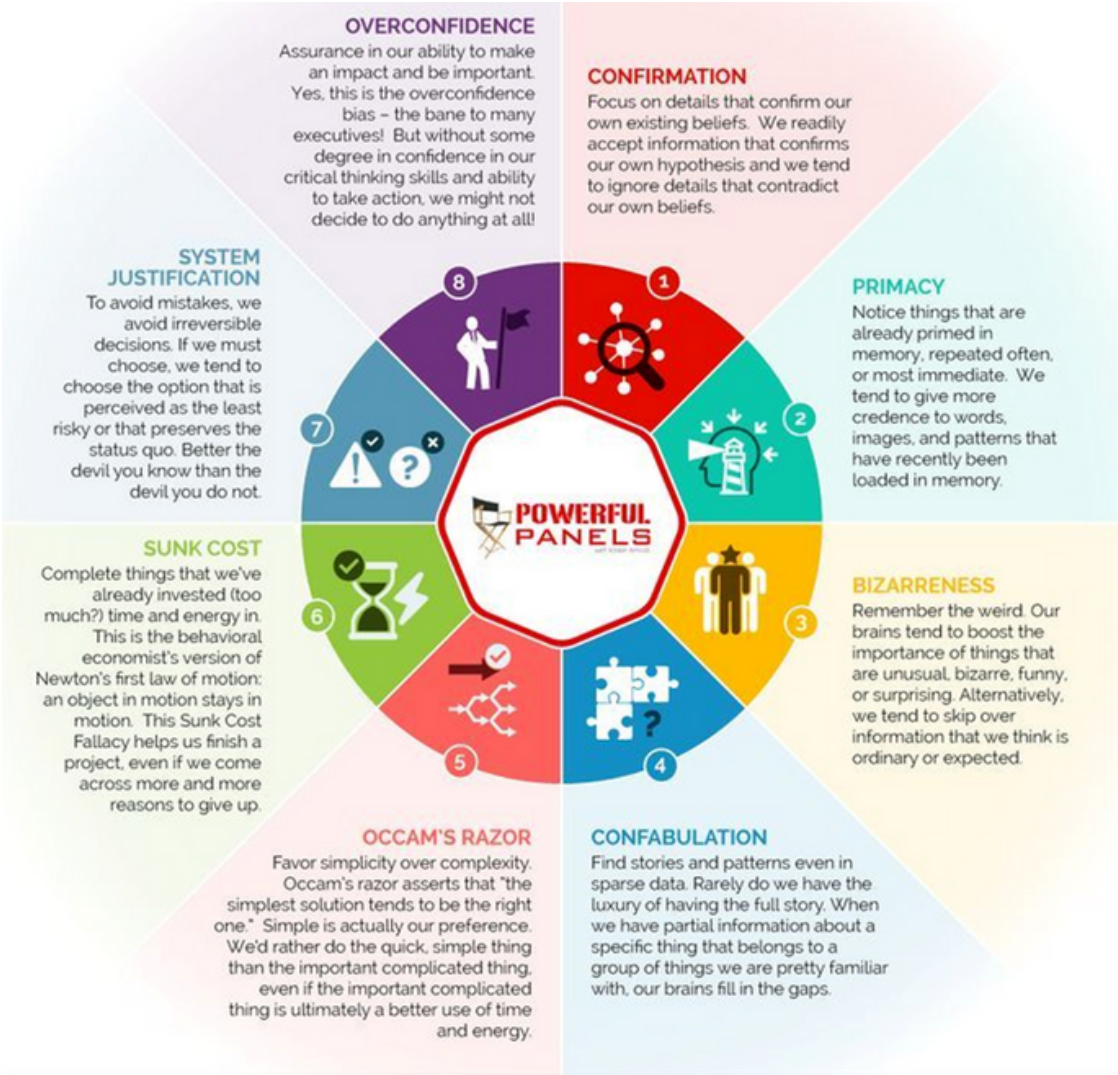
# Culture Canvas



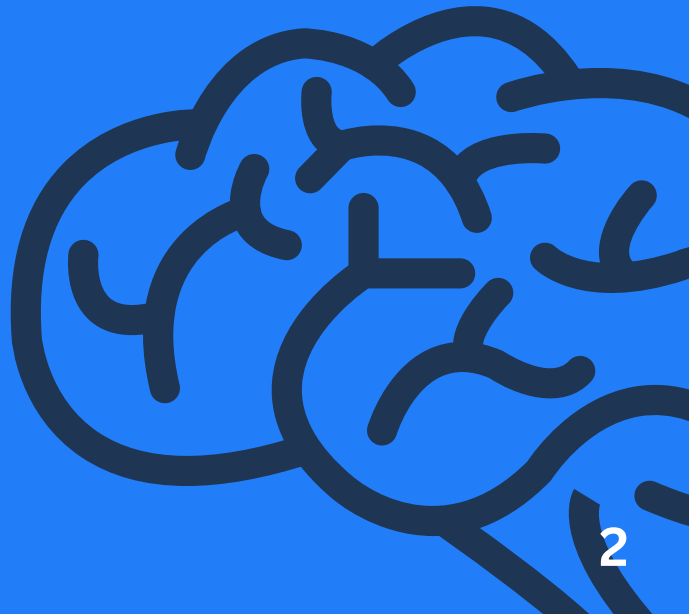
[shiftthework.com](http://shiftthework.com)



The Collaboration Stack: different high-return working practices are needed for collaboration ... [+] FERRAZZI  
GREENLIGHT



# Quick Reference Guide





# CLARITY

VISION & MISSION | STRATEGIC DIRECTION | ROLES & EXPECTATIONS

1

Level-set  
*get honest*

1     5

	me	my team	overall org
Clarity of vision			
Belief in mission			
Clarity of strategy			
Goal-setting			
Achieving goals			
Clarity of role(s)			
Role Excellence			
Clear on expectations			
Readiness for change			
<i>totals</i>			

2

Level-set  
*observation*

What did you notice while assigning ratings?

What scores would you like improved?

What are the biases, blind spots, and double binds to be aware of?



Clarity

unlock

3

### Culture Potential

*then & now*

Describe your culture as it is today.

What do you want it to feel like/be like in 12 months from today?

1      5

How would you rate the overall  
vibe of your culture?

my  
rating

guess team  
rating

guess overall  
company rating

4

### Role Excellence

*performance*

Who are your top performers and what are their attributes?

How many A players, B players, C players are on your team?

# A Players

# B Players

# C Players



Clarity

## 5 Taking Inventory

Top priorities

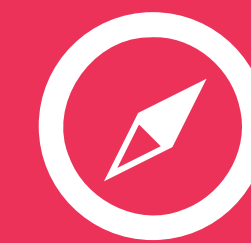
Biggest blockers

Ideas for closing the culture gap:  
now + 12 months.

## 6 Taking Action

What are 3 steps I can take to drive more clarity for  
myself, my team, and/or company?

Gratitude Time – Who do I need to recognize?



Clarity



# CAPACITY

COLLABORATION | ROUTINES & RITUALS | WORK-LIFE BALANCE



unlock

What % of the week do you spend in meetings?

What would be more ideal time spent in meetings?

	purpose	+ working	- not working
Meeting 1: <div></div>	<div></div>	<div></div>	<div></div>
Meeting 2: <div></div>	<div></div>	<div></div>	<div></div>
Meeting 3: <div></div>	<div></div>	<div></div>	<div></div>

unlock

How many meetings could you cut if you ran a no huddle or silent play?

What would be the financial cost savings?

What other benefits would you experience with less meetings? What impact would it have on your team?





unleash

## Taking Action

How well is collaboration happening now?

What are the opportunities for more asynchronous collaboration?

Jot down ideas for creating more serendipitous moments



Capacity

“

Success is three parts hard work and one part serendipity; this serendipity is a direct result of the other three parts of hard work.

– *Ken Poirot*



# CONSTANCY

VALUES & PURPOSE | TRUST | BELONGING

***noun:* the quality of being unchanging or unwavering, as in purpose, love, or loyalty; firmness of mind; faithfulness**

unlock

## 1 25 Reasons Why

*Extra Notes Space*



constancy

Unlock

2

I'm grateful for...

3

Who are the unsung heroes?

Who are the cultural champions?

Who consistently lives the values?



constancy

4

**What are the stories that need to be told within your organization?**

*write, scribble, draw*



constancy

# THE 5 C'S ELEMENTS OF CULTURE



shiftthework.com

1. Clarity
2. Capacity
3. Constancy
4. Connection
5. Communication

But, wait there's more...

Email [team@shiftthework.com](mailto:team@shiftthework.com)  
to walk through "Connection"  
and "Communication"





**SHIFT™**

[shiftthework.com](https://shiftthework.com)