

What is culture?

**A guide to measuring
culture and the benefits
for business.**





Racheal Smith
Head of Learning



Everyone should be aligned to the same values

“The most vocal challengers to most cultures are the first to be shown the door. It’s in human nature to want to eliminate the most disruptive people. And it’s also human nature to want to bring in more people that fit in well. Repeat these two behaviors over time and culture becomes homogeneous, even if everyone still believes the culture values diversity.”

Scott Berkun, bestselling author and popular speaker on UX design

Pay people well and your culture will flourish

When people are financially invested, they want a return. When people are emotionally invested, they want to contribute.

Simon Sinek

Engage your employees and your culture will be peachy

“Employee engagement arises out of culture and not the other way around.”

Moe Carrick and Cammie Dunaway, co-authors of *Fit Matters: How to Love Your Job*

**Leader's must
speak the
vision to build
the culture**

“The leader’s job isn’t to have all the ideas. It’s to make sure all the ideas are heard and that the best one wins.”

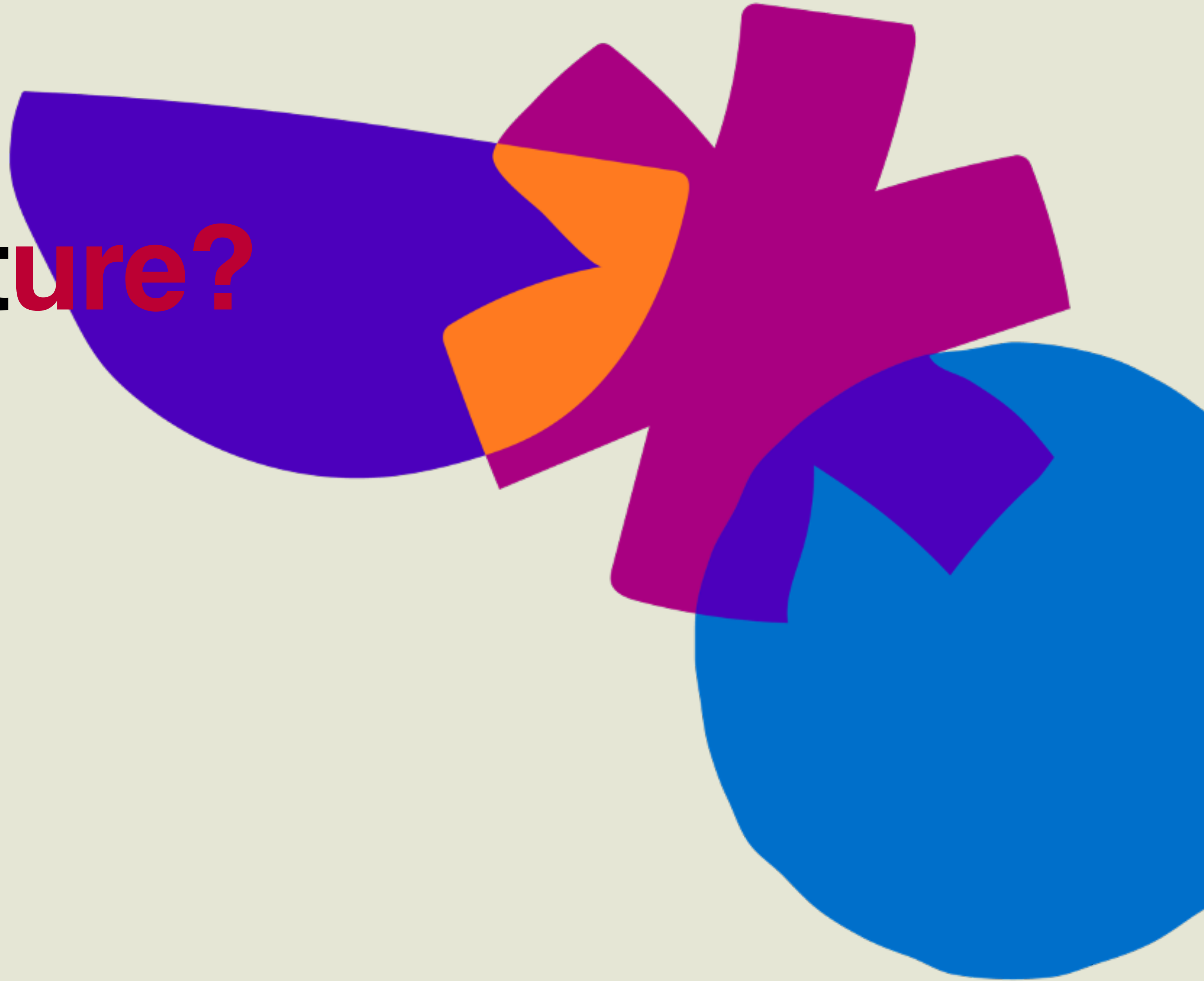
**Leadership are
responsible for
delivering
company
culture**

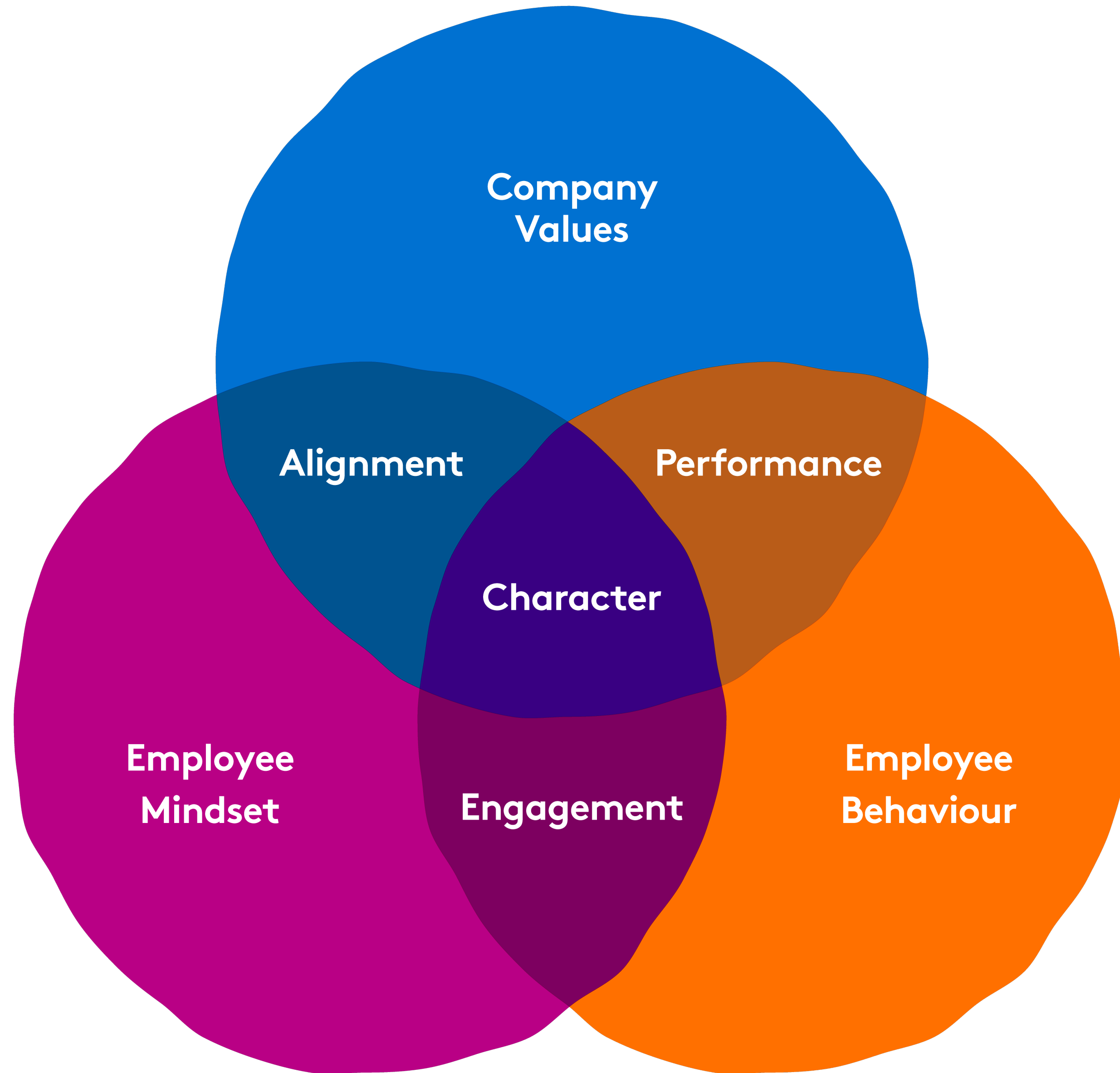


“Treat employees like they
make a difference and they
will.”

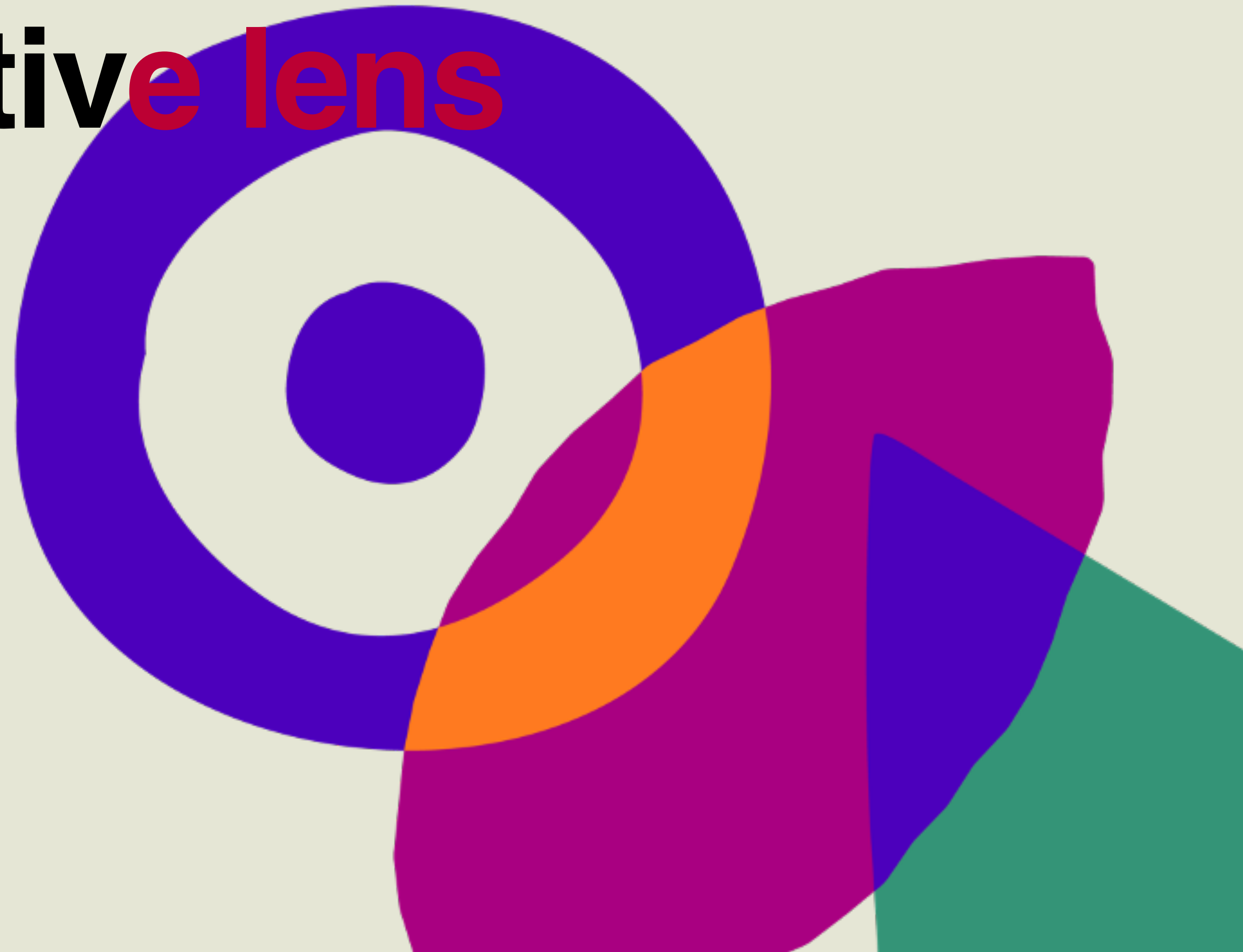


What is culture?



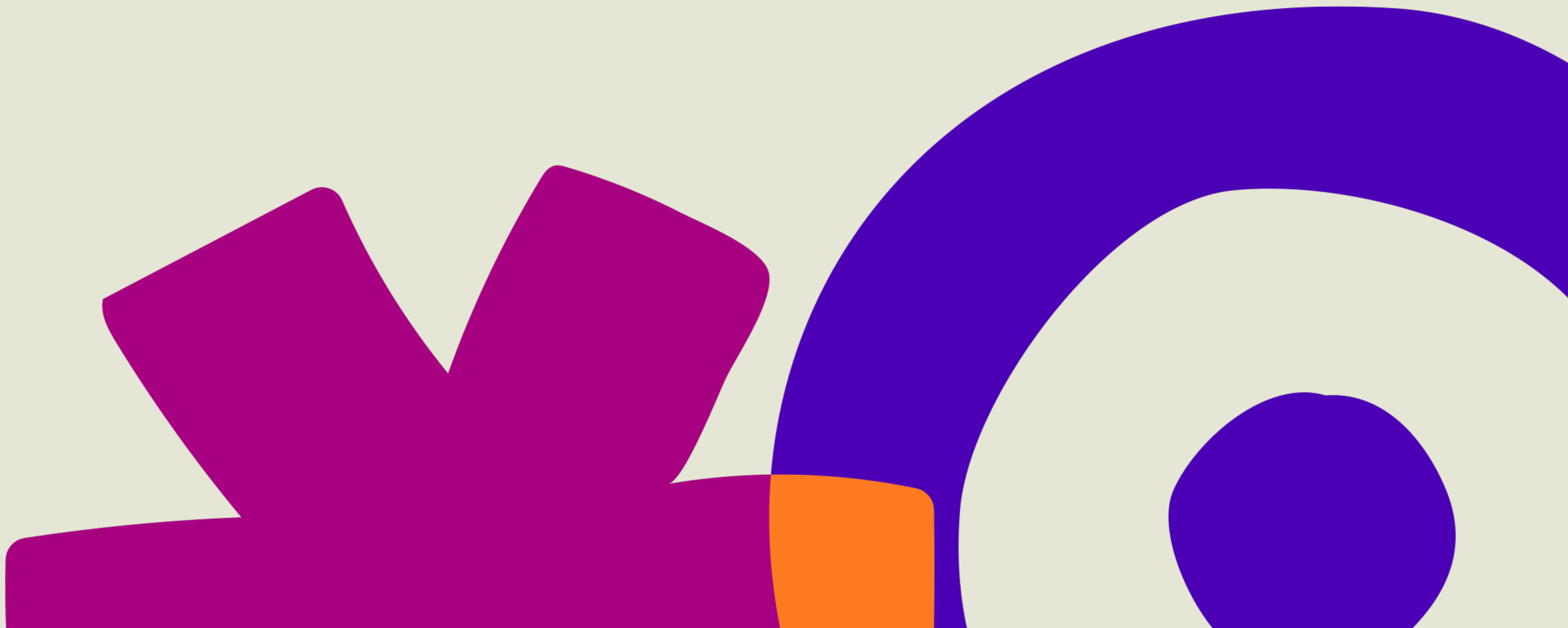


A new evaluative lens



Adaptable	Collaborative	Accountable	Analytical	Calm	Committed
Authentic	Compassionate	Disciplined	Assertive	Encouraging	Competitive
Confident	Empathetic	Excellent	Decisive	Fair	Creative
Courageous	Forgiving	Efficient	Detached	Honest	Influential
Curious	Gracious	Independent	Discerning	Humble	Optimistic
Energetic	Grateful	Organised	Grounded	Sincere	Pioneering
Expressive	Harmonious	Reliable	Openminded	Trusting	Purposeful
Intuitive	Humourous	Resilient	Perceptive	Vulnerable	Strategic
Self-aware	Kind	Responsible	Practical	Wise	Visionary

Which three Qualities define your company?



Which three define the Qualities you bring to your career?

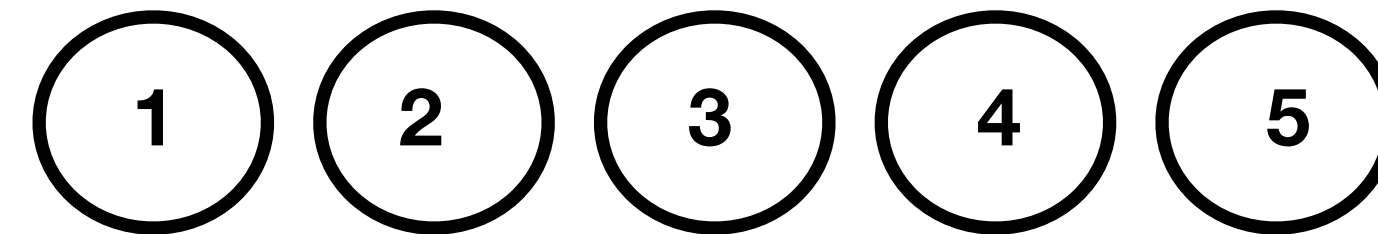


The same evaluative lens
for your people and your
company.

_____ think your company demonstrates these Qualities.

Authentic
Collaborative
Compassionate
Responsible
Openminded
Fair
Trusting
Optimistic

Strongly Disagree



Strongly Agree

How aligned is your
workforce on the culture
of the company?

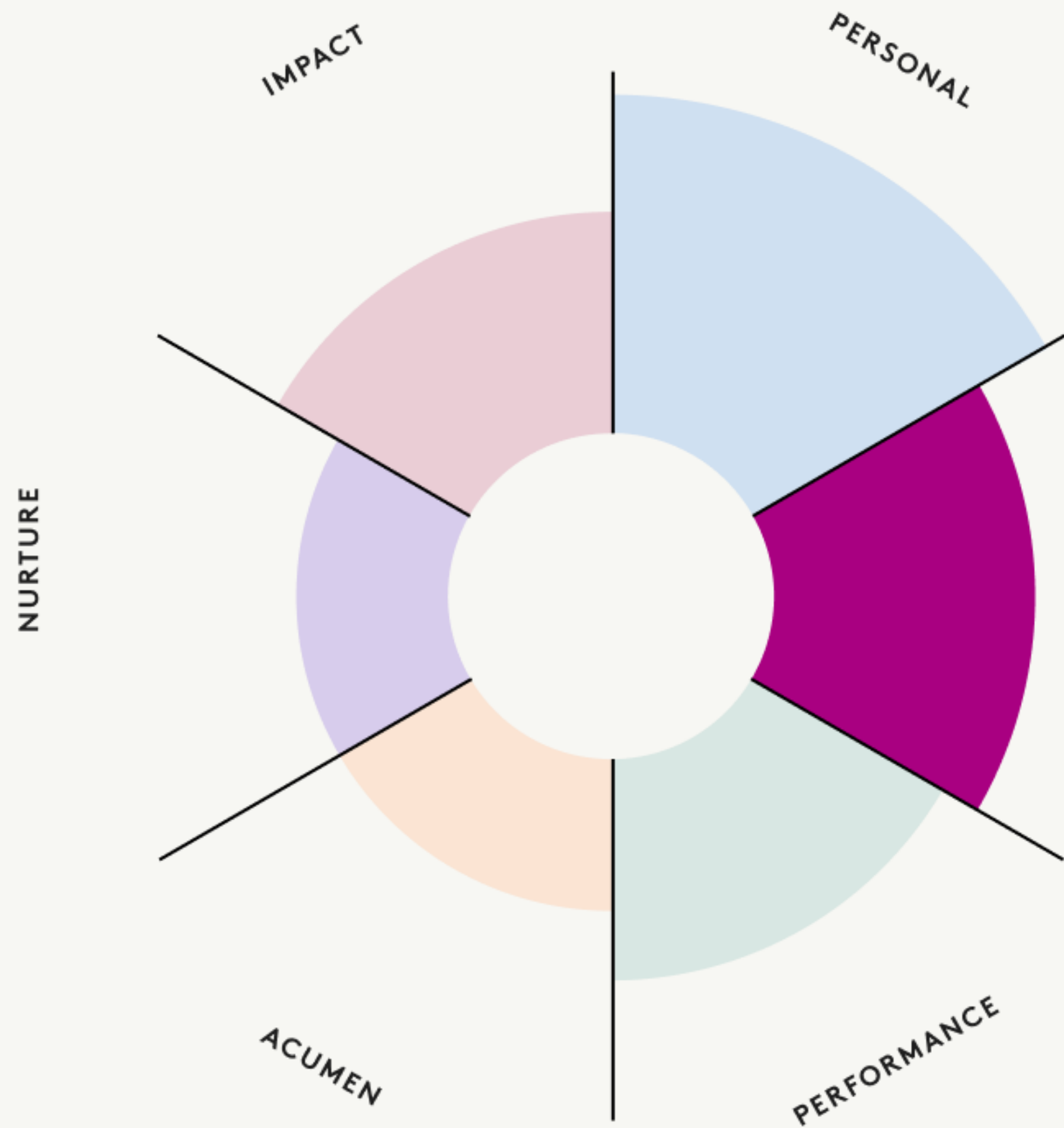
THE CHARACTER OF YOUR TEAM

GROWTH

STRENGTH

FILTER 

MORE INFO



COMPASSIONATE



EMPATHETIC



COLLABORATIVE



FORGIVING



HARMONIOUS



KIND



GRATEFUL



HUMOROUS



GRACIOUS

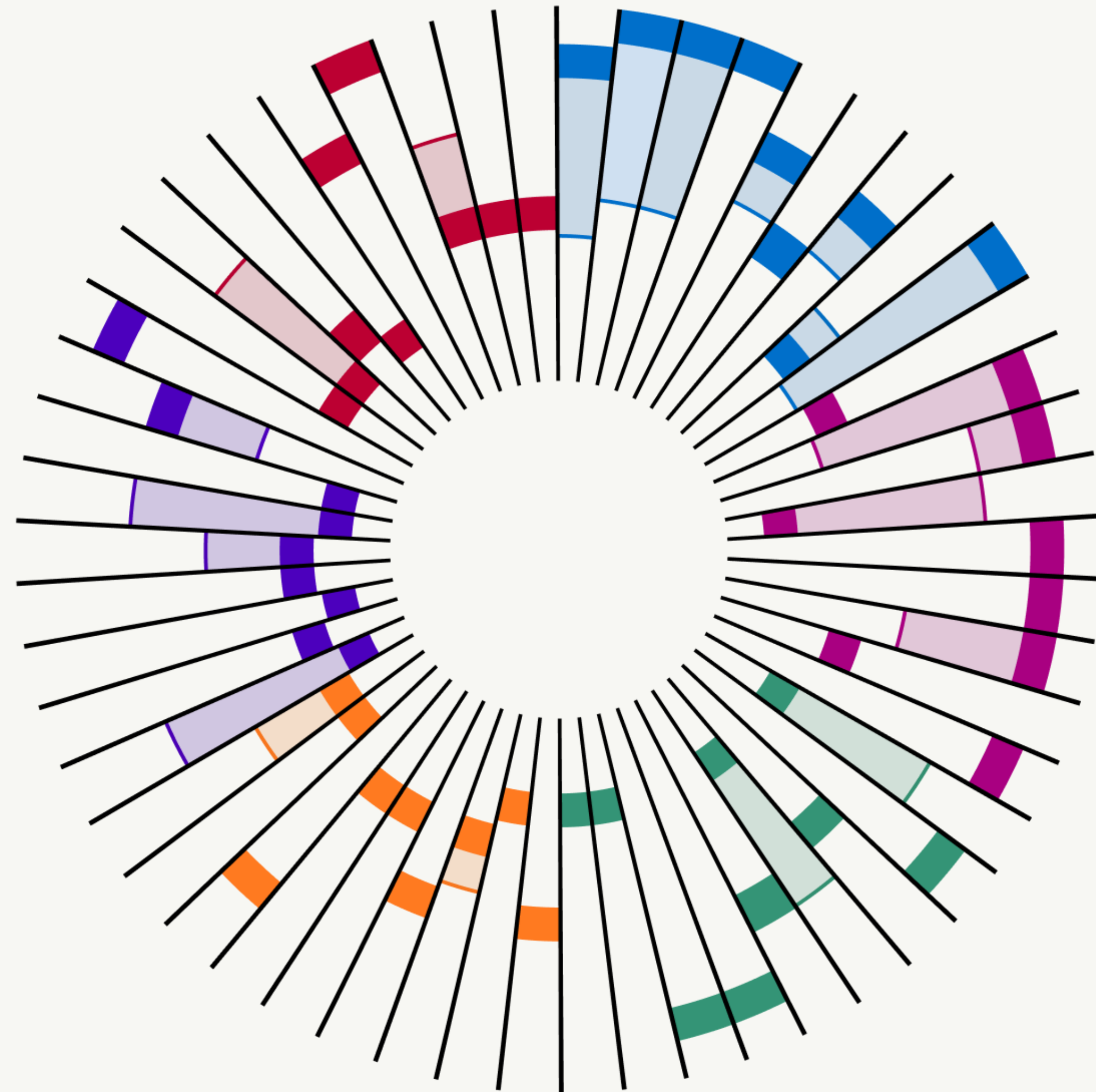


VISIONARY



YOUR CHARACTER POWER MAP

180 360 FILTER CATEGORY STRENGTH



LEGEND ^ TUTORIAL ^

Collaborative

INTERPERSONAL

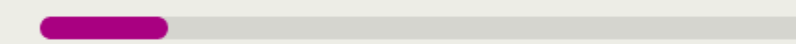
Being Collaborative means you can draw on the expertise of others.

You might want to begin by inviting a trusted colleague to help you with a project.

180 STRENGTH

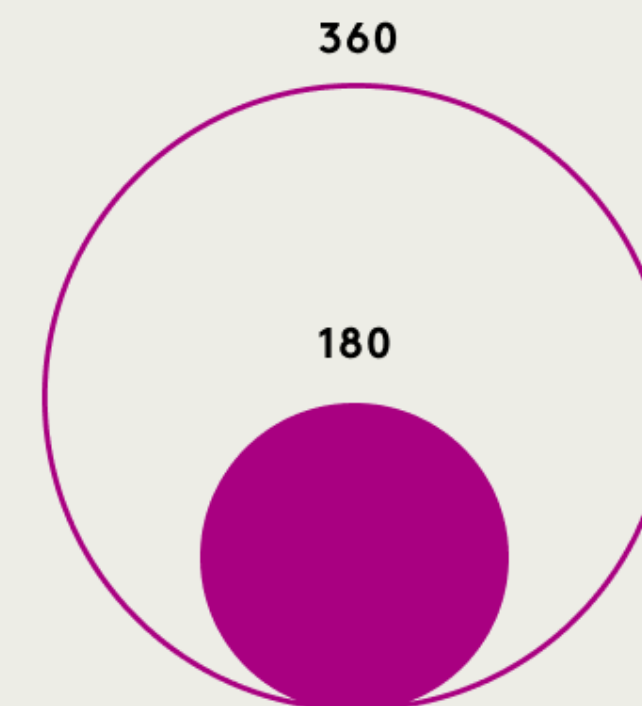


360 GROWTH



ACTION SHOW IT

360 DIFFERENCE

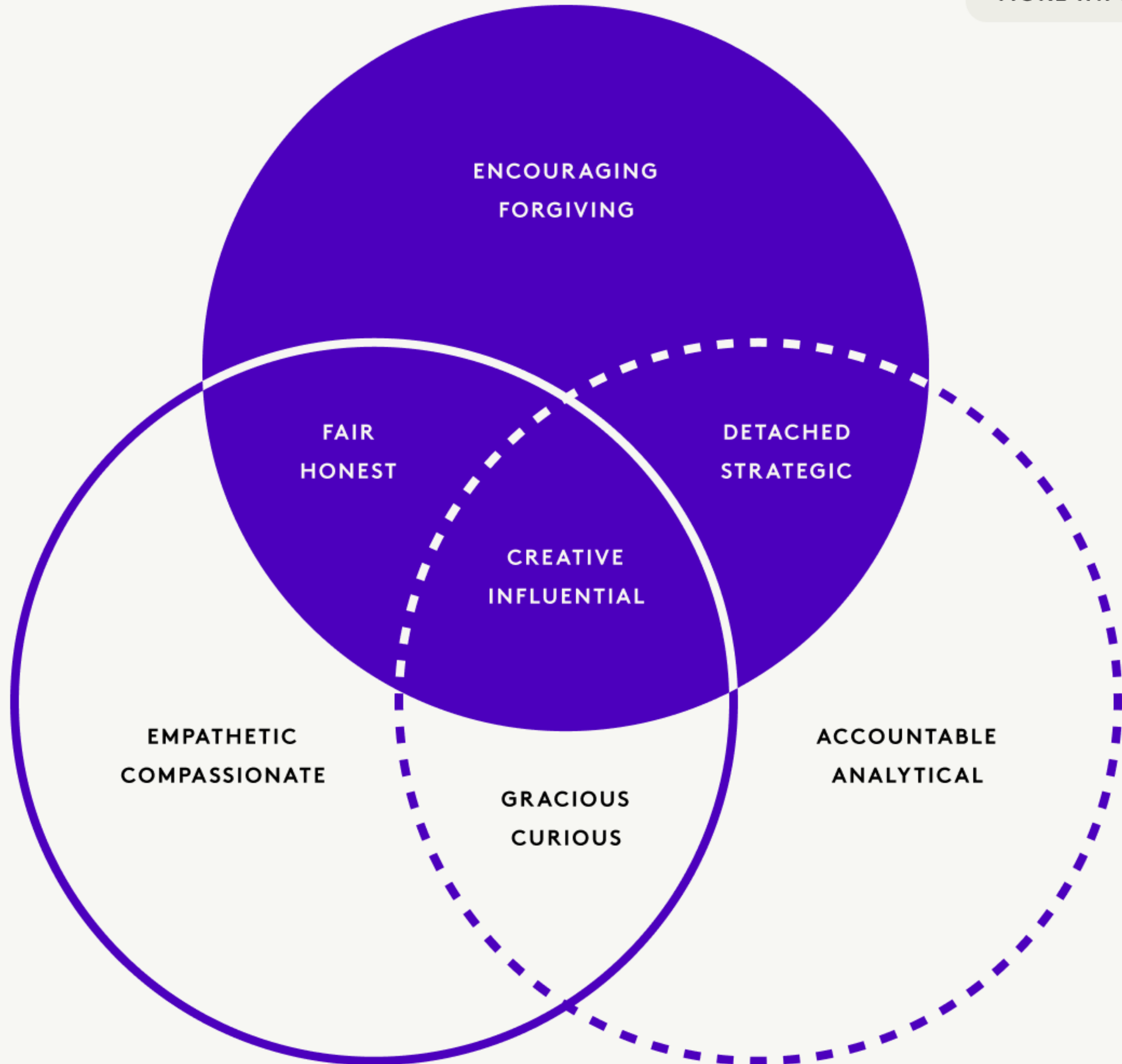


THE STRENGTHS IN THE COMPANY

[MORE INFO](#)

These are the current strengths of your company.

How do these differing perspectives influence your opinion?



- YOUR VIEW
- LEADERSHIP'S VIEW
- ⊙ PEOPLE'S VIEW

OPPORTUNITIES FOR MENTORING

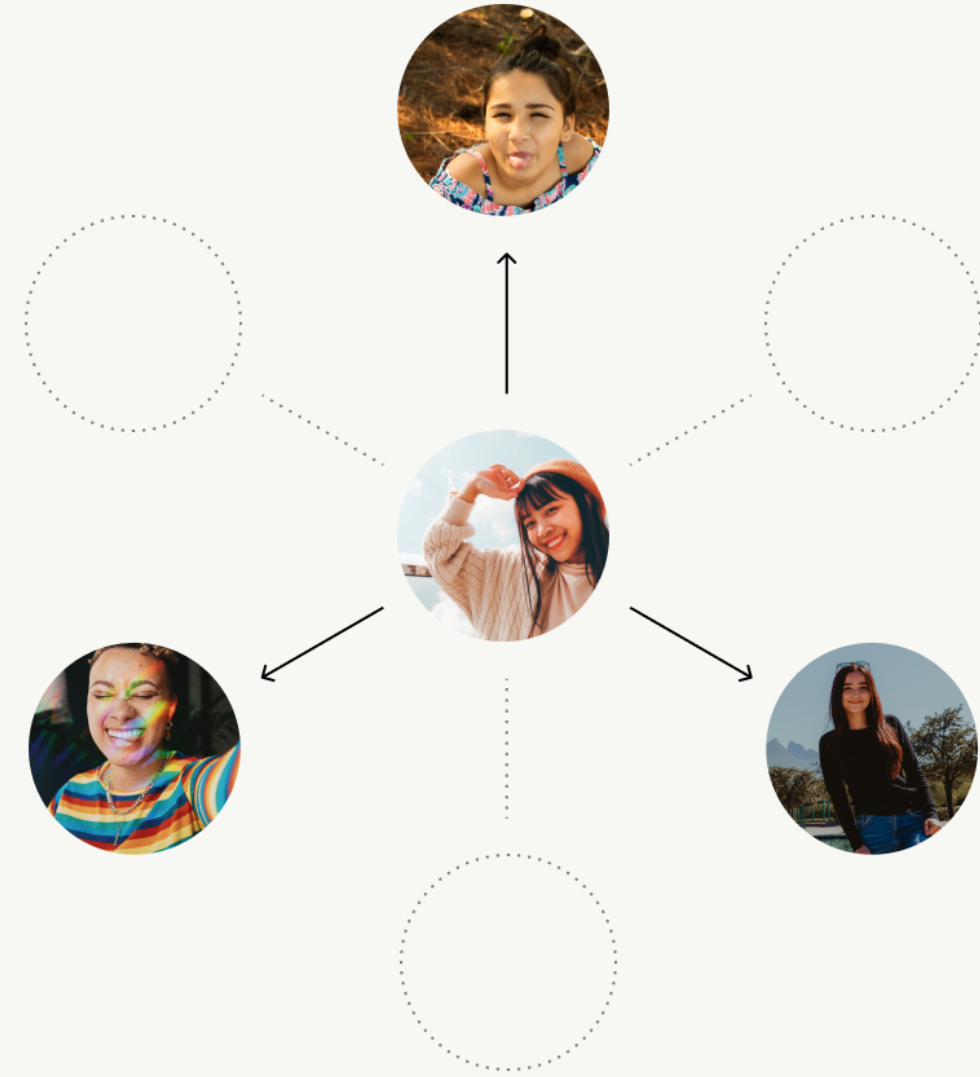
Having learners with strengths in a Character Quality is an asset for your team. You can maximise these Qualities by encouraging mentoring across your team and company.

● → TO WHOM YOU CAN SHARE

QUALITY SHARE

QUALITY GAIN

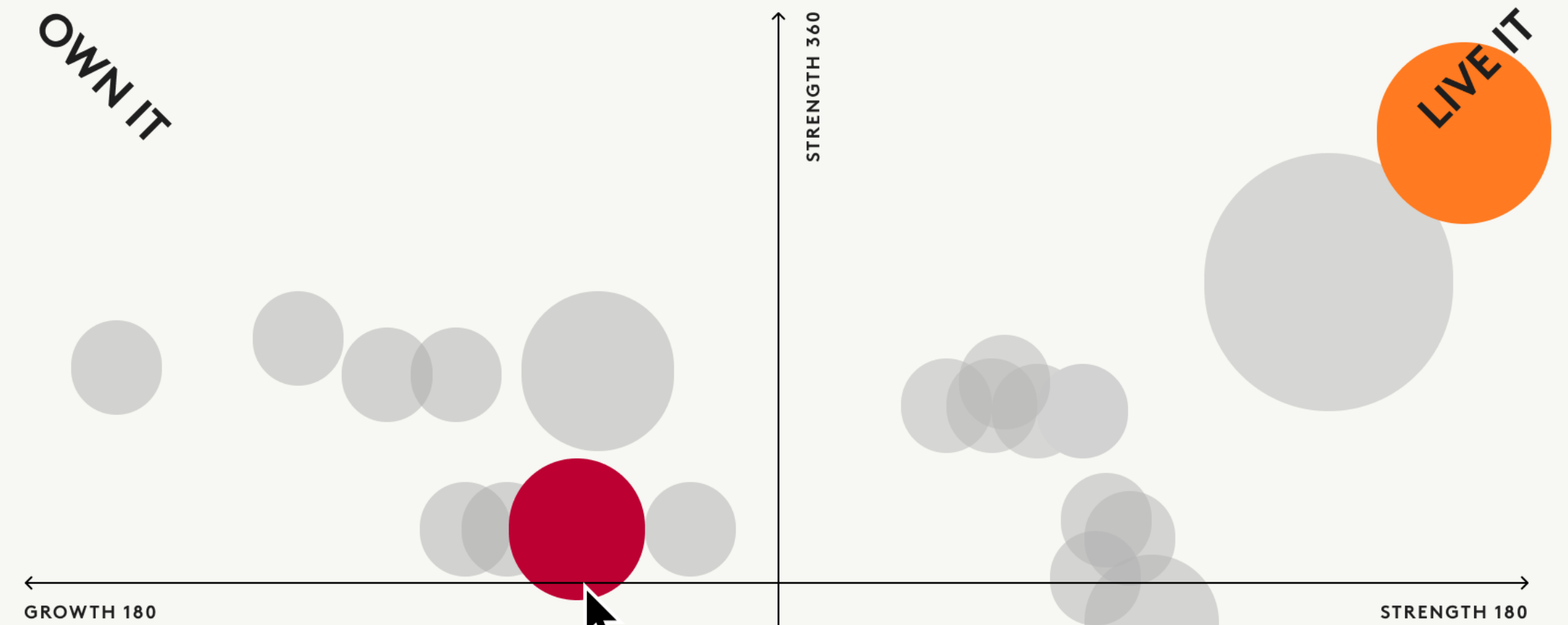
MORE INFO



TEAM ACTION MAP

FILTER ▾

MORE INFO



✦ Visionary

- Thomas 1
- Andrew 2
- Linda 3
- Emily 4
- James 5
- Mark 6
- Patricia 7
- Edward 8

VIEW ALL

ENERGETIC

LIVE IT

10 minutes of exercise

Go for a walk, every day for
a week, rain or shine.

.....

BENEFIT

I will feel more energised
throughout the day



Atomic Habits

“It is so easy to overestimate the importance of one defining moment and underestimate the value of making small improvements daily.”

Marginal Gains

Is now the moment for that subtle 1% shift to yield incremental improvements? Remember, the beauty of marginal gains lies in cumulative potency and compound interest gains. Small strides pave the way to remarkable transformations.

Kaizen

The overall goal of kaizen is to make small changes over a period of time to create improvements within a company. That doesn't mean alterations happen slowly. The kaizen process simply recognizes that small changes now can have huge impacts in the future.



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