

UNPACKING CULTURE

“Culture” is often considered to be an overloaded term. If you are a startup that is scaling rapidly or an organization that is planning to do a culture health check make sure you cover off these critical aspects.

DIMENSION	YES/NO/SOMEWHAT	NOTES
BRINGING VALUES TO LIFE - Many organizations that have scaled culture well, write down their values and are deliberate about bringing those values to life every day.		
DECISION MAKING - Responsive organizations allow teams to make decisions that affect them. They make sure that everyone who is likely to be affected by a decision is consulted. They proactively teach everyone to make good decisions.		
CONFLICT RESOLUTION - You have mechanisms designed for employees to resolve conflicts as they arise. Many of your employees are trained in conflict resolution skills.		
INFORMATION & KNOWLEDGE FLOWS - You have a culture of transparency and knowledge sharing across the organization. Knowledge and Information is not considered to be power but as a means of doing the right thing for the team and organization.		
FEEDBACK - You have a culture of giving and receiving feedback and employees are trained to do that.		

Interested in a comprehensive culture assessment helping you gauge these dimensions and more? Email me at : dineshtantri@digithos.com

