



LEADERSHIP TOOLBOX

SESSION 1: CULTURE

by Gavin Adams

CULTURE DEFINING QUESTIONS

1. Organizations tend to reward and punish behaviors. What actions or behaviors cause people to be rewarded or punished?
2. Where and how are people actually spending time, money, and attention?
3. What rules and expectations are always followed? Are any rules or expectations ignored?
4. Do people feel safe and supported talking about their feelings and asking for what they need?
5. Sacred cows are events or ministries unreasonably immune from criticism or opposition. What are the sacred cows? Who is most likely to tip them? Who stands the cows back up?
6. What stories are legend, and what values do they convey?
7. What happens when someone fails, disappoints, or makes a mistake?
8. How is vulnerability (uncertainty, risk, and emotional exposure) perceived?
9. How prevalent are shame and blame, and how are they showing up?
10. What's the collective tolerance for discomfort? Is the discomfort of learning, trying new things, and giving and receiving feedback normalized, or is there a high premium on comfort (and how does that look)?

NOTE: These questions are adapted from "Daring Greatly" by Brene Brown