

culture is everything

19 steps to building a great place to work

The Checklist:

P is for Painting a Picture (of the future)

- | | Yes | No |
|--|--------------------------|--------------------------|
| 1 Do you have a 10-15 year BHAG that inspires your team culture? | <input type="checkbox"/> | <input type="checkbox"/> |
| 2 Does every team member get regular updates on progress towards your BHAG? | <input type="checkbox"/> | <input type="checkbox"/> |
| 3 Do you have a 3-year Painted Picture Vision of your culture's future that you refer to weekly? | <input type="checkbox"/> | <input type="checkbox"/> |
| 4 Is your Painted Picture Vision used to recruit new team members that help grow your culture? | <input type="checkbox"/> | <input type="checkbox"/> |

D is for Discovering your Why

- | | | |
|---|--------------------------|--------------------------|
| 5 Do you have a compelling core purpose that explains why your company and culture exists? | <input type="checkbox"/> | <input type="checkbox"/> |
| 6 Can EVERY team member recite your core purpose? | <input type="checkbox"/> | <input type="checkbox"/> |
| 7 Do you have 3-5 core values that EVERY team member can recite? | <input type="checkbox"/> | <input type="checkbox"/> |
| 8 Are your core values used for a monthly recognition & reward program that drives culture? | <input type="checkbox"/> | <input type="checkbox"/> |
| 9 Are your core values used in every team member's quarterly cultural review? | <input type="checkbox"/> | <input type="checkbox"/> |

E is for Executing Relentlessly

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|---|--------------------------|--------------------------|
| 10 Do you have an energetic daily huddle that aligns everyone to the Painted Picture Vision of your culture's future? | <input type="checkbox"/> | <input type="checkbox"/> |
| 11 Is your culture reinforced with a short, specific story of a core value being lived at every daily huddle? | <input type="checkbox"/> | <input type="checkbox"/> |
| 12 Have you reverse engineered your BHAG & Painted Picture goals to annual, monthly & weekly targets that are tracked at your daily huddle & measure your cultural pulse? | <input type="checkbox"/> | <input type="checkbox"/> |
| 13 Do you have a dedicated huddle room that visibly portrays your culture? | <input type="checkbox"/> | <input type="checkbox"/> |

C is for Caring (more than ever before)

- | | | |
|---|--------------------------|--------------------------|
| 14 Does every new team member get a memorable & supportive welcome on their first day? | <input type="checkbox"/> | <input type="checkbox"/> |
| 15 Does every team member get regular & personalized recognition for adding to your culture? | <input type="checkbox"/> | <input type="checkbox"/> |
| 16 Does every team member get regular & genuine appreciation from the CEO and/or senior management? | <input type="checkbox"/> | <input type="checkbox"/> |
| 17 Do you have a generous budget to show your care for team members & their families when bad stuff happens at home? | <input type="checkbox"/> | <input type="checkbox"/> |
| 18 Do you have a regular rhythm to celebrate the milestones of your culture AND to acknowledge the personal wins of team members? | <input type="checkbox"/> | <input type="checkbox"/> |
| 19 Do you document & celebrate your culture with an inspiring culture library or memory bank? | <input type="checkbox"/> | <input type="checkbox"/> |

Need help executing this checklist?
Visit tristanwhite.com.au to learn about Culture is Everything
workshops & coaching to help you nail it.