



Team Culture Checklist

for _____

4 Key Qualities of an Uplifting Culture

A. POSITIVE THINKING

Do your people generally have a positive and optimistic outlook on life and work?

People Are Negative and Pessimistic	0	1	2	3	4	5	6	7	8	9	10	People Are Positive and Optimistic
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

B. POSITIVE LANGUAGE

Do your people talk with positive frames and in an encouraging manner, or do they frequently criticise, swear and/ or make negative comments?

People Often Use Negative Language	0	1	2	3	4	5	6	7	8	9	10	People Mainly Use Positive Language
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

C. HIGH EXPECTATIONS

Do your people have high expectations about behaviour and results, or do they have low standards and limiting beliefs about people's behaviour and their ability to get results?

Low Expectations, Standards and Aspirations	0	1	2	3	4	5	6	7	8	9	10	High Expectations, Standards and Aspirations
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

D. POSITIVE ACTION

Do your people 'do what's right' and act as positive role models for each other? Are they willing to put in the 'extra effort' when needed?

People Don't 'Do What's Right' or Put in Extra Effort	0	1	2	3	4	5	6	7	8	9	10	People 'Do What's Right' and Put in Extra Effort
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

7 High Impact Levers for an Uplifting Culture

1. BUILD COMMUNITY

Does your team have a strong sense of family/community/tribe?

No Sense of Community	0	1	2	3	4	5	6	7	8	9	10	Strong Sense of Community
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

2. UPLIFTING ENVIRONMENT

Is your physical workplace environment uplifting?

Drab Physical Environment	0	1	2	3	4	5	6	7	8	9	10	Uplifting Physical Environment
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

3. SYMBOLS & RITUALS

Does your team have symbols, rituals and traditions that make your people feel like part of a special team?

No Team Symbols, Rituals and Traditions	0	1	2	3	4	5	6	7	8	9	10	Many Team Symbols, Rituals and Traditions
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

4. SUCCESS CODE

Does your team have clear and 'sticky' ground rules that outlines how everyone needs to think, feel and act in order to achieve team goals?

Unclear Expectations of Behaviour	0	1	2	3	4	5	6	7	8	9	10	Clear Expectations of Behaviour
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

5. 'STICKY MESSAGES'

Are your main messages and cultural expectations communicated well? Are they clear, unambiguous and sticky? Are they well-known?

Main Messages Unclear or Unknown	0	1	2	3	4	5	6	7	8	9	10	Main Messages Clear & Well Known
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

6. RECOGNITION

Are your people recognised for meeting or exceeding expectations and results?

No Recognition	0	1	2	3	4	5	6	7	8	9	10	Lots of Recognition
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

7. UPHOLD STANDARDS

Does your team counsel, educate or replace people who don't meet the required standards of team behaviour or performance?

Low Standards are Tolerated	0	1	2	3	4	5	6	7	8	9	10	High Standards Enforced
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

3 Enabling Mindsets for an Uplifting Culture

i. DESIRE TO BUILD A GREAT PLACE TO WORK

Do your people demonstrate an attitude of continuous improvement and a strong desire to build a great place to work?

No Interest in Building a Great Place to Work	0	1	2	3	4	5	6	7	8	9	10	Strong Interest in Building a Great Place to Work
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

ii. DESIRE TO PARTICIPATE

Do your people show a desire to participate in team activities and become active contributors in your workplace community?

No Desire to Participate or Contribute	0	1	2	3	4	5	6	7	8	9	10	Strong Desire to Participate and Contribute
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

iii. DESIRE TO LIFT! OTHERS

Are your people willing to support and nurture colleagues when they need it? Do people act as peer buddies or mentors for team-mates? Are they good role models?

No Desire to Be a Positive Influence or Role Model	0	1	2	3	4	5	6	7	8	9	10	Strong Desire to Be a Positive Influence and Role Model
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

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