

## Leadership Culture Assessment

### Values

What is most important to you as an organization?

What are the top 3-4 values for this season (next 12 months)?

How do the values of the past affect your current priorities? In what way are they different now?

Do all of your leaders embrace your highest values?

Do you personally embody the values of your organization?

### Narrative

How do you currently talk about your highest values?

What would you like to change most about the language used by your team when they speak about the priorities of the organization?

Can you think of stories that depict your values making a difference in someone's life?

Do you consistently use the same language in referring to the mission of your organization?

## Behaviors

Which day-to-day / week-to-week actions of your organization align with your most important values?

Which actions do not align with your values?

What needs to be added for you to have cultural congruency?

Do the allocation of resources (people, programs, finances) support your highest values?

### *SUGGESTED ACTION:*

- 1. Gather your leadership team and work through the questions.*
- 2. Come up with 3-4 top values.*
- 3. Write up a narrative that you can consistently use to talk through your values. Use this language every time you are talking about your top values.*
- 4. Design or highlight certain behaviors that everyone in the organization will take to support the values.*

*Assessing and taking this action will begin to shift your leadership culture and align your values with your language and behaviors.*