

Week 3: Developing Your Culture

Key Takeaways:

- One definition of culture is a “set of shared attitudes, values, goals, or practices that characterize an institution or organization.”
- The culture you nurture is going to help sustain your resilience-building efforts. As said by management guru Peter Drucker, “culture eats strategy for breakfast.”
- Culture works on multiple levels. Some of these levels are explicit, but many of them are implicit
- All organizations, communities, and families have a culture, whether it has been created intentionally or not. Part of being intentional is articulating a set of values for setting. Those values will help guide your implementation.
- As an example, we shared four values we defined for Origins. We chose these values because they are rooted in many of the key concepts behind a trauma-informed and resilience-building approach.



Activity: Work through the following questions either individually or as part of your Resilience Champion team. (You may use the worksheet as a tool to support the activity.)

1. **Explore your existing culture:** Think about the current culture of your setting. Are there parts that you want to further develop and support? What aspects do you want to change?
2. **Define your values:** What are the values that are important to your setting’s culture. Remember...the culture you nurture is going to help sustain your resilience-building effort

Discussion post: Post your answer to this questions.

- What are the values that are important in your setting?
- What are some specific ways that your setting reflects your values?
- What are some specific ways that your setting does not reflect your values?



Worksheet 5 - Uncovering your Values

Define your values. From the list below, circle every core value that is important in your setting and supports your vision and mission. Do not overthink your selections. As you read through the list, simply circle the words that feel like a core value to you in your setting. If you think of a value you possess that is not on the list, be sure to add it.

Abundance
Acceptance
Accountability
Achievement
Advancement
Adventure
Advocacy
Ambition
Appreciation
Autonomy
Balance
Boldness
Brilliance
Calmness
Caring
Challenge
Charity
Cleverness
Community
Commitment
Compassion
Cooperation
Collaboration
Consistency
Contribution
Creativity
Credibility
Curiosity
Daring
Decisiveness
Dedication
Dependability
Diversity
Empathy

Encouragement
Enthusiasm
Excellence
Expressiveness
Fairness
Family
Friendships
Flexibility
Freedom
Fun
Generosity
Grace
Growth
Flexibility
Happiness
Health
Honesty
Humility
Humor
Inclusiveness
Independence
Individuality
Innovation
Inspiration
Intelligence
Intuition
Joy
Kindness
Learning
Love
Loyalty
Mindfulness
Motivation
Optimism

Open-Mindedness
Originality
Passion
Performance
Proactive
Professionalism
Quality Recognition
Risk Taking
Safety
Service
Spirituality
Stability
Peace
Perfection
Playfulness
Popularity
Power
Preparedness
Recognition
Relationships
Reliability
Resilience
Resourcefulness
Responsibility
Responsiveness
Security
Self-Control
Simplicity
Stability
Success
Teamwork
Thankfulness
Thoughtfulness
Trustworthiness



2. Group all similar values together from the list of values you just created. Group them in a way that makes sense to you in your setting. Create a maximum of five groupings. If you have more than five groupings, drop those that are least important.

--	--	--	--	--

3. Choose one word within each grouping that best represents the label for the entire group. Again, do not overthink your labels. There are no right or wrong answers. You are defining the answer that is right for your setting. (You may choose less than 5 and that's ok).



4. Reflect on the chosen values. In what ways does your culture reflect each value and in what ways does your culture not reflect each value?

1. _____ - _____

2. _____ - _____

3. _____ - _____

4. _____ - _____

5. _____ - _____

