

CultureInsights Exercises

The CultureInsights deck in CultureViews includes a Simple Exercise that anyone can do. Below are some other suggested exercises with different levels of expertise required by a facilitator. For example, some of the exercises make more of the worldview/action-logic framework and therefore facilitators trained in adult (vertical) development may feel more confident working with them.

You are also encouraged to create your own exercises, and we'd love to hear what you learn.

Simple Exercise

This is the simple Exercise which is also on the box:

CultureInsights: Use these cards to investigate key attributes of organizational culture (e.g. wellbeing or power). The cards explore 12 key topics or attributes of organizational culture (such as wellbeing or power). Each attribute has eight cards; a card which describes what is meant by the attribute, and then seven more cards each showing a different way that attribute can show up in an organization.

Select three attributes you want to work on. (You can always look at others later.)

Lay out the three attributes face up. (It doesn't matter what order they are in.)

Read each card and notice what resonates with your experience of your organization or team.

With each attribute, select the card that's most like your culture.

Consider what evidence supports your selections. When is the card you've selected a cultural strength and when is it not?

Look at the different attribute cards you have selected. Do you notice any patterns?

Are there any similarities or differences?

What experiments might you try to further strengthen or shift the culture?

Additional Exercises

Exercise 1

Lay out all the cards with the descriptions of the attributes

Ask the team to rank the attributes from:

Needs most attention in our team to is going really smoothly

Or

Feels most explosive/painful/dreaded to talk about to feels most calm/easy/safe to talk about

Or

Most interesting – to least interesting

Once the attributes have been ranked this way, take the two attributes at each end of the spectrum and now look at cards for those attributes that describe how they show up and decide which of the seven cards is most like your culture for each of the four attributes. Is there any clue in the descriptions as to why these are at either end of the spectrum?

Now look at the back of the cards at the action-logic/WorldView for each card. Is there a pattern. If they are different what makes the difference. Take the cards with the same AL/WV for each attribute what might you learn from this.

Exercise 2

The one thing

Pick the one attribute that you feel as a team would help you most to grow.

Read each card and notice what resonates with your experience of your organization or team.

Pick the card that is most like your organisation now

Then read the other cards, pick the card(s) that is most like you would want it to be

Describe (if a large team do this in small groups)
all the ways in which you see the card you picked for how it is now show up – give real examples

All the ways in which you already see elements of the future card show up. Give real examples

If in small groups share your findings

Explore how might we shift more to the future card, what holds us back and what is pulling us forward

Agree one thing you will be doing in the coming week/month to practice more of the future.

Exercise 3

Future Orientation

Select three to five attributes that you feel are most important for the team.

Lay out the cards for these attributes and pick the card that you most would like to be reality for your team

Explore:

How would it feel if this were your reality

What would it mean for the team/the business/organization

What would you need to do to make this a reality?

How are you already seeing this in your team?

What assumptions and beliefs might stop you from being there?

What is one thing you can start doing now that will shift you towards this

Agree how you will check in on the impact of this shift and how to continue