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# Activity sheet three: See

# Activity 1 - Our articulated workplace culture walk

Use these activities to analyse how effectively you communicate your workplace culture, vision, and values, and to plan what you need to do to make improvements.

Undertake a Culture Walk physically and virtually around your workplace looking at how you **see** your culture, vision and values displayed and communicated and how it is Articulated.

Look specifically at:

* How your physical and virtual working environment and resources reflect your culture and values.
* How your culture, vision and values are shared and communicated to:
  + Staff.
  + Those you provide care and support to and their families.
  + Candidates in recruitment
  + External organisations
  + The community
* Any other signs and symbols that let people who don’t know you, know what your workplace culture and values are.

If you can involve staff and those you provide care and support to and their families in a culture walk, you will be another to gather all their diverse perspectives at the same time. Or you could get them to do this separately.

If this was not possible, you could carry out the culture walk “in their shoes”, thinking about how they might experience what they see as a staff member or someone drawing on care and support.

Identify any areas where you feel you are representing your culture and values well and any areas for improvement. Share this back with staff for discussion about how you can improve. For individual employers you could ask a family member and any existing personal assistants (PAs) to do this activity with you.