

Activity sheet two

Self-assessment tool for the culture of your organisation

Culture star

The culture star can help you consider where your workplace culture is now and plan your journey to where you want to be.

Each point of the star refers to an element of workplace culture. Each element has a ladder with steps from one to five. Consider each element in turn and rate where you are now.

Think about what you need to do to get to the next step. Review the star in six months – the aim is to rate a five for each element.

You could also do this exercise with your staff. Hand the star out in a team meeting, explain what each point means and then ask them to complete it from their own perspective. You could ask them to post it in a box so it remains anonymous.

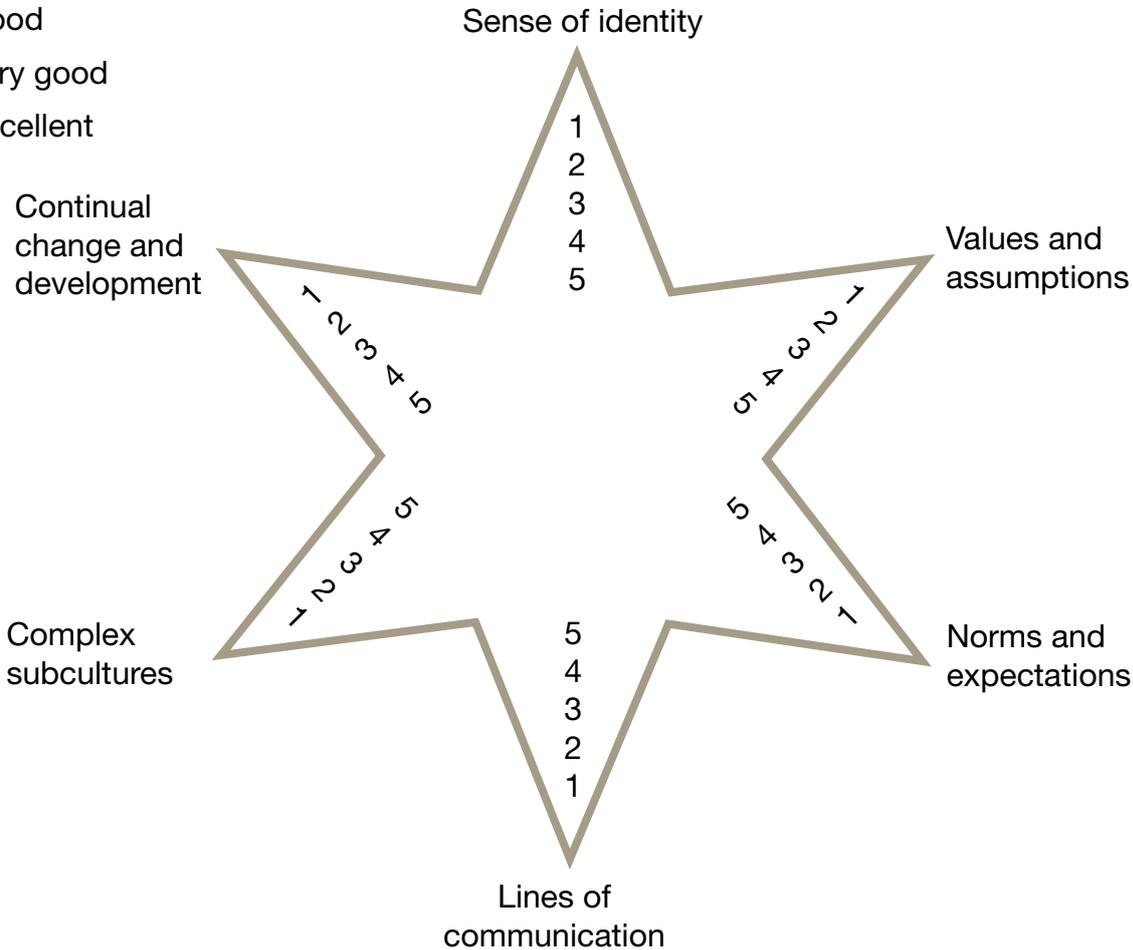
1: Poor

2: Average

3: Good

4: Very good

5: Excellent



Example

Using the Harberton Care and Support Services scenario (from Section 3: Norms and expectations section), the workforce might rate themselves like this.

- Sense of identity: 3 – staff are integrated into the ethos and shared values quickly.
- Values and assumptions: 1 – there have been incidents of bad practice and identified low morale.
- Norms and practices: 3 – while staff are expected to deliver high quality services, the service has developed inappropriate practices.
- Lines of communication: 2 – there's no consistency in the ways that information and expectations are communicated throughout the organisation.
- Complex sub-cultures: 2 – there are very different sub-cultures in the residential services and domiciliary service, and some of these sub-cultures are detrimental to the overall workplace culture.
- Continuous change and development: 2 – financial constraints have meant that learning and development has declined, as has staff performance and expectations.