

# Activity sheet one

## Understanding your workplace culture

Here are some short activities to help you understand your workplace culture. If you're a leader or manager, you can do them with other staff, people who need care and support and their families or carers.

### World café

Ask everyone to get into groups and sit round a table.

Write down a word or phrase that relates to culture – for example 'that's just the way it is', 'challenging poor practice' or 'dignity and respect'. Put one word or phrase on each table.

Ask each group to think about what the word or phrase means to them and how it makes them feel. Write this in a thought bubble on the paper.

Ask the groups to move round the tables until each group has visited all of the tables. Encourage everyone to read what others have written and talk about it.

### Unwritten/informal rules

This exercise helps people to identify the underlying elements of a workplace culture.

Ask people to write down three unwritten or informal rules that apply to your workplace culture. This can include things such as 'what matters here is...', 'the way we do things here...' or 'how we work together...'

### The colours of your culture

The 'four colours personality test' gives you an insight into the personalities of your staff and how they can better work together.

It asks people a series of questions about their personality and gives them a colour score (either red, blue, white or yellow) – each colour is associated with a set of personality traits.

You can use this to learn about your workforce to improve how you can work together, achieve the best possible results and provide better leadership. For example it might help you see which staff would work better with each other and where personalities might clash.

You can find free versions of the test online.

## **Your culture journey: the road to success**

Think of the things that have helped or challenged the development of a positive workplace culture in your organisation, then create your own road map.

How far along the road has your service moved?

What things can you put in place to encourage the positive and mitigate the challenges?

Examples of things that might affect your workplace culture include:

- new member of staff
- poor feedback from family members
- securing a new contract
- winning an award.