

Need Facilitation Support?
Let's Talk!

Culture Reflection Agenda (60 min)

1. Establish Common Ground (5-10 min)

- *“As everyone knows it’s important that we accomplish/succeed at...”*
- Normalize that everyone’s experience is different—and that hearing those differences is the point of this discussion not to evaluate or blame
- Set expectation to listen with care and not to jump to solutions

2. Share Personal Reflections (20-30 min)

- Briefly share 1-2 perceptions of the culture relevant to the common ground
- Frame these as curiosity from your perspective, not critiques or directives
- Invite others to share if these resonate, and ask follow up questions focused on understanding the impact on their work and experience
- *“What might be behind that?” can help validate emotions and redirect blame*

3. Discuss a Possible Future (10-15 min)

- *“What do we want more of in our culture? What would we see more of?”*
- Encourage focusing on behaviors and activity - not people or other teams
- Acknowledge out-loud the themes or aspirations that seem to spark energy

4. Identify One Small Next Step (5-10 min)

- *“What’s one small step we can take to reinforce the culture we want?”*
- Suggest a follow up to invite continued reflection and ongoing input
- Take note of all ideas – avoid forcing consensus or the fallacy of a quick fix