

CULTURE BUILDER

DEFINITION

A culture builder models and actively fosters collaboration, trust, and respect, creating an environment conducive to innovation and excellence.

WHY IT MATTERS

Building a positive culture benefits everyone. It creates space for better ideas, stronger relationships, and a more supportive and respectful work environment. People notice and value those who lift others up, whether or not they're in a formal leadership role.

HOW CAN I MAXIMIZE THIS ATTRIBUTE?

Model what you want to see

- Consistently show up with respect, curiosity, and a collaborative mindset, especially in challenging moments.
- You can lead by example in any role: arrive prepared, practice active listening, stay constructive, and support others' contributions in meetings.

Foster a sense of belonging

- Start meetings or collaborations by recognizing contributions, efforts, or progress.
- Ensure fair access to resources and development opportunities.

Strengthen trust through small actions

- Follow through on your commitments, big or small. Be open when you miss something and own it.
- Send a follow-up message after a project or meeting that highlights a positive takeaway or acknowledges contributions to reinforce what's valued.

Create space for others to contribute

- Ask open-ended questions like: *"What are we missing?"* or *"Does anyone see this differently?"*
- Invite others in with small but powerful gestures: *"That's a great point. Can you say more about that?"* or *"We haven't heard from __ yet. What do you think?"*

HOW CAN I STRENGTHEN THIS ATTRIBUTE?

Ask for feedback on group dynamics

- For example: *"What's one thing I could do to make this space more collaborative?"*
- Listen openly and thank them for their input, even when it's tough to hear.

Recognize and name culture in action

- When someone demonstrates a shared value (e.g., integrity, creativity, care), name it: *"That was a great example of stepping up to support others."*

Be consistent, even when it's hard

- Culture is built in small, daily choices. Stay respectful and collaborative under pressure, not just when things are going smoothly.

Connect outside your immediate circle

- Consider inviting someone you don't usually work with to lunch, coffee, or a brief check-in to strengthen broader relationships and spark new ideas.

TAKE ACTION

Choose one of the actions above and make a plan to use it this week. You may also want to use the Leadership Development Planner for more intentional leadership growth.