

CO-CREATE A POSITIVE WORK CULTURE



November 2022

WHAT ARE NORMS?

Defined: Rules or expectations that are socially enforced.

Can be visible or invisible.

Positive

Constructive

Generative

Energizing

Good motion

Create trust

Negative

Destructive

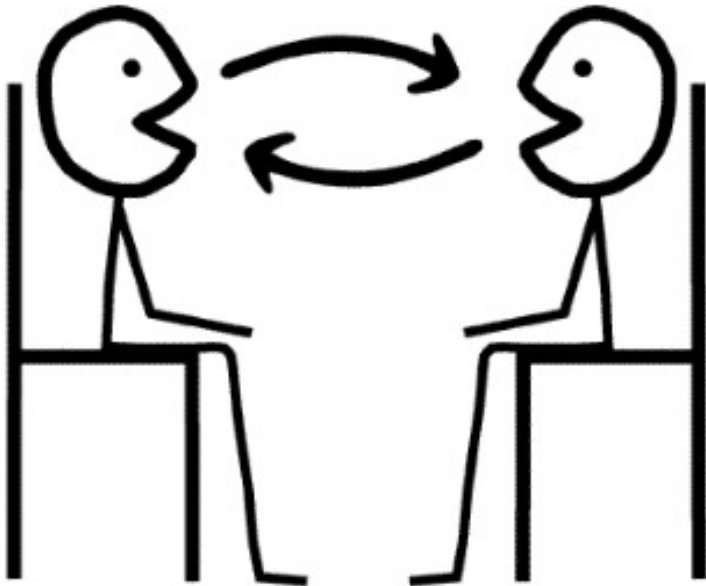
Stifling

Depleting

Stalling/stopping

Erode trust

AWARENESS



What is occurring?

Observe it

Name it, acknowledge it
as actual

Say it out loud in a
conversation

TRUST YOURSELF

ASSESSMENT: HOW DOES THIS ALIGN WITH WHAT I VALUE, BELIEVE, & MY GOALS?

It does?

What are the benefits of this normalized positive behavior or rule?

What is the root of it?

It doesn't?

What factors do I want to account for in choosing my new response?

What else is important?

TALK IT THROUGH WITH SOMEONE

ACTION

Positive impacts

Move towards more

What can we build upon to strengthen it?

What will help us spread it to more folks?

How can we signpost it in onboarding?

Negative impacts

What is its opposite?

Away from ____, towards ____

What is the story about it?

What are our options for action?

What could we do instead?

BRING IT UP IN YOUR TEAM! IN YOUR ERG!

WORKSHEET

One type of exchange or situation that occurs regularly in your working life that is “negative” in some way, maybe it...

- Causes tension
- Feels unpleasant
- Boring
- Confusion

One type of exchange or situation that occurs regularly in your working life that is “positive” in some way, maybe it...

- Causes smiling
- Feels good
- Ignites curiosity
- Clarifies

But Versus And

Blocking Language No, because Yes, but	Building Language Yes, and Curious questions
Blocking Actions Breaking eye contact Interrupting	Building Actions Smiling Nodding

B.R.A.V.E.© Model

Bolder leadership

Recognize the Offer

- Identify what *IS* versus what you *WISH WAS*
- Offers can be verbal, emotional, situational, physical, conceptual & more

What am I
Observing?

B.R.A.V.E.© Model

Bolder leadership

Recognize the Offer

Accept the Offer

- Not about agreeing, liking, wanting

What do I Accept?

B.R.A.V.E.© Model

Bolder leadership

Recognize the Offer

Accept the Offer

Value-Spot

- Not about positivity
- What is valuable?

In what ways can I
make use of this?

B.R.A.V.E.© Model

Bolder leadership

Recognize the Offer

Accept the Offer

Value-Spot

Engage & Build

- What can I use?
- Accept, reject, edit, ignore

What's my next little step?

B.R.A.V.E.© MODEL

Bolder leadership

Recognize the Offer

Accept the Offer

Value-Spot

Engage & Build



Your Turn



For information about our workshop offerings
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