

# Chapter 3: Culture

## Resource Guide

Resource Name	Purpose
<b>TOOLS</b>	
<b>Tool 1: Culture Audit Matrix</b>	A systematic framework for making your invisible culture visible and diagnosable across 8 dimensions
<b>Tool 2: Recognition Redesign Worksheet</b>	A systematic approach to aligning what you celebrate with what you actually value
<b>Tool 3: Toxic Pattern Interruption Scripts</b>	Specific language scripts for interrupting 10 common toxic cultural patterns (gossip, cynicism, victim mentality, etc.)
<b>Tool 4: New Staff Cultural Onboarding Checklist</b>	A systematic 4-phase process for acculturating new staff to your desired culture
<b>Tool 5: Cultural Carrier Identification Tool</b>	A system for identifying and leveraging the informal leaders who carry your culture
<b>EXERCISES</b>	
<b>Exercise 1: What Gets Celebrated</b>	Helps recognize how organizational culture is shaped by what gets publicly celebrated, rewarded, and acknowledged—and misalignment with stated values
<b>Exercise 2: The New Teacher Welcome</b>	Helps understand how culture is transmitted to new members through informal socialization and how to interrupt toxic patterns
<b>DISCUSSION GUIDES</b>	
<b>Leadership Discussion Protocol</b>	90-120 minute structured meeting format with pre-work, opening activity, core discussion questions, action planning, and closing commitments
<b>Leadership Team Discussion Guide</b>	45-60 minute facilitated discussion with individual reflection, pair sharing, full team discussion, and application planning
<b>PLANNING &amp; ASSESSMENT</b>	
<b>Action Planning Template</b>	Structured template for assessing current reality, defining desired state, identifying key actions with owners/timelines, success indicators, and obstacles
<b>Personal Inventory</b>	Self-assessment helping individuals examine how they personally shape and reinforce organizational culture, with team discussion prompts
<b>Chapter 3 Retrospective</b>	60-minute monthly review protocol to assess progress, celebrate successes, identify what didn't work, capture learnings, and make course corrections
<b>IMPLEMENTATION SUPPORT</b>	
<b>Implementation Checklist</b>	12-item checklist tracking implementation status (Not Done / In Progress / Done) for key culture indicators
<b>Implementation Rubric</b>	Developmental rubric rating five dimensions (Recognition Alignment, Cultural Transmission, Toxic Pattern Interruption, Values-Behavior Gap, Informal Leader Influence) from Beginning to Exemplary
<b>Quick Reference Guide</b>	One-page summary with core concept, key questions, common mistakes to avoid, and practical strategies
<b>PRACTICE MATERIALS</b>	
<b>Culture Practice Scenarios</b>	Two detailed practice scenarios ("What Gets Celebrated" and "The New Teacher Welcome") for applying culture concepts to realistic situations