

Chapter 3: Culture

Resource Guide

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