

Template

Revealing your company's current cultural dynamics

In order to reveal your company's cultural characteristics, it's important to map out the individual behaviours of your team members. Below you will find a template that you can fill in per team member or per team, helping you to understand the dynamics better.

In this template, three important facets of culture are included:

- How you interact with others;
- How you cope with your working environment;
- How you deal with challenges.

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| <p>Collaboration (How you interact with others)</p> | <p>This team member/team..</p> | <p><input type="checkbox"/> Is more individualistic.</p> <p>Indicators:</p> <ul style="list-style-type: none"> • More focused on individual goals rather than mutual goals; • More focus on speed and efficiency rather than finding consensus; • Finds it more difficult when others make mistakes; • Asks for help less often; • Has more difficulties with providing feedback. | <p><input type="checkbox"/> Is more collaborative.</p> <p>Indicators:</p> <ul style="list-style-type: none"> • More focused on mutual goals rather than individual goals; • More focus on completing a task together rather than completing it fast and efficiently; • Isn't judging when people make mistakes; • Asks for help more often; • Can more easily provide constructive feedback. |
| <p>Flexibility (How you cope with your working environment)</p> | <p>This team member/team..</p> | <p><input type="checkbox"/> Is more flexible.</p> <p>Indicators:</p> <ul style="list-style-type: none"> • Quickly adapts to changing circumstances without questioning the changes too much; • Prefers testing a lot of different workflows/strategies/Etc. | <p><input type="checkbox"/> Is more resolut.</p> <p>Indicators:</p> <ul style="list-style-type: none"> • More critical towards changes - questions the purpose of changes more before adapting; • Sticks to the plan. |
| <p>Problem solving style (How you work)</p> | <p>This team member/team..</p> | <p><input type="checkbox"/> Is more systematic.</p> <p>Indicators:</p> <ul style="list-style-type: none"> • Plans and structure their work carefully; • Takes their time to understand a challenge first; • Prefers creating and following methods. | <p><input type="checkbox"/> Is more intuitive.</p> <p>Indicators:</p> <ul style="list-style-type: none"> • More intuitive and impulsive rather than planned; • Acts more on gut feeling and instinct; • Tries out different approaches (trial and error) to solve a challenge. |