



# MONDAYS

*with Mike*

## What is culture?

Culture is tremendously misunderstood. It is not some insane perk an organization has decided to offer its employees. Anything that creates entitlement is either a fad or bad culture. Dynamic cultures create empowerment, not entitlement.

Matthew Kelly defines culture as follows in his book, *The Culture Solution*:

Culture is the vision, values, systems, language, expectations, behaviors, and beliefs that increase or decrease an organization's chances of accomplishing its strategy and fulfilling its mission, which in turn increases or decreases how much people enjoy coming to work.

He further shares these questions to help us build and nurture our culture:

- What is the vision of our company or organization?
- What are the organization's values – good and bad, spoken or unspoken?
- What are the systems that help us accomplish our mission?
- What is some of the unique language used in the organization that helps people buy into the mission, or to accomplish the mission?
- What is expected of you and your team?
- What behaviors increase or decrease the organization's chances of success?
- What beliefs are central to the vision and mission? How are they upheld and how are they violated?
- What increases or decreases how much you enjoy coming to work?

Each of us should be able to use Kelly's definition and probing questions to frame our organization's culture. The organization could be our company, our family, our school system, our school building, our locker room, our church, and so on.

Have a culture driven start to your week!