Workplace Culture

Promoting a Workplace Culture Characterized by Reflection, Appreciation, and Ongoing Learning

Scale Definitions for Workplace Culture	
No	My supervisor and/or employees would say I did not do this with at least 25% of them
Novice	My supervisor and/or employees would say I did this with at least 25% of them
Emerging	My supervisor and/or employees would say I did this with least 50% of them
Accomplished	My supervisor and/or employees would say I did this with all of those who it applies to
Distinguished	My supervisor and/or employees would say I did this with all of those who it applies to. In addition, I did this with other staff in my office/region/program
Master	My supervisor and/or employees would say I did this with all of those who it applies to**.** In addition, I did this with other staff in my office/region/program AND assisted others in leadership roles in how they apply this

Within the last 3 months, how do you think your supervisor and/or employees you supervise/manage would rate you on the following…….

Workplace Culture	No	Novice	Emerging	Accomplished	Distinguished	Master
Discussing strengths and talents of myself and others I work with	☐	☐	☐	☐	☐	☐
Encouraging professional development goals for myself and others I work closely with or supervise	☐	☐	☐	☐	☐	☐
Utilizing an authentic, strengths-based approach with others	☐	☐	☐	☐	☐	☐
Sharing policy, best practices, resource updates	☐	☐	☐	☐	☐	☐
Promoting an open door policy	☐	☐	☐	☐	☐	☐
Participating in ongoing learning and coaching in SOP	☐	☐	☐	☐	☐	☐
Highlighting staff accomplishments	☐	☐	☐	☐	☐	☐
Modeling and promoting a work/life balance	☐	☐	☐	☐	☐	☐
Modeling authenticity and messaging it's okay to make mistakes	☐	☐	☐	☐	☐	☐
Participating in regular supervision	☐	☐	☐	☐	☐	☐

Follow-up Reflection Questions:

1) If you rated yourself No, Novice or Emerging on any of the previous questions, what is one small step you can start in the next few weeks that would help you move up on the rating scale?

2) If you are already at Accomplished or above on this rating scale, please name a few specific behaviors you demonstrate consistently at work that lead you to this self-rating.