

With on *Culture*

I like to say that 'only highly connected teams can create moments of magic under pressure' – and part of that connectivity comes from having a few, clear, shared 'signals' that we look to, that tell us if we're in the right place, and heading in the right direction. I wonder what are yours?

The following questions are designed to help [raise awareness](#) about the texture and quality of your culture. To do that, they're aimed at drawing out insights through [description](#) and open questions, rather than narrowing the focus, or keeping people repeating safe, accepted, 'right answers', which prevent us from developing and [enriching our collective understanding](#). I hope you find them useful.

Coaching Questions on Culuture

1. Every family, team or group has a culture – describe ours.
2. What stories do we tell – our cultural 'myths' – to capture what we value in our community?
3. If you had to choose one person or event that has shaped our culture in a significant way, who or what would you choose?
4. What situations / contexts bring out our best behaviours?
5. What situations / contexts bring out our worst behaviours?
6. How might we raise visibility on the key behaviours that help us win?
7. How can we improve learning around our 'Biggest Blockers' to team performance?
8. If we ask our people / stakeholders / grandchildren what they appreciate about our culture, what would they / do they say?
9. If we ask our people / stakeholders / grandchildren how we could do better, what would they / do they say?
10. People say, 'What gets measured gets done'. Are we measuring the right things?

With (www.withdiversity.com) is a coaching consultancy that partners purpose-driven organisations to develop a coaching culture and unlock potential to achieve better outcomes for everybody. Creating healthy cultures, marked by 'The Core Conditions for Growth' is vital for organisational engagement, learning, creativity and resilience – and the sort of agility needed for businesses to be 'High Performing' in today's complex, interconnected and rapidly changing world.