

EXERCISE #7: CHANGING (OR REINFORCING) YOUR TEAM'S CULTURE



Split the team of employee into 2 teams. Give half room a card with 1 of your culture principles on it and the other half of the room a card with the opposite of that culture trait. For example, give half of the room a card with the words: “love helping others” on it and the other half a card with “anti-social and not friendly and selfish.”

Make sure both teams do not know what the contents are of the other team's card. Then for 90 seconds have every person on both teams talk to 3 people from the other team. Then separate the teams and ask them to guess what was written on the other team's card.

Then reinforce why it's important to have a culture of helping people that we work with rather than being anti-social, not friendly and selfish etc.

Repeat the same game, but this time on team 1's cards write “positive attitude” and on team 2's card writes “negative attitude.”

Do it again but this time team 1 has the words “passionate about our team and high energy” and team 2 has not “passionate about our team and low energy” written on their cards.

After the game is completed, discuss the principles or cultural attributes that you want to see on your team.

Whatever your team's culture characteristics are or should be, try the game we just spoke about, but instead of using the examples that I gave to write on the cards, use your optimal cultural characteristics.

Separately, if you want to, have teams of people write down 10 characteristics of people that they would love to work with and then have the teams talk about all 10. Then reinforce that we should look to hire people going forward that have those characteristics etc.

If you want to, you can also all decide on the top 10 characteristics that you would all love to have to describe your team's perfect culture. Then put the 10 characteristics in a hat and have employees chose 1 each without looking at it, then tape it to their back. Then have everyone stand and have everyone explain what is or they can act like what the cultural word or phrase is on the back of another person. When that person guesses correctly, then he or she can sit down etc.

The bottom line is I want you to customize some of the cultural game or exercise concepts discussed and then try them out with your team.

Why is this exercise important?

A team will be much more motivated if they have a superb culture.

Optional Comments / Game Ideas:
