



Building positive team culture

Once the culture agreements are defined and agreed upon by the team, make a plan to integrate conversations about them into regularly scheduled team time. A comprehensive approach would include: The team assesses which agreements they feel they most consistently practice and ones they feel provide the greatest opportunity for growth. Focus on agreements they have identified as a growth opportunity during the next few team meetings. Discuss what adhering to it would look like, what barriers exist, and tips for practicing. “Shout out” examples of team members demonstrating a culture agreement during team meetings or through online acknowledgment.

Keep the agreements flexible so they can be revised by the team as the needs change. Each opportunity for revision increases a sense of ownership by the team and avoids the agreements being seen as a top-down mandate.

Consider incorporating them into performance assessments.