

Microlearning Summary - Workplace Culture

A healthy workplace culture is essential for sustaining compassion resilience. Culture is not just a “feel-good” concept — it directly influences wellbeing, collaboration, job satisfaction, and the quality of relationships across a school community. This microlearning introduces the Rogers Culture Agreements, a set of aspirational behaviors that help teams build trust, strengthen communication, and create environments where everyone can thrive.

Why This Matters

- Culture shapes how safe, valued, and supported people feel at work.
- Healthy culture increases engagement, collaboration, and creativity.
- Clear agreements reduce misunderstandings and strengthen relationships.
- Compassionate culture protects against burnout and compassion fatigue.
- When teams uphold shared agreements, they build trust and collective resilience.

Link to Microlearning Video

Workplace Culture  School Workplace Culture

Staff Culture

Section 7

Aspirational Culture Team Agreements Example



1. Be open and welcoming to all through our presence, tone, words, and body language.
2. Speak up when we see problems or conflict in the workplace with a solution-focused, strength-based perspective.
3. Seek to understand and value diverse perspectives.
4. Work together as a team to accomplish goals.
5. Seek support when needed, respond to requests for help, and offer to assist team members when possible.
6. Prioritize and support work life balance and individual well-being.
7. Use transparent and direct communication.
8. Practice effective use of communication technology.
9. We uphold these agreements and other commitments through individual responsibility and in respectful conversations with our colleagues.

Micro-Reflection for after the micro-learning

- [Workplace Culture Reflection Questions for Staff](#)
- [Workplace Culture Leadership Considerations](#)

Signals to Notice

You may need to strengthen team culture when you observe:

Signal	What It Might Mean
Frequent misunderstandings or conflict	Communication norms may be unclear.
People feel isolated or undervalued	Belonging and inclusion need attention.
Team members hesitate to speak up	Psychological safety may be low.
Workload feels inequitable	Expectations and boundaries may be unclear.
Creativity and collaboration decline	Culture may not be supporting innovation.

What This Looks Like in Practice

A grade-level team notices tension building around workload distribution and communication. Some members feel unheard, while others feel overwhelmed. After reviewing the Culture Agreements, the team commits to practicing direct communication, sharing credit, and asking for support earlier. They begin using daily huddles to clarify expectations and check in on wellbeing. Over time, trust grows, misunderstandings decrease, and the team feels more connected, collaborative, and resilient.

Grade-Band Strategies You Can Use Tomorrow

The following grade-band strategies offer quick, practical ways to apply this microlearning in your daily work. They are not required steps — simply additional options you can use to deepen the learning, strengthen resilience, and support students and colleagues in developmentally responsive ways. Choose the strategies that fit your role, your context, and your current needs.



K–2 Strategies

1. Use Warm, Welcoming Presence
Steps: Greet colleagues and students with eye contact and warmth.
Why it's beneficial: Builds belonging and sets a positive tone.
2. Practice Direct, Simple Communication
Steps: Share needs clearly ("I need five minutes to finish this").
Why it's beneficial: Reduces assumptions and misunderstandings.
3. Ask for Support Early
Steps: Reach out when you feel overwhelmed or unsure.
Why it's beneficial: Strengthens team trust and prevents burnout.
4. Celebrate Small Wins Together
Steps: Share one positive moment during transitions or huddles.
Why it's beneficial: Reinforces a positive, connected culture.

3–5 Strategies

1. Assume Positive Intent
Steps: Pause before reacting; ask clarifying questions.
Why it's beneficial: Reduces conflict and builds trust.
2. Share Credit Generously
Steps: Acknowledge colleagues' contributions publicly.
Why it's beneficial: Strengthens collaboration and morale.
3. Use Solution-Focused Language
Steps: Shift from "This won't work" to "What could help?"
Why it's beneficial: Encourages creativity and teamwork.
4. Reinforce Agreements in the Moment
Steps: Gently remind colleagues of shared norms.
Why it's beneficial: Keeps culture aligned and consistent.

6–8 Strategies

1. Engage All Voices
Steps: Invite quieter team members to share perspectives.
Why it's beneficial: Increases equity and strengthens decisions.
2. Clarify Expectations Together
Steps: Define roles, timelines, and responsibilities as a team.
Why it's beneficial: Reduces confusion and frustration.
3. Use Transparent Communication
Steps: Share rationale, intentions, and updates openly.
Why it's beneficial: Builds trust and reduces assumptions.
4. Offer and Receive Support
Steps: Ask, “How can I help?” and accept help when offered.
Why it's beneficial: Strengthens team resilience.

9–12 Strategies

1. Address Concerns Early
Steps: Bring up issues respectfully before they escalate.
Why it's beneficial: Prevents resentment and supports accountability.
2. Adapt Communication Styles
Steps: Adjust tone and method based on context and audience.
Why it's beneficial: Improves clarity and connection.
3. Prioritize Work-Life Balance
Steps: Set boundaries around time and workload; honor others' limits.
Why it's beneficial: Protects wellbeing and reduces burnout.
4. Practice Equity-Focused Communication
Steps: Use inclusive language and ensure all voices are represented.
Why it's beneficial: Builds belonging and strengthens team culture.