The 5 Keys To Creating A Great Team Culture



Notes don't change anuthing.

MinistryLibrary

This **Application Guide** will be dedicated to helping you evaluate and create the necessary actions steps needed to address and improve the culture of your teams. The culture of your teams is vitally important to the overall health of your organization and you as the leader, need to be aware of the culture as well as cultivate the culture you want your teams to possess.

To begin this Application Guide, watch Jenni's video and print off this guide. You may choose to take your leadership staff through this workshop or just use it for the teams you oversee. Below is a section of Team Discussion Questions that can facilitate collaboration or get you started about thinking about your context of team culture. Afterwards, you can begin working through the What's Next section, answering all the questions and providing yourself with action steps and due dates.

Team Discussion Questions:

How can the culture of your teams positively or negatively impact your organization?

What are some organizations, brand, or businesses that possess a great culture? What is it about their culture that makes it so great?

What are some organizations, brand, or businesses that you believe to possess a poor culture? What is it about their culture that makes it poor?

What's Next:

Being Aware Of Culture And Why It Matters

do you see the organization?	culture of yo	ur teams affe	ecting the cui	ture of

ACTIONSTEPS

Don'	t take	notes	, take	action	Λ!
DUE	DATE				
					_
DUE D	ATE				
					_
					_

Is this a positive influence or a negative influence?	
How has the culture of your teams and organization been approached in the past?	
Does the team culture energize the employees or does it seem to drain them and cause them to disengage? Why do you think this is the result?	DUE DATE
What aspects of your culture make you unique and set you apart from every other church around you?	
How can you help others on your team and in your organization become aware of the culture around them?	DUE DATE
Defining What Kind Of Culture You Want To Have What words come to mind when you think of the current culture of your team?	DUE DATE
What aspects of culture exist that you didn't realize or acknowledge before?	
	DUEDATE

What are the things that your church and your team values?	
What kind of culture do you want your church to have?	
	DUEDATE
	DUE DATE
How is this different from the current reality?	
What differences would you like to keep and which ones need to be	
replaced?	DUE DATE
Of the changes above, which change in culture would have the single	
biggest impact overall?	
What are some action steps you need to take to focus on this aspect of your culture over the next few months?	
	DUE DATE
Modeling The Culture	
How are the things your team values (from above) being lived out and model in your life as the leader?	
Which of the values of your culture is being lived out the weakest in your life?	
<u></u>	
	DUE DATE

What steps do you need to personally take in order to begin modeling that value this week?	
Who do you need to meet with in order to shape the values of your team and encourage your team to begin modeling these values?	
Culture is more often caught than taught. What needs to change in your church's communication and language in order to model and reflect these new values?	DUE DATE
How does this affect your preaching? Your first impressions? Your media and communications? Your worship music?	DUE DATE
Hiring For Your Culture How have your seen previous staff hires impact your culture?	
Are your staff members currently contributing to the building or the eroding of your culture? In what ways?	DUE DATE
What are the non-negotiable values that you want present in all your staff members?	
	DUE DATE

What job descriptions or interview process need to be tweaked in order to reflect these values?	
When do you want to set a due date for this project?	
What changes do you need to make so that these values are incorporated more into performance reviews?	DUE DATE
Devoting Energy, Time, And Resources To Culture	
What are some ways you can begin to build the topic of culture into your language more?	
What resources do you need to designate towards improving the culture of your team?	DUE DATE
What are some upcoming opportunities where you can incorporate the values that you want lived out in your teams and in your organization?	
	DUE DATE
Spend some time thinking through how you want to incorporate these ideas.	
	DUEDATE