



Creating a Culture of Valued People

Teams+Time = Culture

Teams, the foundation of Culture

Culture is formed in small groups first. The team and the team leader are the most important points of culture creation. Studies show that we track most closely with about 5-7 people. The leaders of these small groups are the most powerful culture creation. The culture current that the leaders of small groups create will be the most powerful current for those in their group. Teams can then magnify that current and build a powerful force to improve the value of each member of the team. Gallup studies say that 70% of culture is built on the team level.

Taking Time to Focus

Henry Cloud a leading psychologist said meetings are set up to focus the collective minds of the team on what is truly important. If you don't take the time to establish the focus on valuing it will default to self protection. Our brains have a "default mode" that seeks out danger in our social worlds, and often finds it. The more our minds are left unfocused the more danger our minds will find. When intentionally focused we can intentionally move toward a valuing culture. Surfers say never look at the rocks in the surf or you will end up moving towards them. Where you focus you will move. So take the time each week and each day to focus on creating a VP Culture.

Tapping into the internal motivation of value

Often teams say we are too busy for this. We don't have time. Teams that don't take the time end up self-protecting. This results in physically shutting down, team drama, and anxiety. All of these forces slow you down, body and brain. Studies show these teams loose 1 day of productivity a week. Still think you don't have time to focus on VP Culture creation? Why not tap into the most powerful force in you, and inside your team. This is the internal motivation of value. Focusing on it creates a powerful energy for positive action and optimal living.



Exercise for Group

What does it feel like to be in a group all focused on one positive thing like winning a game?

How do people close to you shape your personal culture, family, friends?

What would it look like for you to create an intentional culture with your team?

Summarize this lesson in your own words or sketch.

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Habit Exercise for this week.

This is a thought habit.

Notice throughout the week if you feel you were focused intentionally on valuing yourself? Or was your default mode more active looking for danger?

MON	value	danger
TUE	value	danger
WED	value	danger
THUR	value	danger