



Creating a Culture of Valued People

Habits are the Bricks of Culture

Culture is built on habits

We often think of habits as just a thing we like to do, but habits are much more than that. First of all habits are hardwired behaviors deep in our brains. They are a routine in our brains that run on auto-pilot with very little effort and our brains reward us when we do them. Second, cultures are built on these little bits of behavior. When groups of people perform the same habits it makes culture. In the rural Midwest there is a habit of waving at strangers; not a habit in the in big cities. It is these little bits that make the whole. We will be learning and creating habits that will build a new culture just like a building is built one brick at a time.

Cornerstone Habits

Just as a building is built of bricks, it also has cornerstones that are foundational to the whole building, so too with habits. Cornerstone habits make other habits possible. These super habits generate more good habits. For example, the habit of going to the gym will lead to other smaller habits of running, lifting, swimming even networking at the gym. However, without the cornerstone habit of getting to the gym none of that happens. Each section of VP culture creation we will identify cornerstone habits. Meeting each week is one of those habits and our habit exercise is another one. These two habits allow you to learn what the target culture is, and then the habit exercise review and cement that learning. So pay particular attention to establish these cornerstone habits.

When our brains say “go”

Our brains have a default of saying “no” to new habits. Formation of new habits a challenge, it takes time. For some it will take repetition for 20 days others 200 days. It is best to start new habits in the morning when our brains are primed for it. It is also best to prime your brain with a mental run through of each step that you will need to do. These two neuro-tips will help you form these new habits.



Exercise for Group

Does anyone have a story of a time when they created a new habit. How long did it take?

Are there culture habits that you have that are different from those around you?

When we all do the same habit in a culture is it hard for you to even see it. Can you name any habits in this or past work cultures?

What is a cornerstone habit in your life that generates other good things in your life?

Summarize this lesson in your own words or sketch.

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Habit Exercise for This Week

Each day in groups of two spend 2 minutes reviewing these concepts. Write one word in the blanks.

1. What habits have changed your life?
2. What habits do you notice in the culture around you?

MON changed culture

TUE changed culture

WED changed culture

THUR changed culture