

CULTURE CANVAS

Designed for:

Date:

Version:

PURPOSE Why does the organisation exist? What difference do you strive to make in the world?		VALUES What are the organisation's core values?		BEHAVIOURS For each value note one behaviour which aligns with it.	
HUMAN CAPITAL How do you hire people that will enhance your organisation's culture? How do you decide who needs to move on and how do you manage that? How do you on-board and off-board people?	DECISION-MAKING How do you make sure there is clarity on who makes what decisions? What are the typical ways of making decisions in the organisation?	COMMUNICATION What are your organisation's expectations on each communication channel (e.g. responsiveness, availability, politeness)? How are you making sure you are fostering a listening organisation?	MEETINGS What is your meeting culture like? Are there guidelines for meetings across the organisation? What do you do to ensure meetings are necessary, effective and inclusive?	LEARNING What do you do to encourage everyone to learn and develop? How do you foster a feedback rich environment?	PSYCHOLOGICAL SAFETY How do you ensure that everyone has a voice and participates fully? That they are willing to try something new without fear of criticism?
RULES & POLICIES What are the key rules and policies? How do you clarify what is expected of team members without reducing their motivation?	REWARDS & RECOGNITION How do you reward and recognise behaviours and performance that are aligned to your purpose, values and culture?	HEALTH & WELLBEING What are you doing to ensure that your people are able to bring their best selves to work and find a good work life balance?	STORIES & RITUALS What rituals and stories are you using to build and maintain your culture?	ENVIRONMENT How do you design your workspaces? What physical and behavioural cues do you use to embody your culture?	MEASUREMENT How do you track whether the leaders are consistently reinforcing the organisational culture? How are you measuring whether the culture you desire is the actual culture?

