

CULTURE CANVAS

Designed for:

Date:

Version:

PURPOSE Why does the company exist?		VALUES What are the company's core values?		BEHAVIOURS For each value note one behaviour which aligns to it.	
HIRING & FIRING How do you hire people that will add to your company'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 company's boundaries and guidelines on each communication channel (e.g. responsiveness, availability, politeness)? How are you making sure you are fostering a listening organisation?	MEETINGS What are the guidelines for meetings across the company? 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 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 help stay connected to your culture?	MEASUREMENT How do you track whether the leaders are consistently reinforcing the company culture? How are you measuring whether the culture you desire is the actual culture?

