

8 Building Blocks of Culture Change

Laying a strong foundation for lasting transformation

Environment

Our physical space informs the ways we engage with each other

- Does our environment (art, furniture, spatial designations) send a message of respect, and a commitment to creating a welcome and supportive space for everyone?

Interactions

Relationships with others that we build and nurture

- Does the way we engage and associate with others (individually and in groups) have a positive effect on our unit's climate?

Modeling

Our behavior as seen through the lens of others

- Are we consistently displaying behaviors that demonstrate how we value the members of our community?

Routines

Practices designed to promote positive culture

- How do our practices influence our unit's climate?
- What processes are in place that hold individuals accountable for their behaviors?

Expectations

Our beliefs shape and define what we do and how we do it

- Do we communicate what values and behaviors we expect members of our community to hold and display?

Language

There is culture-shaping power in the words that we use

- Do our words impart messages of respect and support a sense of connection and belonging?
- Does our language reflect respect and value for everyone, regardless of their role, identity, or position within the unit?

Opportunities

Pathways to achievement we create for our community

- Are we intentional about creating spaces for others to learn, grow, and advance?
- Do we actively seek ways to uplift and empower others?

Time

We control time, it does not control us

- Do we allocate our time in ways that promote an inclusive and respectful climate?

Adapted from:

<https://pz.harvard.edu/resources/the-8-forces-that-shape-group-culture>

Creating Cultures of Thinking

Ritchhart, R. (2015). Creating Cultures of Thinking: The 8 Forces We Must Master to Truly Transform Our Schools. San Francisco, CA: Jossey-Bass.

The Respect in Striving for Excellence (RISE) Committee. (2022, August). Eight Levers to Shift Climate for Respect and Inclusion. University of Michigan ADVANCE Program.