

Culture Creator Checklist



Wondering what it takes to create happy and hardworking staff in your healthcare business?

The reality is that **work is so much more to many than that just a job.**

Your staff want direction, they crave leadership and they thrive on opportunities to develop and grow. They want to be part of a workplace where communication is timely and transparent, and, where they are supported to be the best they can possibly be. **They want YOU, to place an importance on improving workplace culture and really understand what it means.**

This **Culture Creator Checklist** will help you to gain an understanding of the areas you may need to be investing in to create happy and hardworking staff in your healthcare business.

Purpose, Vision and Values

Does your practice have a clear purpose?

Can *every* team member recite the purpose of your practice?

Does your practice have 3 – 5 core values that *every* team member can remember?

Does your team share the same practice vision?

Champions

Do your practice leaders set the tone of the culture by leading by example?

Does your practice have champions across the organisation who share its direction?

Do your team members trust their leaders?

Communication

Does your practice adopt a planned approach to sharing news, changes, goals and successes?

Are your team members able to voice their views, perspective and ideas in a safe way?

Care

Does your practice approach employee wellness with empathy?

Do your team members care for one another?

Do your team members treat each other with respect?

Do your team members feel supported and valued?

Environment

Does your practice provide a comfortable work environment?

Does your practice design encourage productivity of team members?

Empowerment

Does your practice encourage learning and development of its team members?

Do practice leaders provide a safe environment for team members to learn?

Are your team members trusted and empowered to make decisions?

Accountability

Do your team members understand what determines success in their role?

Do your team members take responsibility for actions and results?

Adaptability

Does your practice focus on continuous improvement?

Are your practice leaders drivers of positive business change?