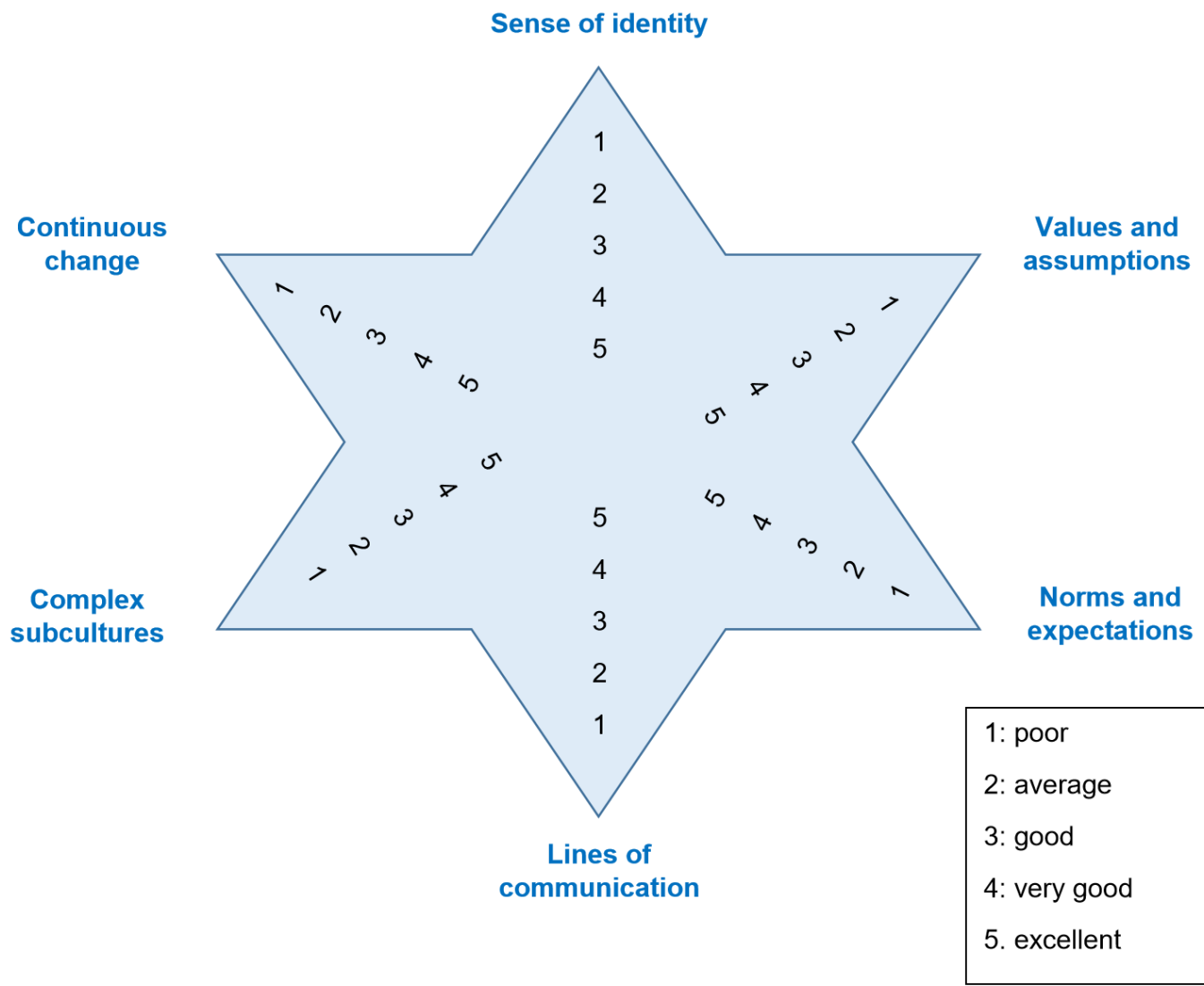


Procedural	
Dynamic	
Competitive	
Collaborative	



Open and Positive Culture

We ensure people needing care and support are at the heart of our service by ...	We would evidence this by
We demonstrate that we have an open culture when we	We would evidence this by
We embed a person-centred culture by ...	We would evidence this by
We encourage and support a strong focus on inclusion, equality, diversity and human rights by ...	We would evidence this by
We demonstrate that we understand our culture when we ...	We would evidence this by
We prioritise and promptly resolve problems and concerns through	We would evidence this by



Analyse: Analysis recording template

You can use this template to records the findings from the analysis of your workplace culture.

Area of analysis	What has your analysis shown about your workplace culture?	What impact does this have for your workplace culture? Negative or positive.
Social influences		
Environmental influences		
Organisational influences		
A sense of identity		
Shared values		
Norms and practices		
Lines of communication		
Complex sub cultures		
Continuous development and change		

Analyse: SWOT analysis

You can use this SWOT template to identify the factors that are helpful or harmful to achieving your desired workplace culture – these might be internal or external to your organisation.

Helpful to achieving your desired culture			
Strengths Aspects of your workplace culture that give it an advantage over others.		Opportunities Aspects that your workplace culture could exploit to its advantage.	
Internal	External	Internal	External

Harmful to achieving your desired culture			
Weaknesses Aspects that place your workplace culture at a disadvantage.		Threats Elements in your environment that could cause trouble for the workplace culture.	
Internal	External	Internal	External

Plan: Implementation plan template

You can use this template to help you plan what you want to do to achieve the desired outcome.

Areas for development	Action required	Who is responsible?	By when/ timescales	Outcomes for your service	Evidence of outcome
A sense of identity					
Shared values					
Norms and practices					
Lines of communication					
Complex sub cultures					
Continuous development and change					



Leading with Integrity

Objective	What this Means	How can it be achieved - example
Lead by example		
Celebrate Achievements		
Challenge Policies and Procedures		
Seek Best Practice		
Empower others		