

Team Culture Snapshot Tool

ASSESS YOUR TEAM'S CULTURE ACROSS FOUR
KEY DIMENSIONS.



Redhaven Consulting
EXPONENTIAL IMPACT, ONE LEADER AT A TIME

Why Culture Matters

Culture can make or break a team and goes deeper than what we can easily see. A strong culture fuels trust, performance, and retention. It can be your secret weapon for success, but a good culture can and should be managed and nurtured.

Culture and leadership are inescapably connected. Leaders create and embed cultures and values that outlive their tenure and can last for years.

The Team Culture Snapshot Tool helps you and your team assess your culture to see if it's aligned with your strategy. By reflecting across four dimensions, you'll see where your team is strong, where it may be struggling, and where you can focus next.



Clarity



Trust



Accountability



Growth

Four Dimensions of Team Culture

Researchers have developed many frameworks for developing culture. This snapshot tool offers a simplified way of assessing of cultural health. For additional insights on defining or changing your culture and working on a custom plan, [schedule a call](#).

AREAS TO CONSIDER



Clarity: People know what is expected of them, and the team is aligned on shared values and goals.



Trust: The team has shared psychological safety; they feel comfortable sharing ideas, admitting mistakes, and challenging each other. They have open, consistent communication.



Accountability: Team members (and leaders!) follow through on their commitments, and each member is held to shared standards.



Growth: All members are developing their skills consistently, and people are recognized for their contributions. The team feels forward progress, not just survival mode.

Snapshot Assessment

Rate your team on each dimension, from 1 (low) to 5 (high) and assess the results.

DIMENSION	1	2	3	4	5
CLARITY					
TRUST					
ACCOUNTABILITY					
GROWTH					

HEALTHY

Mostly 4s and 5s

Your team likely has a healthy culture.

Focus on sustaining strengths and refining edges.

MIXED

Mostly 2s and 3s

Your team has a mix of positives and challenges.

These areas are ripe for intentional improvement.

AT RISK

Mostly 1s and 2s

Your culture may be limiting performance and engagement.

Be sure to work on addressing these gaps.

Where to Focus

Each dimension needs a different solution. Review your low scores above and choose a place to start. Remember, growth is progress, not perfection, so don't try to change everything at once.

CLARITY

Start with *understanding*. Work with your team to reframe or clearly define goals, expectations, roles, and responsibilities.

TRUST

Model vulnerability first, fostering safe spaces for discussion. Provide clear, honest feedback and acknowledge your own struggles, too.

ACCOUNTABILITY

Work with your team to create team charters and schedule consistent check-ins with each other to make sure commitments are met.

GROWTH

Set individual and team development goals, celebrate progress, and invest in learning opportunities that pique team members' interest.

Culture is Created Intentionally

Your team's culture is always evolving, with each conversation, commitment, and action.

This snapshot shows you a piece of where you are today, and the next step is building the culture you want tomorrow.

Culture change doesn't happen overnight. For deeper exploration, contact me to schedule a guided team assessment or facilitated workshop to help you move from awareness to action.

