

CULTURAL ENABLERS AND INHIBITORS

To build a high performance culture, your culture needs to 'mirror' customer needs and behavioural patterns.

There are 10 factors that shape culture. These operate at different levels of consciousness. 3 operate at a conscious level. 6 operate at a subconscious and unconscious level. Communication operates across all levels of consciousness.

Thinking about your perception of each factor, identify which are enabling (support) and which are inhibiting (sabotage) the development of a sustainable high performing culture. Develop a separate action plan based upon your insights.

To learn more about the 10 factors that shape culture at a conscious, subconscious and unconscious level, buy the FITS Culture Module now.

Autonomy	The extent to which individuals feel they are able to take initiative and make decisions
Change Tolerance	Employee assumptions about the organisation's capability and willingness to change
Communication	The nature and degree of information sharing
Conflict	How and why conflict arises in the organisation and how it is resolved
Control	The way in which organisational effort is monitored and co-ordinated
External Coping	The values which influence the organisation's ability to cope with external conditions
Internal Organising	The values which affect the way in which work is allocated, integrated and organised
Performance Reward	Employee assumptions about what constitutes "good" performance
Management Support	The focus of management in the organisation
Identity	Employee assumptions about the organisation's effectiveness in the marketplace and the extent to which they identify with it

Enabling Cultural Factors	Inhibiting Cultural Factors
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