



Practical questions worksheet

1. How is your organisation structured and how does this shape its culture?

2. What are the visible signs of culture and subcultures?

3. Are there different subcultures (e.g. between departments, professions, or night and day staff)?



4. How do these subcultures communicate and work together?

5. Are there ways for staff to express their thoughts on culture and how it may be evolving?

6. How do service users, families, and carers influence the culture of your organisation, and how could they be meaningfully involved in shaping or supporting culture change?



7. What leadership styles are currently in place and how could leadership support a positive culture?

8. What aspects of the current culture should be preserved, and what needs to change?

9. What lessons can be learned from previous culture change efforts (both successful and unsuccessful)?



10. Who needs to be involved in shaping and leading cultural change efforts?

11. How can you ensure that culture change is co-created by staff at all levels, developing a sense of ownership?

12. How might resistance to change be handled?



13. How will changes be established in both thinking and behaviour?

14. How will unintended consequences of change be identified and addressed?

15. What training and support will people need to understand and adopt the new culture?



16. How will you ensure that changes are sustained over time?