

Organizational culture challenges checklist

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Strategy

risks: confusion and misalignment

- Goals or scope of goals are not clearly defined.
- Goals are not broken down into executable steps.
- Limited or no ownership over the steps in the process.
- Significant changes to strategy in general (too much pivoting).

Operations

risks: overwhelm and competing interests

- Too many priorities (people don't know what to drop and feel like they have to do everything).
- People assume that their priorities are also shared with others (when this is not the case).
- Outdated ways of working are still present in operations while the organisation wants to change.
- Too many channels and platforms to work and communicate with.

Socio-emotional

risks: psychological unsafety and decreased motivation

- Limited transparency concerning organisational decisions.
- People do not feel heard (ideas or concerns) - instead of contributing to the organization, they feel they are just executing change.
- Significant changes to personnel or restructuring of the organisation.
- People don't feel open to share about their concerns/challenges.

Interpersonal

risks: mistrust and lack of responsibility

- People are not connected or feel unfamiliar with each other.
- New members of the organization are not integrated into the existing ecosystem (they assume a role but do not understand or contribute to existing group norms).
- Interpersonal conflict exists between two or more members or between teams and it is not being addressed or discussed.
- Leadership is either too domineering or too passive - and loose the trust of their teams.