

Culture Change Readiness Self-Assessment

Is your organization ready to begin a culture change initiative? Check through the following list of starting points to find out.

Starting points for a culture change initiative	not at all	a bit	partially	mostly	completely	Why it's important
<p>Leaders are open to working in Authentic Partnership</p> <p><i>Guiding principles</i></p> <ol style="list-style-type: none"> 1. <i>genuine regard for self and others</i> 2. <i>synergistic relationships</i> 3. <i>focus on the process</i> 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Organizations committed to culture change consider the voices of all those involved in the care process including older adults, family members and staff at all levels and in all disciplines. They recognize that by working together, we are more than the sum of our parts. Research suggests that collaborative processes lead to better experiences and outcomes.</p>
<p>Leaders are interested in pursuing a relational model of living</p> <p><i>(Relational models focus on living life to the fullest and embracing flexibility, self-determination, and a sense of community)</i></p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Culture change can be challenging because it asks everyone to consider shifting and disrupting assumptions about how and why the organization functions as it does. Leaders need to at least be open to a relational model of living in the initial stages. As culture change work proceeds, they'll need to model behaviour that's consistent with relational caring values. And they'll need to support staff as they try news ways of caring.</p>

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Organizational leaders are willing to empower and support members of the culture change team (made up of staff, older adults and families)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	In order for culture change to work, members of the culture change team have to be empowered to think and act in ways that challenge and build on traditional ways of operation while supporting a shared vision.
One or more culture change champions can be identified within the organization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Sometimes the people best positioned to lead change aren't senior leaders. However, they may need coaching and support to be effective change champions.
Leaders are willing to break away from "traditional" top-down problem solving	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	When using traditional problem-solving, people often become focused on what is not working and may feel overwhelmed, insecure, powerless, or blamed. These feelings do not encourage individuals to take part in a large scale culture change process.

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Leaders and team members are willing to commit to an appreciative inquiry approach, even if it's outside their comfort zone	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Appreciative Inquiry seeks to discover what it is that gives life to an organization when it is most successful and connected to its members and community. Building on the strengths of your organization can be energizing for everyone involved. It can help you uncover exciting, creative possibilities that may otherwise go undiscovered.
The shift to a relational model of living aligns (or can be aligned) with your organization's strategic plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Culture change is about visioning, identifying shared priorities, developing collaborative solutions, committing to realistic action plans, and carrying them out. When successful, it shapes your organization's future direction and creates a deeper understanding of its reason for being.