

EARLY SIGNS OF A NON-HELPFUL CULTURE

5 habits to pay attention to

PEOPLE ARE AFRAID OF SPEAKING THE TRUTH

We've all been in organisations where the bosses only want to hear good news, where people learn to 'massage' the truth about the real issues and situations to keep them happy.

So, instead of asking, "how do we fix the issues?", they drift along in 'measured ignorance'. What a waste of time if you have an entire group of leaders who do that in any business!

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OUT OF HOURS CONTACT

You get emails at all times of the day and night and at weekends, and you're expected to answer/reply.

This is a clear and obvious sign that the culture is not right which, sadly, is all too common.

YOU'RE EMPOWERED ... BUT ARE YOU REALLY?

The leaders say, "You're empowered", but you can't make a decision without first getting approval from 4 or 5 other people.

This again is a very clear and obvious sign ... it's compliance and governance gone mad! A simple decision has to go to the Executive Committee that meets once a month! Really? Slow decision making is a killer in this fast-paced and rapidly changing world.

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DEMOTIVATED EMPLOYEES

Members of the team have to pause and take a deep breath to get into the right "headspace" before going into work every day.

This is a sign of disheartened and demotivated employees. They're unlikely to give their best to the tasks at hand with this mindset.

YOUR BOSS DOESN'T BACK YOU OR STAND UP FOR YOU

This is an absolute "nail in the coffin". People will be afraid to make decisions, or try new things because if it goes wrong or needs a slightly different approach ... they know they'll be "on their own and hung out to dry"!

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