

## Exercise 3: Articulate Your Team's Culture With 7 FoRs

### Discussion Prompt:

How would you describe your team's culture using the 7 FoRs? Why does your team prefer the FoRs that you do?

How team members behave might be described as "team or company culture." There can be a discrepancy between the official organizational values and what is actually practiced, which is further complicated by different interpretations of those values in the first place. The 7 FoRs can help identify these discrepancies because the 7 FoRs focus on what your team does, not what your team says it does. For example, a company can say it values Information and yet only the leadership team has access to key business intelligence.

Below are examples:

<b>The FoRs we prioritize giving one another are:</b>	Candor, Information, Acknowledgment
<b>Examples are:</b>	<p><b>Candor</b> – We will give each other unsolicited feedback publicly so we all learn from one another.</p> <p><b>Information</b> – We will make sure that everyone has access to all documentation and is invited to meetings; it's okay if they decline.</p> <p><b>Acknowledgement</b> – We will publicly share each other's contributions.</p>
<b>We care about these FoRs because:</b>	<p><b>Candor</b> – We are a very small, nimble team that has to adapt really quickly. We need to know how to constantly evolve and get better and learn from each other's perspectives. When we give feedback in real-time, in group meetings, we all learn.</p> <p><b>Information</b> – We know that people are busy and we also empower people to make their own decisions based on the information they have. However, we do expect that because people have access to documentation, they consult it before asking questions.</p> <p><b>Acknowledgement</b> – We are in the startup stage and we don't get much in terms of material rewards, so verbal affirmation is very important. It also allows people to feel good about their contributions, regardless of their role or title.</p>

## Exercise 3: Continued

It's also important to be unapologetic about the FoRs your team deprioritizes and why. Too often, we try to please and accommodate everyone. Part of articulating your team culture is also being firm about what you don't do.

Below are examples:

<b>The FoRs we deprioritize giving one another as a team are:</b>	Procedure, Attention, Consideration, and we are neutral about Punctuality
<b>Examples are:</b>	<p><b>Procedure</b> – We expect people to figure out how to do things because we don't have any established norms.</p> <p><b>Attention</b> – It's okay to multitask.</p> <p><b>Consideration</b> – We should always ask each other and it's okay to say no.</p> <p><b>Punctuality</b> – We should try to be on time for meetings with one another, but we also understand that things come up and a lot of people can't make it on time because they are running from one meeting to the next.</p>
<b>We don't care about this because:</b>	<p><b>Procedure</b> – We are changing too fast to have any established rules.</p> <p><b>Attention</b> – We are expected to juggle many tasks at the same time.</p> <p><b>Consideration</b> – It's better to have clarity than comfort.</p> <p><b>Punctuality</b> – There are many competing priorities that come up in our business. We have to trust that we are each making the best decision for the team.</p>

Your turn! On page 3 and page 4, fill in the tables with your own answers and refer to the examples we provided on page 1 and page 2 as needed.

# With Your Team

## Exercise 3: Continued

Fill out the table below with the Forms of Respect your team **prioritizes**.

<b>The FoRs we prioritize giving one another are:</b>	
<b>Examples are:</b>	
<b>We care about these FoRs because:</b>	

# With Your Team

## Exercise 3: Continued

Fill out the table below with the Forms of Respect your team **deprioritizes**.

<b>The FoRs we deprioritize giving one another as a team are:</b>	
<b>Examples are:</b>	
<b>We don't care about these FoRs because:</b>	