

## **AN “AWARENESS-MUSCLE” WORK-OUT**

### **10 Questions for Identifying and Developing the Importance of an Elephant-Free Culture**

**Inspired by, and portions taken from,  
*Stomp the Elephant in the Office, Put an End to the Toxic Work Place, Get More Done, and  
Be Excited About Work Again (Wister and Willows, 2008)***

1. What percentage of individuals in your organization routinely – through their actions – move the culture forward? (This means they are consistently improving their own behaviors, they’re assisting those around them build stronger behaviors, and they’re actively creating stronger relationships with those they interact with.)
2. On a scale of 1-5, how aware are individuals in your organization that THEIR actions create the culture in which they operate?
3. On a scale of 1-5, how aware are employees that their culture is one of the greatest influences and predictors of the results the organization will generate?
4. What percentage of people use the “FIX-IT Approach” to developing people? In other words, people approach others with a “you’re doing it wrong – and I’m the expert” approach. This communicates that people are flawed, which always kills productivity, morale and efficiency.
5. To what extent does leadership rely on a “gotta get the buy-in” approach to creating change? Translation: leadership (the “experts”) creates the plan and then attempt to sell it to others.
6. Conversely, how many leaders within the organization generate “ownership” by consistently soliciting and utilizing other people’s ideas?
7. When people are motivated they deliver “discretionary efforts,” meaning they are emotionally engaged in their work. What percentage of leaders within your organization consistently identify and tap into the motivations of those they are responsible for leading?
8. How many leaders in your organization are as invested in the personal success of their team members as they are the business results they want those individuals to deliver?

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9. Within your organization, how much time is spent in meetings focusing on problems, who's to blame, what's not working, and what people don't like...rather than focusing on solutions, what we can learn, what is working, and what we do like?
  
10. How many leaders within your organization lead in a way that allows people to “make a difference” while at work? In other words, they create an environment that encourages people to support and serve those around them?