

Watch the video

Use the link to watch the short animation about what makes a safe and healthy culture.

www.thirtyoneeight.org/culturecube

Establish good governance

Think about the way your organisation is controlled and governed.

Answer Agree / Disagree / Not sure – discuss your reasons for giving your answer.

1. Our procedures and the expectations on people are clear, consistent, and easy to understand.
2. Control within our organisation is not coercive, and the difference between demands and requests is clear
3. When dealing with complex situations our organisation willingly seeks impartial advice from outside.
4. The behaviours shown by our leaders and others within our organisation are not rigid, dogmatic, or controlling.
5. People are given genuine freedom to make choices for themselves about matters that affect their lives.

Listen well

Think about the stories that are being told about your organisation.

Answer Agree / Disagree / Not sure – discuss your reasons for giving your answer.

1. Stories being told by people outside our organisation are mostly positive.
2. Stories being told by people inside our organisation are mostly positive.
3. I know what negative stories might be being told about our organisation.
4. Our organisation has a culture that welcomes feedback and encourages open discussion about these stories.
5. Our organisation has a culture that encourages us to be humble in the way we respond to issues and learn from them.

Build effective structures

Think about the written and unwritten structures, reporting lines and accountability within your organisation.

Answer Agree / Disagree / Not sure – discuss your reasons for giving your answer.

1. The structures in our organisation help to develop and maintain safer, healthier cultures and practices.
2. I am clear about what our organisation is trying to achieve with its structure and that leadership is exercised safely.
3. Our leadership structure has processes in place that encourage and invite challenge, scrutiny and accountability.
4. The way our organisation's structure works displays and develops safer, healthier culture.
5. Everyone with responsibility is offered an appropriate level of support e.g. through supervision, personal development, coaching/mentoring, etc.

Manage power

Think about the formal and informal power structures within your organisation.

Answer Agree / Disagree / Not sure – discuss your reasons for giving your answer.

1. In our organisation decisions are made in a way that includes and welcomes the input of others.
2. Our leaders model humility and respect. They challenge any behaviours and attitudes which don't value and treat people equally.
3. In our organisation I see people displaying safe and healthy attitudes, values, and behaviours.
4. In our organisation I can see where power dynamics could create unhelpful or harmful imbalances and I feel able to talk about this openly.
5. I feel I could challenge the development of authoritarian or dictatorial power dynamics in our organisation's leadership.

Model safe behaviours

Think about the everyday activities and behaviours that are accepted within your organisation.

Answer Agree / Disagree / Not sure – discuss your reasons for giving your answer.

1. Our organisation is committed to being transparent and clearly communicates what behaviours are acceptable and permissible.
2. Our organisation welcomes feedback on our practices and ways of working from people who are new.
3. Our organisation welcomes feedback on our practices and ways of working from people who are long-standing members.
4. Our routines and rituals are kept under review and reflect a safer, healthier culture.
5. Our routines and rituals take into account how they might affect people who may be vulnerable.

Communicate well

Think about how your organisation communicates internally and externally.

Answer Agree / Disagree / Not sure – discuss your reasons for giving your answer.

1. Our organisation communicates messages that support us to develop and maintain a safer culture.
2. Our organisation clearly communicates what a safe place looks like so everybody understands what's expected of them and others.
3. A commitment to being a safer place is an important part of who we are as an organisation.
4. I am clear about where accountability lies and that it is used to encourage personal value and equality?
5. Our organisation actively welcomes people who are broken, wounded and vulnerable providing them with a safe place.