

# Assessment: Commitment to Building a Culture of Respect

In order to identify your commitment to building a culture of respect, please select the answer that most accurately describes you.

Characteristic or behavior	Some-times	Most of the time	Always
<i>People focus</i>			
Do you actively seek out the views of others?			
Are you committed to team development?			
Do you instill confidence in others?			
Do you tolerate mistakes from others?			
Do you encourage open feedback and debate?			
<i>Personal integrity</i>			
Do you do what you say you will do?			
Do you show respect to everyone?			
Can you say sorry when you have made a mistake?			
Are you open and honest about your mistakes and learn from them?			
Do you focus on using effective, positive communication often?			
When you disagree with a person, do you keep an open mind anyway?			
Are you fair in all your dealings with others?			
<i>Visibility</i>			
Do you actively promote an open door approach?			
Do you champion a culture of respect and dignity?			
Are you available to listen to the views of others?			
Do you regularly talk about the need for respect and dignity at work?			
Have you put building a culture of respect at the top of the priorities?			
Do you exemplify the core values, and encourage others to do the same?			
Do you have a set action plan for building a positive culture, and are you following through on it?			
<i>Promoting excellence</i>			
Do you give personal recognition to others for accomplishments, however small they may be?			
Do you offer regular performance coaching to all employees?			

Do you avoid micromanaging, and step in only when it's needed?			
Do you work with employees to develop opportunities for performance improvement and action plans?			
<i>Challenging poor behavior</i>			
Do you put a stop to unacceptable behavior in the moment?			
Do you readily and frequently meet with those engaging in unacceptable behavior to help them correct it?			
Do you have a zero tolerance policy for poor behavior, and enforce it?			

All of the items above are essentially a list of ways to influence a positive and respectful work environment. So consider your answers; are you consistently engaged in behaviors that create a positive and psychologically safe work place?

If you marked "sometimes" on any of the items above, we suggest getting started on your plan for change.

Contact us if you'd like to discuss leadership coaching for you, or training for your whole team.