DOES YOUR ORGANIZATION FOSTER A CULTURE OF

RESPECT & INCLUSIVITY?

The OIL Model Assessment

Processes
Systems
Policies
Technology

Individuals
People leaders
Top leaders

Provision of resources
Communication
Accountability
Decision-making
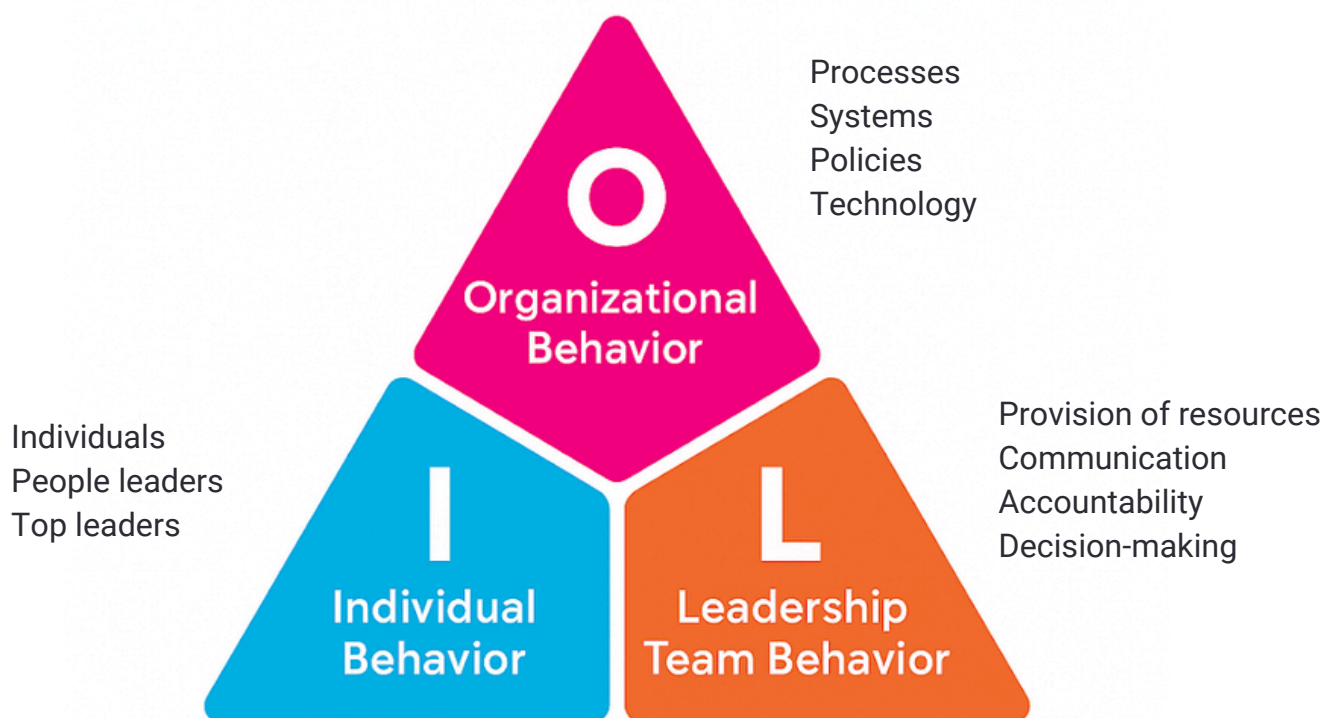
Incivility, bullying, and harassment don't occur in a vacuum - they happen when culture permits them. Building a respectful, inclusive workplace isn't just about good intentions; it requires clear behaviors from individuals, leadership, and the organization as a whole. In other words, Organizational Behavior, Individual Behavior, and Leadership Team Behavior (OIL) have to align when you're focused on creating a positive work culture.

That's why we created this assessment - to help you determine if your OIL is aligned. Use it to evaluate whether your organization is putting its money where its mouth is, and identify strengths and opportunities for improvement across these three critical pillars of workplace culture.

Instructions: Answer Yes or No to each question. Be honest, and use this short assessment as a springboard for identifying action items that will help you reach a positive and respectful culture.

Individual Behavior How individuals show up at work, from entry-level employees to executives.	**Yes**	**No**
Do your peers and colleagues speak with a positive tone of voice and use positive language?		
Is being vulnerable (e.g., sharing stresses, being real) acceptable in your workplace?		
Do employees talk about "the way it is around here" in a positive light?		
Do your managers encourage employees to think for themselves and trust them to make the right decisions?		
Is feedback usually focused on what's being done right instead of what's being done wrong?		

Organizational Behavior The systems, processes, and policies that influence workplace culture.	Yes	No
Does your organization provide training focused on the interpersonal skills desired from your workforce, including civility, respect, and inclusivity?		
Does your organization provide regular manager/supervisor training on coaching as a tool for poor performance (e.g., work mistakes) and poor behavior (e.g., gossip)?		
Do your performance evaluations include measurements on core competencies directly tied to core values?		
Can you and your employees easily point to the ways in which the organization itself lives the core values?		
Would you say your organization has a strong, well-known culture?		
Are performance and results more important than respect and company culture? (In other words, are people held accountable for respectful behavior, no matter their ability to get results?)		

Leadership Team Behavior How leadership operates, communicates, and holds people accountable.	Yes	No
Does leadership communicate often about their desire and vision for a healthy and civil work culture?		
Does the C-Suite communicate regularly with all levels in the organization?		

Do managers know that holding people accountable to respectful behavior is expected from them?		
Do leaders put ample budget and resources towards the culture they seek to achieve?		
Is the HR function seen as a strategic partner, as opposed to a cost center or a transactional function?		

Check Your Results

Hopefully you answered "yes" to all of the questions! If you did, it is likely your organization is free and clear from bullying and harassment, and most everyone is feeling positive and valued at work (though human behavior is never predictable).

If you answered "no" to some of the questions, then those are opportunities for improvement. Take a closer look at those items and decide if they might evolve into action items for you. Your next step is to set up a meeting with your CEO to discuss strategies for moving forward.

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INFO@CIVILITYPARTNERS.COM
858-598-3416