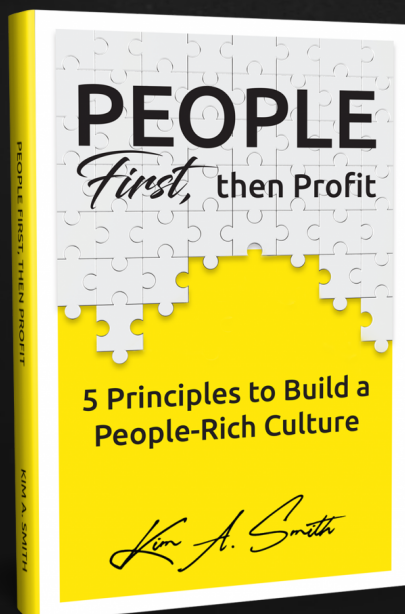

PEOPLE *First* TEMPERATURE CHECK

TEAM CULTURE ASSESSMENT TOOL

• K I M A . S M I T H •

INVEST IN YOUR PEOPLE FIRST

ABOUT THE BOOK



Imagine a world where organizations hire partners instead of workers. The visionaries set up the partners for success by prioritizing needs, cultivating growth and welcoming their brilliant insight to the table. The voices of the partners carry wisdom for each visionary to navigate the growing competition. Customers remain loyal because they feel heard, without knowingly using their voice. Yet, the twists and turns of the market are accurately forecasted because of the brilliance within the brand these customers adore. Just imagine, for a moment, if you were that visionary. How much more helpful would it be to work with partners who were committed and productive? What if you were that partner? How much easier would it be for you to show up to work every day – knowing the weight of your value? That world is the future of work. It is a place where the culture is rich from the synergy of its people.

NAME

TITLE

COMPANY NAME

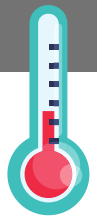
DATE



Team Culture Temperature Check

INSTRUCTIONS:

Do you have a people-rich team culture? Complete the below assessment to unveil the hidden truths about your team dynamics. Write out action to follow up on. Share your results with your team, senior leadership and other key stakeholders.



	TRUE	FALSE	
PRIORITIZE	<input type="checkbox"/>	<input type="checkbox"/>	I have regular coaching and/or feedback meetings with my team members.
SERVE	<input type="checkbox"/>	<input type="checkbox"/>	I am supportive of the professional development needs of my team members.
EQUIP	<input type="checkbox"/>	<input type="checkbox"/>	I ensure each team member completes onboarding orientation and ongoing professional development training.
CONNECT	<input type="checkbox"/>	<input type="checkbox"/>	My team members are comfortable in using their voices, gifts and talents to add value to the company.
COMMIT	<input type="checkbox"/>	<input type="checkbox"/>	The company invests in the ongoing recruitment, training and development of employees.

DO YOU BELIEVE YOUR COMPANY HAS A PEOPLE FIRST MINDSET? WHY OR WHY NOT?

HOW HAS YOUR CUSTOMER LOYALTY BEEN IMPACTED BY TEAM CULTURE?

DO YOU BELIEVE THAT YOUR TEAM TRUSTS YOU AS THE LEADER?

HOW DO YOU IDENTIFY AND MAXIMIZE THE BRILLIANCE AMONG YOUR TEAM?

ACTION PLAN: Document one actionable step in order to shift to a people-rich team work culture.

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