



ENABLE EXERCISE #28

Understanding My Culture

Exercise: Create a table that identifies the differences between your previous work climate/culture and the new one you are in. Culture involves unwritten rules of behavior and conduct that help shape and define what is acceptable and what is not.

With your coach, complete the table below to identify the behavioral components of your current organizational culture. Target specific behaviors and cultural habits to help you “align” with the culture you are in without changing who you are. Some key questions to ask your manager and key stakeholders you interact with include:

1. Who needs my services?
2. What are their expectations about what others need from me?
3. Who needs information I provide?
4. Who is dependent on me? Who am I dependent on?
5. What alliances exist (i.e., social hierarchy, informal relationships, etc.)?

Rules Where I Came From	Rules in the New Role	My Behaviors
Communication:	Communication:	What I will do:
Meeting Management:	Meeting Management	What I will do:
Other:	Other	What I will do: