

Business Tips - Culture



DNA Behavior®

Table of Contents

The Causes Of Underperforming Teams	3
Employee Behavior - 10 Things That Require Zero Talent	4
5 Signs of a Toxic Work Culture.....	5
Ikigai For Business	6
12 Ways to Build Trust with Others in 2024.....	7
Five Ways To Help Create Psychological Safety	8
15 Signs of a Toxic Work Environment.....	9
10 Principles for Mobilizing Your Organizational Culture	10
Eight Signs Of A Healthy Company Culture	11
Trust Exists When	12
The 8 Attributes of Management Excellence	13
Culture Killers in the Workplace and How to Fix Them.....	14
How To Build A Positive Team Culture	15
10 Principles For Mobilizing Your Organizational Culture.....	16

The Causes Of Underperforming Teams

The Causes Of Underperforming Teams

01

Culture

The best organizations and sports teams that sustain success for long periods prioritize culture, which could be summarized as how team members behave daily.

02

Talent

Talent is best defined as the ability to perform an action or skill better than most. It is tough to overcome a lack of talent within team members, but it's impossible to overcome a lack of talent in leadership.

03

Systems

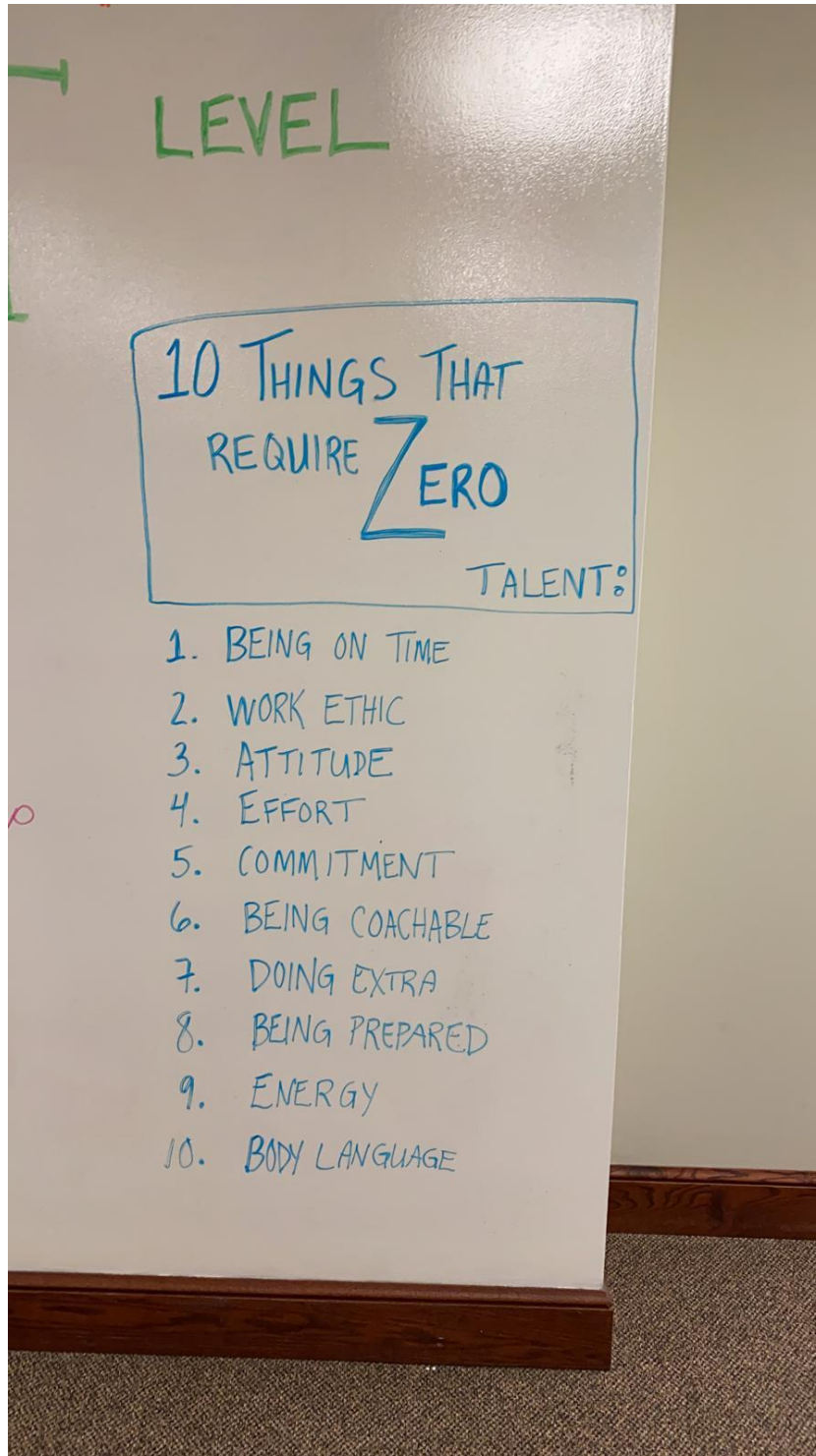
The majority of teams and leaders who fail have goals, but they don't account for systems. A system is a set of principles, procedures, or an organized framework according to which something is done. Systems allow for scalability and sustained success.

04

Accountability

Accountability is the obligation of an individual or organization to account for its activities, accept responsibility for them and disclose the results in a transparent manner. It is the obligation of leaders to account for their actions and the actions of their people.

Employee Behavior - 10 Things That Require Zero Talent



5 Signs of a Toxic Work Culture

Humanizing Change.

5 Signs of a Toxic Work Culture

1. Lack of Transparency

If the organization is not transparent about its goals, decisions, or financial health, it can breed mistrust among employees.

2. Micromanagement

Constant monitoring and lack of trust in employees to do their jobs can create a stifling and stressful work atmosphere.

3. Poor Work-Life Balance

A culture that discourages healthy work-life balance can lead to employee exhaustion and reduced job satisfaction.



4. Lack of Recognition

If employees are not recognized or rewarded for their hard work & achievements, it can lead to demotivation & dissatisfaction.

5. Ineffective Leadership

Poor leadership, characterized by lack of support, inconsistency, favoritism, can contribute to a toxic work environment.

Ikiagi for Business

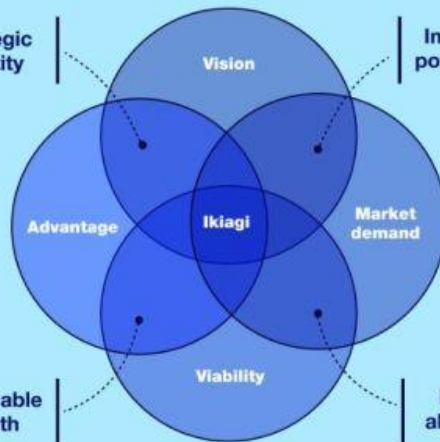
The Ultimate Cheat Sheet for Founders

What

Ikiagi is a Japanese concept that translates roughly to "reason for being." This concept has been widely embraced for personal development, but it also offers a powerful framework for businesses.

Your long-term business goals align with your competitive strengths, defining your unique position in the market.

Strategic identity



Impact potential

Opportunities for your business to make a significant impact in the market or society, aligned with your vision.

It's about leveraging your strengths in a way that ensures long-term profitability and growth.

Sustainable growth

Market alignment

It's the sweet spot where what you can profitably offer aligns with what the market wants.

Finding the Ikiagi

Look for the intersection of these four elements. Strive for a business model that satisfies all aspects.

Vision



Questions to ask

- What long-term impact do you want your business to have?
- What is your ultimate goal or dream for your business?



Tips

- Align your business activities with your vision.
- Regularly revisit and refine your vision as your business and market evolve.

Advantage



Questions to ask

- What unique strengths does your business possess?
- What sets you apart from competitors?



Tips

- Invest in areas that strengthen your competitive edge.
- Stay aware of industry trends to ensure your advantages remain relevant.

Viability



Questions to ask

- What are the most profitable aspects of your business?
- How can you optimise your business model for financial sustainability?



Tips

- Focus on cost-effective strategies and efficient operations.
- Monitor financial health regularly and adjust strategies accordingly.

Demand



Questions to ask

- What are the current and emerging needs of your market?
- How can your business meet these needs effectively?



Tips

- Conduct regular market research.
- Be adaptable to changing market conditions and customer preferences.

NOTION Included^{VC} vencha.

DNA Behavior[®]

12 Ways to Build Trust with Others in 2024

12 WAYS TO BUILD TRUST WITH OTHERS

- HONOR YOUR COMMITMENTS** (Icon: Handshake)
- COMMUNICATE PROPERLY** (Icon: Speech bubble)
- MAKE CAREFUL DECISIONS** (Icon: Gavel)
- BE CONSISTENT IN YOUR ACTIONS** (Icon: Bar chart with arrow)
- LISTEN ACTIVELY TO OTHERS** (Icon: Ear)
- HELP OTHER PEOPLE OUT** (Icon: Hand holding heart)
- SHARE YOUR FEELINGS OPENLY** (Icon: Heart in thought bubble)
- ADMIT IT IF YOU MAKE MISTAKES** (Icon: Warning triangle)
- APOLOGIZE WHEN YOU ARE WRONG** (Icon: Hands clasped in prayer)
- DO AND SAY WHAT YOU BELIEVE IN** (Icon: Hand holding heart)
- BE HONEST TO OTHER PEOPLE** (Icon: Scales of justice)
- SHOW YOUR AUTHENTIC SELF** (Icon: Checkmark in cloud)

@THEPRESENTPSYCHOLOGIST

Five Ways To Help Create Psychological Safety


**5 WAYS TO HELP
CREATE PSYCHOLOGICAL
SAFETY**

- 

1. MAKE
it an explicit
priority.
- 

2. FACILITATE
everyone
speaking up.
- 

3. ESTABLISH
norms for how
failure is handled.
- 

4. CREATE
space for new ideas
(even wild ones).
- 

5. EMBRACE
productive
conflict.

 Center for Creative Leadership®

15 Signs of a Toxic Work Environment

15 Signs of a Toxic Work Environment

- 01 Negligent Communication
- 02 High Turnover Rate
- 03 Harassment
- 04 Discriminatory Attitude
- 05 Continuous Fights or Arguments
- 06 Tons of Workload
- 07 Manipulation and Blame Games
- 08 Nepotism and Favouritism
- 09 Disregard for Employees' Personal Life
- 10 Lack of Growth and Developmental Opportunities
- 11 Draining Workplace Energy
- 12 Unclear Vision and Guidance
- 13 Gossip Circulates About
- 14 Credit is Always Due
- 15 Suppressed Employees

CuteHR

www.cutehr.io

10 Principles for Mobilizing Your Organizational Culture

10 Principles for Mobilizing Your Organizational Culture



EIGHT SIGNS OF A HEALTHY COMPANY CULTURE:

- People can express their honest opinions.
- People have room to try new things.
- People have authority within their roles.
- People make friends at work.
- People have a high level of trust.
- People celebrate each other's wins.
- People feel a sense of a team effort.
- People feel comfortable asking for help.

DNA Behavior®

Trust Exists When

TRUST EXISTS WHEN ...

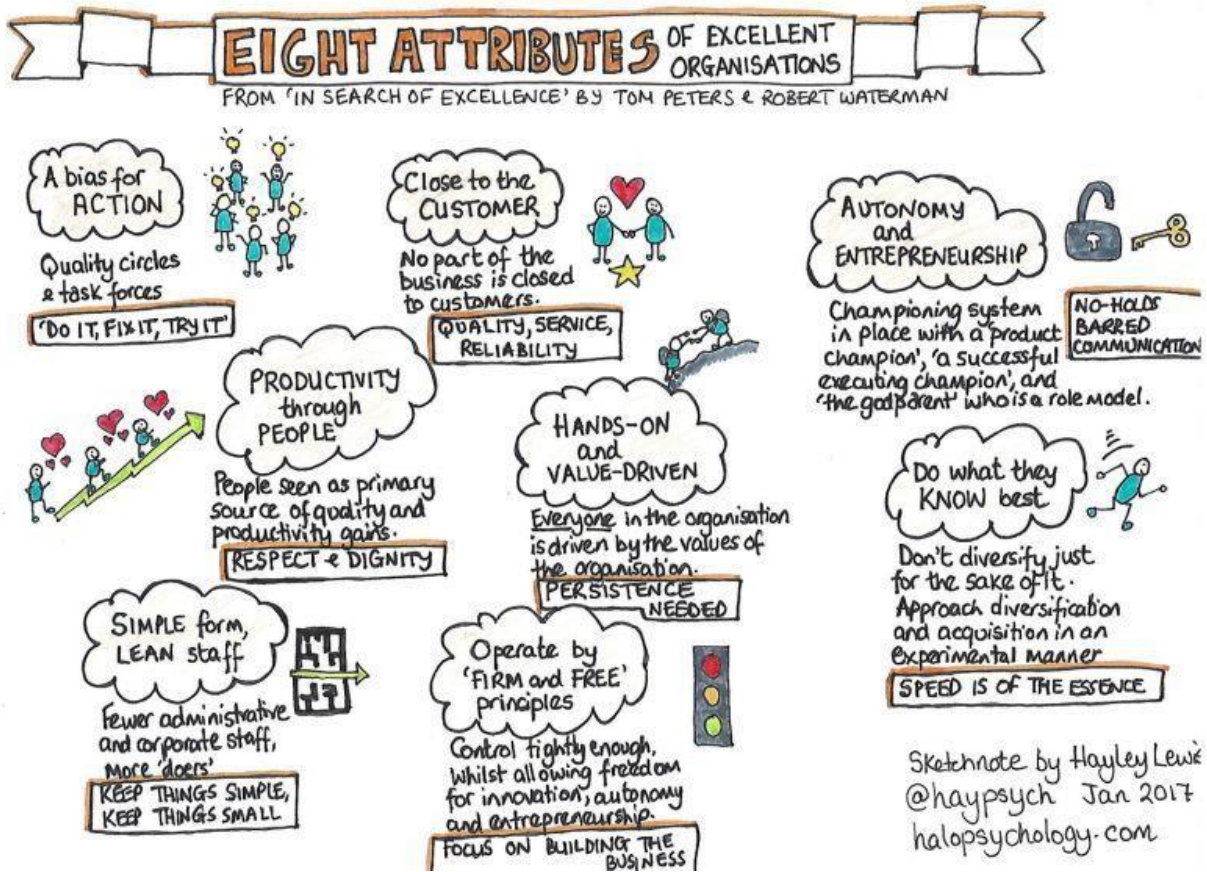
Adapted from Insights by Matt Whiat



OASPIRE.COM

DNA Behavior®

The 8 Attributes of Management Excellence



Killers of Company Culture

(and how to fix them)

© Justin Wright

The Killers

- 1 Ineffective Leadership**
Leaders don't provide proper guidance, empowerment, and support.
- 2 Poor Communication**
Information isn't shared effectively, leading to confusion.
- 3 Lack of Appreciation**
Employees' efforts are unnoticed or undervalued.
- 4 Employee Burnout**
People are overworked, leading to stress and fatigue.
- 5 Micromanagement**
Excessive control hinders employee autonomy and growth.
- 6 Toxic Behavior**
Negative attitudes and actions damage the work environment.
- 7 Favoritism**
Unfair treatment (based on preference, not performance) hurts team morale.

The Fixes

- 1 Train and Mentor Managers**
Provide ongoing leadership training. Ask for team feedback and act on it.
- 2 Listen and Share Frequently**
Listen actively. Communicate openly and use technology to keep everyone informed.
- 3 Recognize and Reward**
Regularly acknowledge employee efforts. Celebrate successes, both big and small.
- 4 Manage Workloads**
Watch for signs of burnout and take action. Encourage breaks and respect off-hours.
- 5 Empower Employees**
Trust your people. Assign tasks and offer support. Avoid over-involvement.
- 6 Never Ignore, Correct It**
Confront bad behavior directly. Create clear consequences. Encourage respect always.
- 7 Ensure Fair Treatment**
Make decisions based on merit. Treat all employees fairly and equitably.

Find this helpful? Follow **Justin Wright** for more. [LinkedIn.com/in/jwmba](https://www.linkedin.com/in/jwmba).

How To Build A Positive Team Culture

HOW TO BUILD A POSITIVE TEAM CULTURE

Source: believeperform.com | Infographic design by agrassoblog.org for educational and motivational purposes

1 DISCUSS SUCCESS What does it mean? How would it feel? What would it look like?

2 SET GOALS Work with the team to identify individual and team goals they want to pursue

3 DISCUSS VALUES Find out from your team the values that they believe are of utmost importance

4 RESPECT Build a culture where everyone is treated equally

5 RESPONSIBILITY Players must accept their role and be responsible for their actions

6 COMMITMENT Player must be committed to the team, training and games

7 CONTINUOUS DEVELOPMENT Building a positive team culture takes time. Are you committed to keep developing it?

8 PRAISE Make sure that coaches are appropriately praising players. Athletes can also praise each other

9 SUPPORT Coaches and athletes can support each other when things become hard in training or games

10 WORK TOGETHER It is key that everyone works together when things become tough

11 TEAM BUILDING Develop activities outside of sport so players can get to know each other

12 LEAD BY EXAMPLE Have a number of key role models who people can look up to

13 CLEAR EXPECTATIONS Identify clear expectations to the team. Ask them of their expectations of you as a coach

14 BE PATIENT Building a team culture takes time and it is important that you are patient with the process

15 COMMUNICATE Ask the right questions and make sure that you communicate effectively with everyone on the team



10 Principles For Mobilizing Your Organizational Culture

10 Principles for Mobilizing Your Organizational Culture



DNA Behavior®

To learn more about DNA Behavior International and the solutions we offer, please visit:

www.dnabehavior.com

If you have any questions or would like to discuss with an executive on our team, please email us at:

inquiries@dnabehavior.com

