

Audit the Relational Experience.

A 20-minute practice for examining how belonging is built - or eroded - in everyday work.

Do not begin with culture activities. Begin with the experience of the work.

1 WHO NOTICES?

If someone goes quiet, struggles, succeeds, has a new idea, or needs help - does anyone reliably notice?

2 WHO NEEDS WHOM?

Does the work create meaningful interdependence, or can people perform indefinitely beside one another?

3 WHERE DO REAL CONVERSATIONS HAPPEN?

Where can people ask, clarify, disagree, admit uncertainty, and be heard - not just receive information?

4 WHO GETS INCLUDED?

Who receives information, contributes before decisions, gets invited into interesting work, or remains peripheral?

5 WHAT HAPPENS WHEN SOMEONE REACHES OUT?

Is help available? Does asking create connection - or expose vulnerability without support?

6 WHAT DOES MONDAY TEACH?

After the retreat, staff event, recognition activity, or office day, what do ordinary routines say about the real culture?

THE QUESTION TO LEAVE WITH

Where is connection currently dependent upon luck?

Choose one routine to redesign so belonging is more likely by design, not by accident.

Culture is what people repeatedly experience.