

Sample Workplace Culture Rituals

These examples come from different organizations, each in response to a particular need to improve teamwork.

The 10-foot rule

If you walk within 10 feet of a colleague say, "Hello, how are you?"

Open Chair

Invite a different person from another department to each of your team meetings. Yes they can participate, not only listen.

Questions First

Begin a meeting with each person stating the #1 question on their mind. Don't answer the questions...use them to reconsider the agenda.

Story Circles

Organize everyone into small groups and exchange stories around a particular theme. Just listening...no questioning, debate or judging.

Unexpected Lunch

Each month go out to lunch with someone you rarely work with.

The Skinny

Virtual monthly all-staff meeting featuring one focal presentation limited to 10 slides over just 7 minutes plus 15 minutes Q&A.

"Pencils down"

An shared verbal cue to suggest that a document or issue has been sufficiently worked through, time to move on.

"Before we walk away"

A shared verbal cue to indicate a meeting is wrapping up and inviting participants to each indicate the key agreements they have heard.

Desk exchange

Colleagues swapping desks for a week to build cross-functional understanding and collaboration.

Last on in dances

The last person to arrive for a meeting has to do a little dance. Sounds silly but is effective@



WORKPLACE
HEALER

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