



A development coach once shared their perspective on workplace culture with me. The coach asserted that anything you say, do, or allow to be said or done defines your team's culture. Let us say you are in a lunchroom with team members. You know everyone at the table well, and not long ago you were a colleague rather than the boss. Someone at the table makes an inappropriate comment. It does not seem like a big infraction, and you let it pass rather than speaking up. In this instance you have just added to your team's culture. You have confirmed that your culture allows inappropriate comments. You have silently told everyone at the table, "it's no big deal." The development coach then asked me, is this the culture you want?

This teaching moment gave me pause and has helped me carefully

