**What is organizational culture?**

Organizational culture is the way you do things.

**Activity Objective**

* To explore the culture of your organization by describing your behaviors, values, and assumptions.
* To reflect on which aspects of your culture are enabling or inhibiting your innovative projects.

**Worksheet**

[Download: Exploring Organizational Culture](http://artsfwd.org/wp-content/uploads/2013/03/ActivityDownloads-3LevelsOrgCulture1.pdf)

**Participants**

This activity is for one individual or small groups of two to three people. Multiple groups might work simultaneously if you want to do this exercise with a larger group.

**Duration**

20 minutes

**Activity**

Complete the worksheet by answering the following two questions per section:

Typical behavior patterns

* If someone came fresh to our workplace, what would particularly strike them?
* How would we characterize how people interact at our organization?

Stated values

* What do we say we value in our organization?
* Do we always live up to these values, or are different values sometimes displayed in what we do?

Fundamental assumptions

* What views and attitudes do we take for granted?
* What assumptions underlying our work are simply not questioned?

**Reflection**

Which aspects of your culture do you think are enabling you to innovate? Which aspects of your culture are inhibiting or obstacles?