

Setting the Tone: Assessing the Climate

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Response Unit

**PREVENTION
OUTREACH &
EDUCATION**

Culture & Climate

CULTURE:

Sum of the values, traditions, beliefs, interactions, behaviors & attitudes

- Often deep and more stable

CLIMATE:

Perception about the work/learning environment, how people feel at work/class, related to motivation

- Often easier to assess and change



**CLIMATE
CONDITIONS:
What's your
mountain?**

THE BUSINESS CASE

HEALTH IMPACTS

- Anxiety
- Depression
- Fear leading to presenteeism or departure

PRESENTEEISM

- Lost productivity
- \$150 billion lost revenue in US each year

RESIDUAL IMPACTS

- Fear for safety
- Reduced innovation & creativity

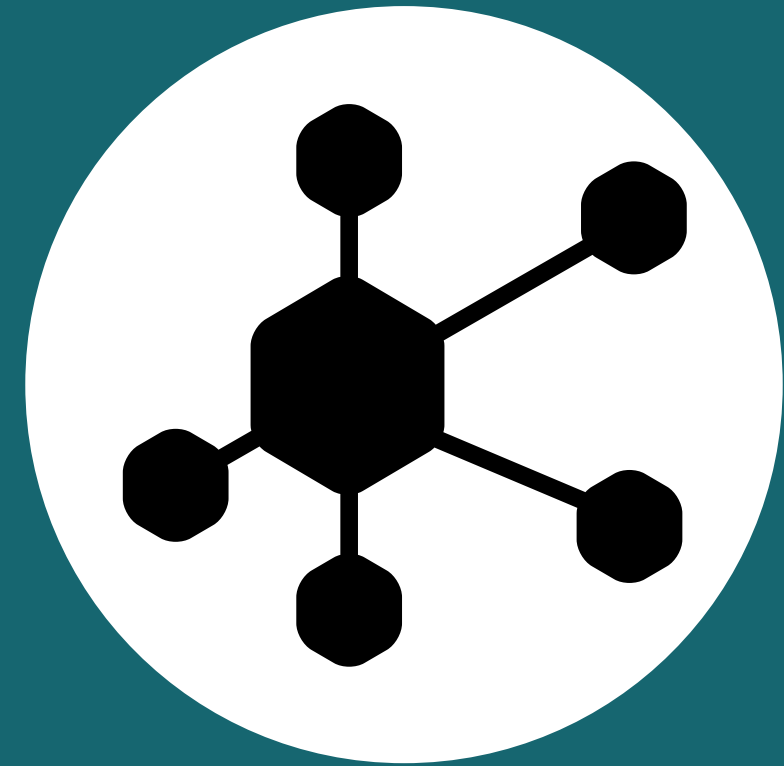
Climate Assessment Toolkit



**Self-
Assessment**



**Understanding
the Current
Climate on Your
Team**



**Understanding
the Surrounding
Climate**

SELF-ASSESSMENT

What is my preparedness?



SELF-ASSESSMENT

**Strengths as a
Leader &
Areas for
Improvement**

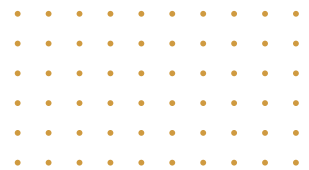
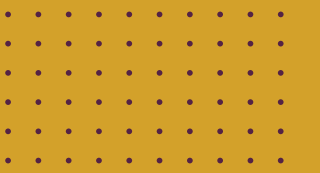
**Values into
Action**

**Managing and
Resolving
Conflict**

- ☑ **A foundation**
- ☑ **Inform beliefs**
- ☑ **Guide actions**

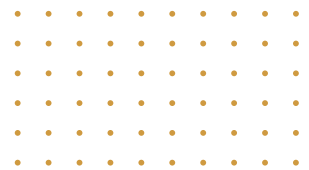
- ☑ **Guide decisions**
- ☑ **Don't change often,
but can differ based
on role**

VALUES



Select all that
resonate with you

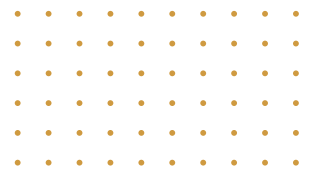
VALUES IDENTIFICATION



VALUES IDENTIFICATION

Select all that
resonate with you

Choose top **THREE**

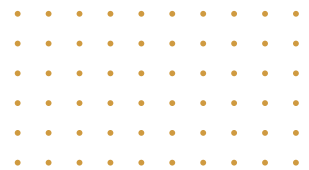


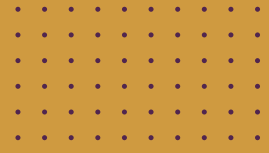
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Select all that
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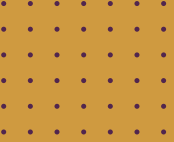
Choose top **THREE**





Star **ONE**



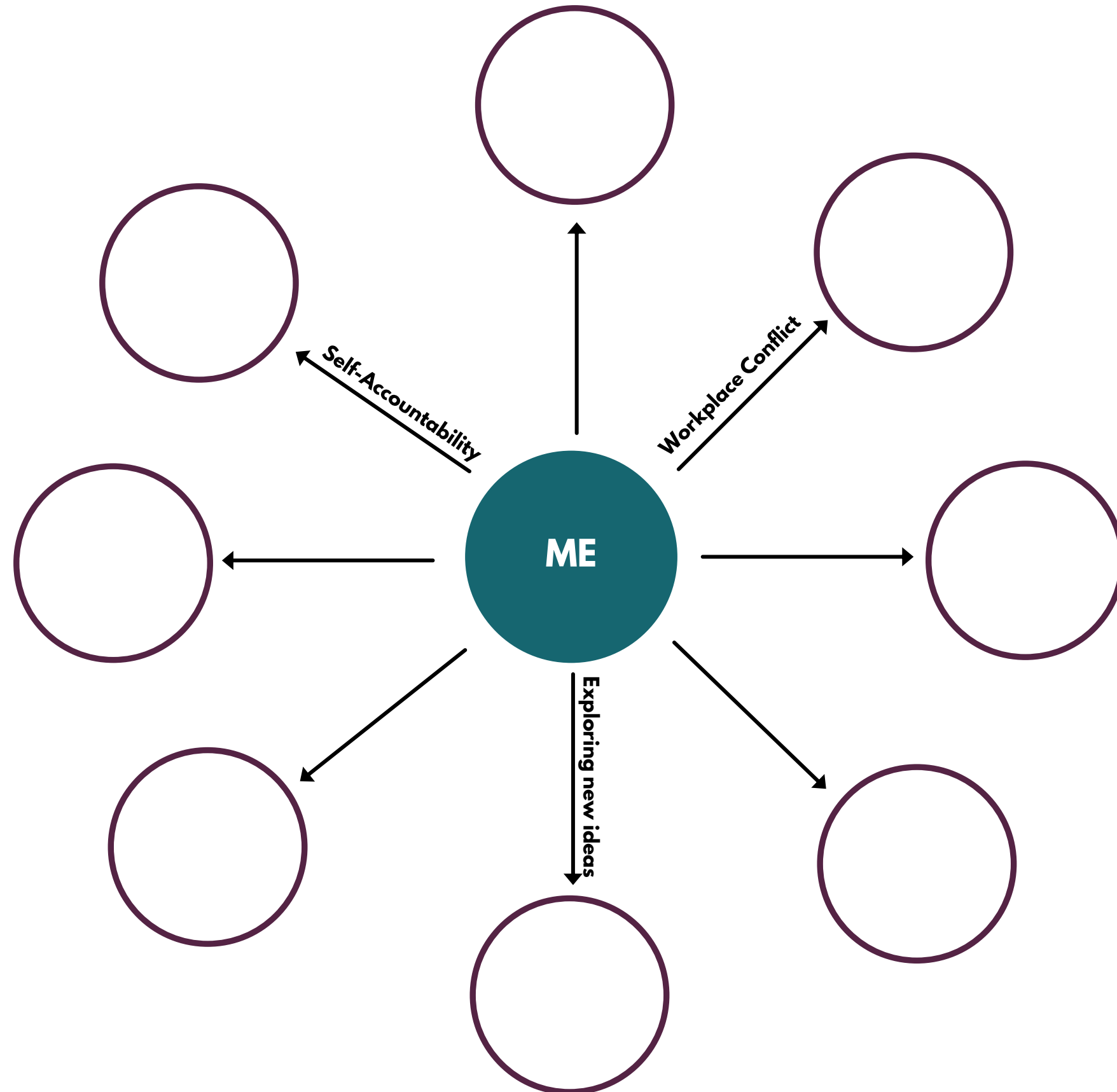


COMMUNICATING VALUES



-  **Express values through actions**
 -  **Use values to make decisions**
 -  **Make them visual/visible**
 -  **Affirm/Support other's values**
 -  **Unite as a team to explore values and actions via workshops/trainings**
- 

SUPPORT MAP



In each of the circles, write the names of people in your network who you can go to for particular areas of support. Write the areas of support on the arrow line (examples provided).

Understanding the Climate of Your Team

Where are we starting?



Stay Interviews

Structural

- Is there something you need to do your job more effectively?

Connection to the Work (Engagement)

- What do you look forward to each day when you come to work?
- If you won the lottery, what would make you stay here?

Interpersonal Leadership

- What makes you feel appreciated?
- What is the best way for me to give you feedback?

CAREER

- What can I do to help you accomplish your goals?
- What attracted you to this job (why did you choose this job)?
Does it still apply?

Assessing the Team Climate

S

Strengths

O

Opportunities

A

Aspirations

R

Results

S

Strengths

W

Weaknesses

O

Opportunities

T

Threats

Assessing the Team Climate

VALUES - Establishing team values & strong expectations

HISTORICAL AND CURRENT HARM?

- EX. OIE Investigations
- Power, privilege and identity

WARNING SIGNS

- Harassment, microaggressions, etc.
- Inequitable, hostile environments, interpersonal dynamics

WHAT ARE YOUR ACCOUNTABILITY PRACTICES WITHIN THE UNIT?

- Dependence upon formal structures
- Informal conflict resolution options



SUPPORTING THE TEAM

Knowing How to Offer Support

1

Stay calm and objective

2

Immediate response

3

Avoid blame and
judgement

4

Empathetic listening and
understanding

5

Set expectations

6

Collaborative problem
solving

Be an Active Bystander



DELEGATE

Asking for assistance from another person when intervening



DISTRACT

De-escalating the situation by drawing attention away from the problem



DIRECT

Putting yourself into the situation and confronting the problem

Informal accountability practice – Request a training from POE

SURROUNDING CLIMATE

What are the conditions around me and my team?



CONDITIONS TO CONSIDER

COLLEGE VALUES & POLICIES/EXPECTATIONS

POWER DYNAMICS & HIERARCHY IN ACADEMIA

- Spheres of influence
- Unique aspects of academic administration roles
- Rethinking accountability







AREAS OUTSIDE OF OUR CONTROL

- COVID
- Return to work plans
- University priorities & mandates

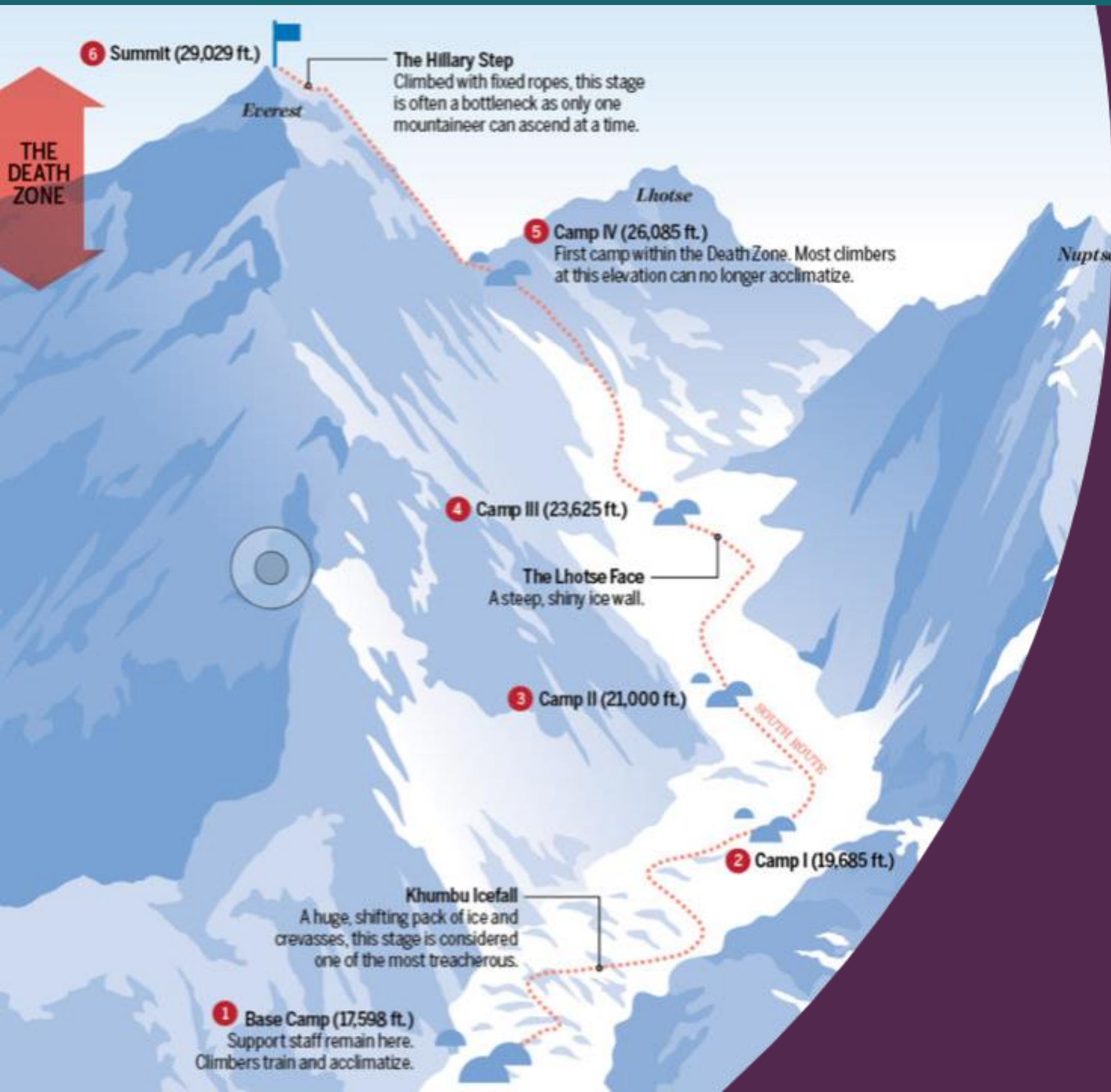


YOUR PEERS AND LEADERS



-  **How intentional are they about climate & culture?**
 -  **Do they model what you are striving for?**
 -  **What impact does this have on you and your team?**
 -  **What if there are warning signs at level above you?**
 -  **What is your comfort level with having difficult conversations with peers and those above you in hierarchy?**
- 

THE MAP



Utilize the Climate Assessment Toolkit



Find your support network



Keep learning & discovering new strengths



Model the behavior & keep reassessing the climate



Questions?



PREVENTION OUTREACH & EDUCATION

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