

# Setting the Tone: Assessing the Climate

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**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

### Resources:

- Coyle. D (2018) The Culture Code: The Secrets of Highly Successful Groups, Bantam.
- Agarwal, D. P. (2018, August 30). How To Create A Positive Workplace Culture. Forbes



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





PREVENTION  
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# CLIMATE ASSESSMENT TOOLKIT



## WHAT IS IT?

The Climate Assessment Toolkit is a self-guided resource that is designed for **team leaders** (i.e. deans, chairs, directors, executive managers, and supervisors).

The Climate Assessment Toolkit aids leaders in interpreting the atmosphere and culture within their teams. Offering **practical skills and exercises**, the Toolkit assists leaders in cultivating positive environments, recognizing issues and obstacles, mitigating risks, and fostering positive work and learning environments.

[poe.msu.edu/climate-and-response/assessment-kit](https://poe.msu.edu/climate-and-response/assessment-kit)

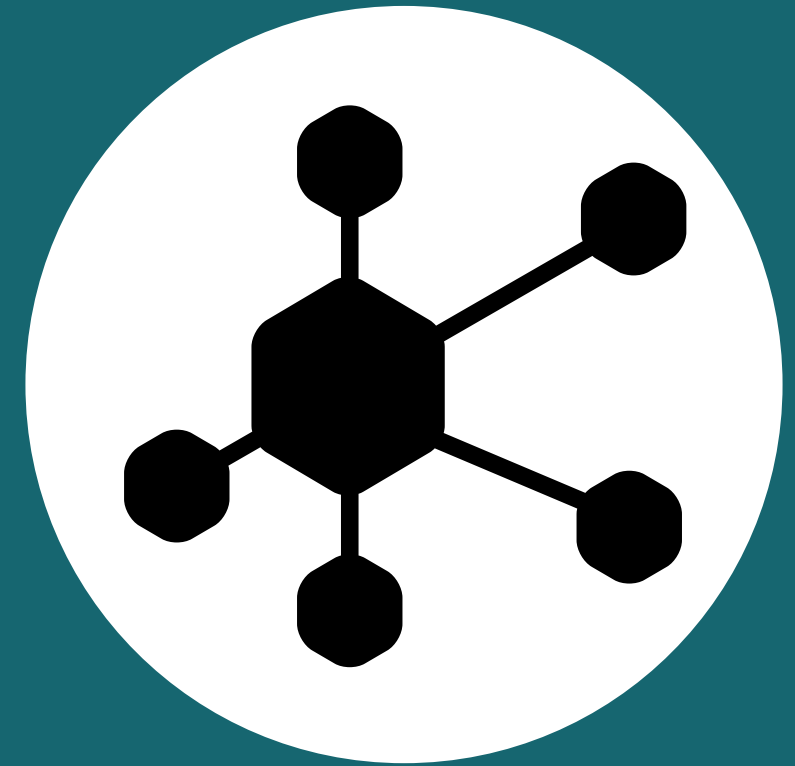
# Climate Assessment Toolkit



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**

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# VALUES

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Select all that  
resonate with you

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# VALUES IDENTIFICATION

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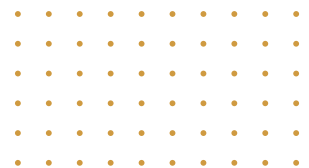
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# VALUES IDENTIFICATION

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Select all that  
resonate with you

Choose top **THREE**





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# VALUES IDENTIFICATION

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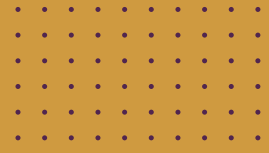
Select all that  
resonate with you

Choose top THREE

Star ONE



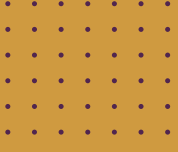










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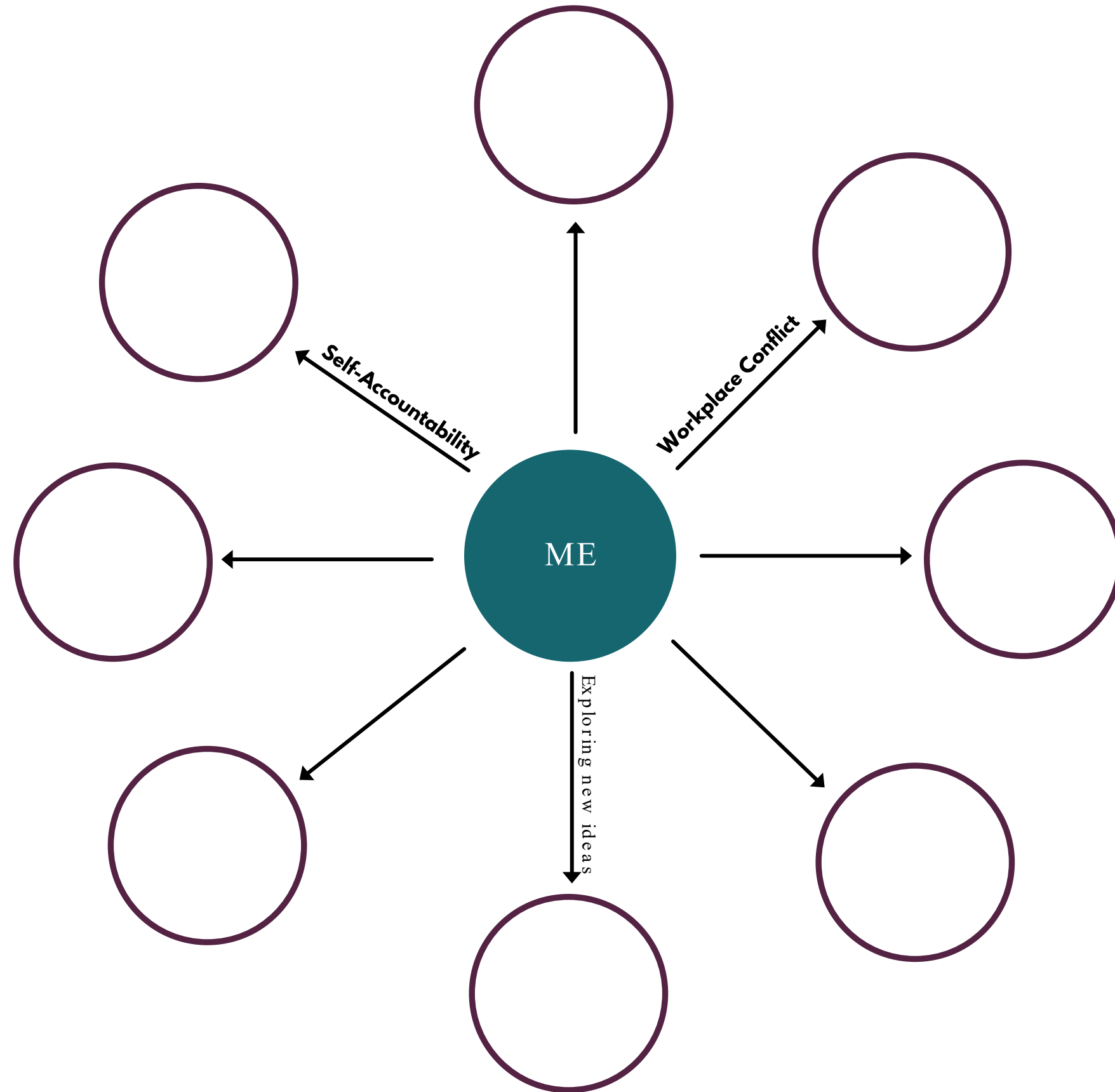
# COMMUNICATING VALUES

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-  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
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# 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. OCR 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

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# 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
- University priorities & mandates
- Changes in leadership



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# YOUR PEERS AND LEADERS

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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?

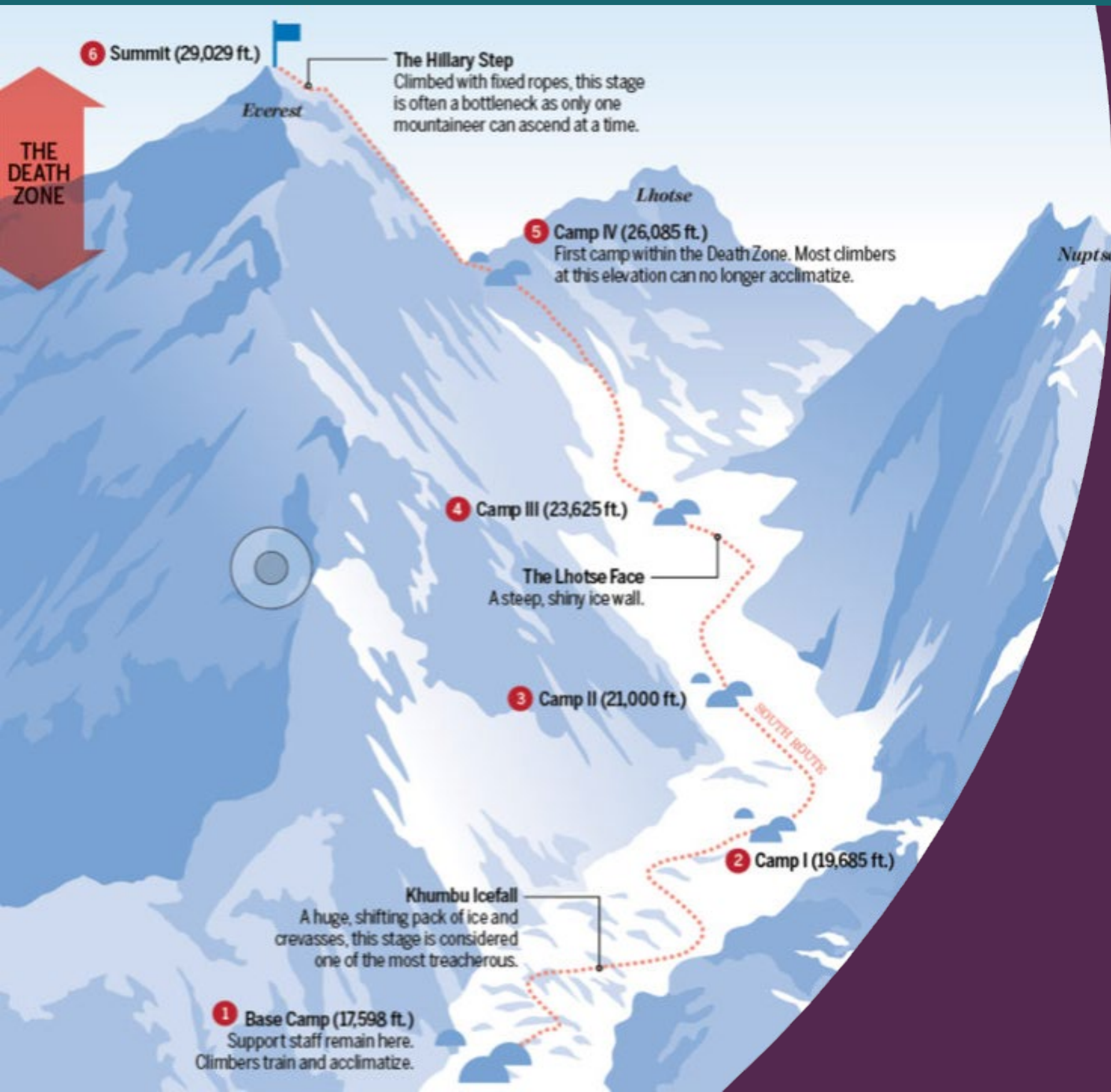


What is your comfort level with having difficult conversations with peers and those above you in hierarchy?





# 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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