

When Has the Team Been at Its Best?

Create a culture timeline.

By reflecting on when a culture has been at its best in the past, teams can leverage strengths to take on current and future challenges.

Reflect on when your team was at its best. What does that look like and how do you make more of that? Create a cultural timeline to analyze cultural strengths:

- Divide the history of the enterprise into three time periods.
- Look for key people and critical experiences that shaped the culture at its best during each time period.
- Use the language of virtue to capture when people were courageous in times of adversity.

