

# 'Our Commitment to Culture' Wheel



## ABOUT THE WHEEL

The centre of the wheel displays Our Commitment to Culture in NHSG. It emphasises that our behaviour is a key feature of our workplace culture. Developing our organisational culture involves encouraging and embedding behaviours consistent with our organisational values of Caring, Listening and Improving (top half of the wheel) and our aims for Culture and Staff Experience in NHSG of being a supportive, inclusive and empowering place to work (bottom half of the wheel).

## HOW TO USE THE WHEEL

Individually score how well each of the NHS Grampian's values and culture aims is demonstrated in your team or work group, by drawing a line through each segment, where 0 is 'value not demonstrated at all' and 10 is 'value demonstrated consistently at its best'.

Compare and discuss your results as a team:

- What do we notice?
- What behaviours do we see when this value is at its best in our team? (Ask this for each segment. Be specific and use action verbs).
- What do we need to Start or Stop doing as a team to grow this value? (For each segment).

The aim is to establish a set of shared valued (wanted) behaviours and how to make them alive in your team.