



DARCI LANG

FOCUS ON THE 90%

39 WAYS TO INCORPORATE CULTURE

1. Say good morning to people.
2. Share your 90% with them.
3. Start a campaign where every week people write (in a book or on a wall, for example) or post what they like about their job.
4. Have 90% meetings to start the day.
5. Have 10% meetings to let people vent and implement the Three Times Complain Rule.
6. Have people share what they are doing to cope with the stress that is in the workplace.
7. Job shadow so you can see what it is like to work in someone else's job.
8. Share a joke of the day.
9. Share positive news stories.
10. Have people share their fitness goals and have a competition to meet them.
11. Walk together at lunch.
12. Take the stairs on breaks. Keep track of who climbs the most in a month and give them a prize.
13. Have a cleaning day and freshen up the building or department.
14. Celebrate each other's cultures by sharing favorite ethnic dishes.
15. Ask what other people are doing to create a positive workplace.
16. Start a book club.
17. Build a positive affirmation to help with all of the changes, i.e.) "We got this!"
18. Have a quiet room for people to meditate, pray and find peace.
19. Have monthly pot lucks.
20. Bring in food! Food is love, and people love food — 90% healthy stuff, 10% treats.
21. Post your favorite quote and why it means so much to you.
22. Put up motivational posters in the staff areas and change them often.
23. Set up a 90% wall where people post notes about what they appreciate about others.
24. Send emails to thank people for all they do. Be specific in your praise.
25. Play cards at lunch and have a fun competition.
26. Encourage people to bring in pictures of what they love and make a wall of 90%.
27. Values, visions, and missions aren't tools—they are guiding posts for expectations. Unfortunately, most staff groups cannot recite them. What if you picked one thing from your vision or mission and made it the focus of the year or for a specific amount of time?
28. Give staff social time, at work or away from work, to get to know each other
29. Have a "What went well today?" meeting to end the day.
30. Have "Let's not work and just celebrate" meetings.
31. Send a handwritten note to staff members' home addresses with a gift card inside.
32. Say please and thank you to everyone in the office.
33. Say please and thank you in every memo, email and text.
34. Don't say NO. Say: "No, thank you." Don't say YES. Say: "Yes, please."
35. Don't say WHAT? Say: "Pardon me?"
36. Look at what you just wrote and ask "Can I add some kindness to this before I send it?"
37. Be a customer in your own company. Enter through the door your customer comes in. Walk around and say, "What could we do better?"
38. Role play the entire sales process with someone from another department.
39. Hire a motivational speaker. Just saying...