Organisational Expectancy Grid©

	Celebrate the evidence	Discuss how to improve things	Act to make a real difference
Fairness: • Can we find examples of **openness and transparency?** • Examples of rewards and opportunities being fairly earned and distributed according to well understood criteria?			
Inclusion: • Do we actively seek out contributions and suggestions from **diverse perspectives**? • Do we both attract a diverse group of employees *and* provide **challenging tasks, real authority** and **support?**			
Fulfilment: • Do we ensure that people recognise the **bigger significance** of their contribution? • Do people feel that they can **complete** meaningful chunks of work?			
Individual expression and enthusiasm: • Whether it be through humour, eccentricity or particular passions, do we **encourage individual expression**? • Do we **seek out and value enthusiasm** and help people channel it productively?			

Using the OEG ©

Arguably, the organisation is one of humanity's great achievements - like the wheel and espresso machines – but they don't always turn out to be the effective human machines we envisage. We are all too often ready to sacrifice community for commodity...effectiveness for efficiency.

The OEG is a simple tool for beginning a conversation about the kind of organisational values we want to encourage and protect if, indeed, we are to create (or maintain) places of work that are worthy of the soon-to-be-born 8 billionth earthling.

The key elements (although, there are undoubtedly more) are:

- o Fairness
- o Inclusion
- o Fulfilment
- o Individual expression and enthusiasm

Make copies of the OEG and ask colleagues, team members and managers to find specific examples from each of the four values listed. Celebrate these!

And where there are few or no examples (columns two or three), talk to each other about what might need to happen for things to improve. Lastly, think about things that you, individually, could do to make a difference in each category.