

Tone Temperature Check

What is the ethos in your organization that allows you to make sustainable decisions with optimism, hope, and fearlessness using design thinking, contextual intelligence, and creativity?

Blame, shame, finger pointing "us-them" thinking. Conflict gets personal.	☐	☐	'We' are on the same team. We bring our expertise, perspectives, and wisdom into the room. The collective intelligence thrives, and conflict is not personal
Close minded	☐	☐	Open minded, curious, relaxed alertness
Culture of fear, anxiety and reactivity	☐	☐	Culture of optimism, innovation, positivity, hope, fearlessness, courage, thoughtfulness
Focused on appeasing the public and quelling criticism	☐	☐	Focused on service in service of both current and future generations
Say what people want to hear or be overly measured	☐	☐	Speak truth no matter how uncomfortable it is. Allow and acknowledge uncomfortable emotions
Willing to change what is said to win approval	☐	☐	Willing and able to change what they think based on new information and new perspectives
Overly responsive to the critical minority	☐	☐	Do the right thing rather than the popular thing
Appease and/or cater to the masses	☐	☐	Design a sustainable future
Suspicion, mistrust, self-protective	☐	☐	Trust, willing to be vulnerable
Emotionally manipulative	☐	☐	Emotionally intelligent and self regulated
Conflict avoidant; hide mistakes or bad news	☐	☐	Engage in productive conflict and courageous conversations to get to the best solution
Decision avoidant	☐	☐	Willing to make difficult or unpopular decisions and course correct when necessary
Borrow from the future for popularity today	☐	☐	Protect the future even when it means short term discomfort
Focused on being right	☐	☐	Focused on getting it right and willing to be wrong in service of learning
Seeks transactional relationships	☐	☐	Values relational currency
Stay on script	☐	☐	Willing to wrestle with complexity and uncertainty
Make assumptions	☐	☐	Challenges assumptions and sacred cows
Fear of failure, of being wrong	☐	☐	Uses failure as a learning opportunity
Risks and consequences are ignored	☐	☐	Intelligent risks with full awareness of consequences
Listen to fix, to react, to dismiss	☐	☐	Listen to understand, listen to what is being said and why it is being said
Confidence is invested in certainty, rigidity where historical practices are not questioned	☐	☐	Guided by intellectual curiosity, contextual intelligence and mental flexibility

