



# Assessment: Is Your Team Stuck?

## Signs It's Time for Outside Support in Your Culture and Leadership Work

Read each section below and check all that apply to your team.

### 1. Silence or Surface Talk

- Team members avoid hard conversations about race, identity, or inclusion
- Dialogue tends to stay abstract; no one names real dynamics or tensions
- Marginalized staff are silent, skeptical, or absent from key meetings

### 2. Spinning or Stalling

- The same issues get raised month after month with no clear resolution
- Initiatives start strong but fizzle without long-term traction
- Your team feels unsure about what “progress” should even look like

### 3. Silos or Sabotage

- Culture work is siloed to one person or team with little shared ownership
- Leaders quietly resist changes, even after publicly supporting them
- There's internal pushback that rarely gets addressed head-on

### 4. Stress or Strain

- Emotions are high; frustration, fatigue, even fear are common
- Team dynamics feel more tense than trusting
- People are emotionally checked out or burned out from the work

### 5. Scope or Strategy Confusion

- Your team lacks a clear roadmap, shared goals, or defined success metrics
- There's disagreement on priorities or values underlying the work
- It's unclear who owns what and why

### 6. Symbolism Over Substance

- The org has released statements or hosted events but made few internal changes
- Diversity feels more performative than transformational
- Staff express that change feels cosmetic or incomplete

## Scoring:

- 0-1 boxes checked (Healthy Culture) → Keep developing your current strategies.
- 2-3 boxes checked (Friction) → A coaching conversation could help with strategy.
- 4+ boxes checked (Trouble) → Let's move your culture from groaning to growing!