



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

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

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

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

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

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!