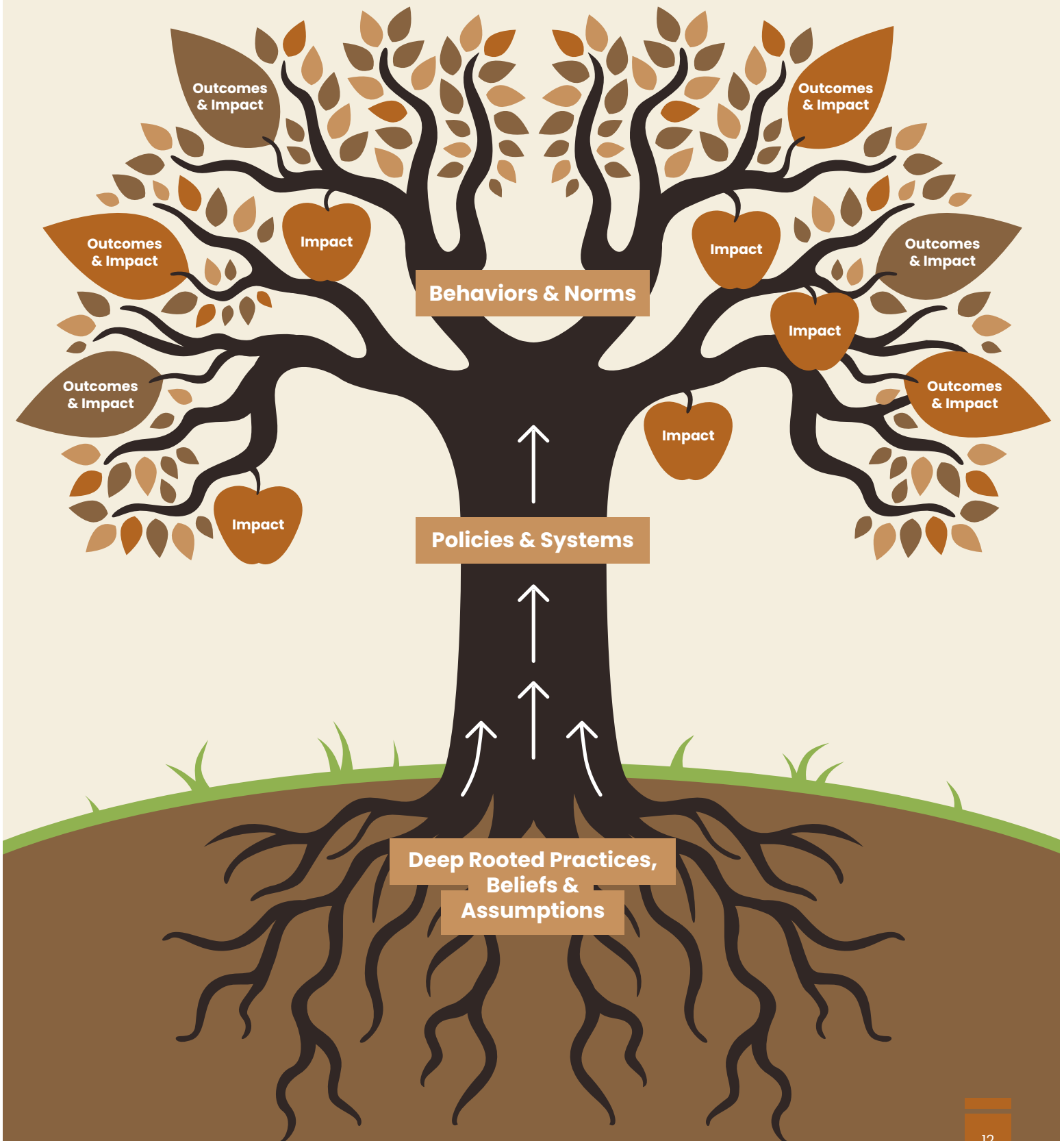


TooREL Organizational Culture Tree™



A Workplace Culture Rooted in Shared Power

Communication

- Open & Reciprocal
- Two-Way Dialogue
- Honest & Direct
- Active Listening
- Constructive Feedback Welcomed
- Courageous Conversations are Normalized
- Conflict Addressed with Intention, Care & Curiosity

Employee Wellbeing

- Manageable Workload
- Flexibility
- Wellness Plan & Support
- Work-Life Integration
- Trauma-Informed Practices
- Meaningful Practices

Decision-Making

- Shared Decision-Making
- Inclusive Participation
- Clear & Equitable Processes
- Multiple Perspectives Are Valued
- Timely Access to Information

Growth & Development

- Coaching
- Mentorship
- Continuous Learning Opportunities
- Leadership Development
- Accessible Resources
- Equitable Opportunities
- Career Growth & Advancement
- Leadership Pathways for All

Leadership

- Trust-Based Leadership
- Collaborative Leadership
- Accountability
- Cultural Humility
- Consistency
- Autonomy & Empowerment
- Abundance Mindset

Culture

- Respect
- Belonging
- Collaboration
- Equity
- Equitable & Responsive Policies
- Healing & Repair Are Normalized
- Consistent Accountability
- Psychological Safety
- Retention & Thriving



A Workplace Culture Rooted in Power Over

Communication

- Top-Down
- Gossip
- Withholding Information
- Public Criticism & Shaming
- Avoidance of Difficult Conversations
- Biased & Unclear Conflict Resolution Processes
- Retaliation for Speaking Up & Out

Employee Wellbeing

- Burnout
- Unrealistic Expectations
- Isolation
- Ignoring Employee Needs
- Lack of Flexibility
- Chronic Stress
- Wellness Viewed as an Individual Responsibility
- Surface-level Perks

Decision-Making

- Gatekeeping
- Decisions Made Behind Closed Doors
- Lack of Transparency
- Exclusion
- Unequal Access to Information
- Token Participation

Growth & Development

- Limited Opportunities
- Favoritism in Promotions & Advancement Opportunities
- Withholding Mentoring or Coaching
- Lack of Feedback
- Unequal Access to Growth & Development Opportunities
- Stagnation

Leadership

- Ego-Driven Leadership
- Micromanagement
- Inconsistent Leadership
- Favoritism
- Lack of Accountability
- Leadership by Fear & Intimidation
- Scarcity Mindset

Culture

- Rigid Traditions
- Outdated & Inequitable Policies
- Harm Is Minimized or Ignored
- Avoidance of Accountability & Repair
- Distrust
- Low Morale
- Lack of Belonging
- High Turnover
- Survival

