

The Culture Triage Canvas

Diagnose, design, and tend regenerative culture. Without cultural foundation, structural innovations collapse.

ORGANIZATION

DATE

FACILITATOR

I DIAGNOSE

II DESIGN & ENCODE

III TEND

1 Culture Audit — Five Dimensions

Assess your current cultural patterns. Where is there alignment between claim and reality, and where are the gaps?

Values vs. Reality

What's claimed vs. what's rewarded?

Power & Voice

Who speaks? How are decisions actually made?

Time & Rhythm

Is urgency constant? Are rest & reflection honored?

Relationships

Transactional or relational? Is vulnerability safe?

Boundaries

What's clearly inside/outside acceptable behavior — and how are violations addressed?

2 Cultural Carriers

Culture is transmitted by people and practices. Who are your culture keepers? Where does it live?

CULTURE KEEPERSS

long-tenured · ritual holders · storytellers

CULTURAL RITUALSS

daily · weekly · quarterly · annual

WHERE CULTURE LIVES

stories · space · language · decision processes

3 Design Cultural Practices

Create rituals that reinforce values. What rhythms will you institute, by category?

Connection

Check-ins · meals · cross-team work

Learning

Skill-sharing · failure postmortems

Alignment

Values reflection · principle-led decisions

Rest

Protected time · sabbaticals · seasonal rhythms

4 Encode Structurally

Protect culture with architecture. Four structural levers — without them, ritual alone won't hold.

GOVERNANCE

Stakeholder voice · conflict resolution

OWNERSHIP

Purpose trust · B Corp · steward ownership

HIRING & ONBOARDING

Values assessment · mentorship · transmission

COMPENSATION

Pay-equity ratios · collective incentives

5 Monitor Culture Health

Build sensing mechanisms — formal, informal, and responsive.

FORMAL ASSESSMENT

surveys · safety audits · exit interviews

INFORMAL SENSING

listening · anonymous channels

RESPONSE PROTOCOLS

accountability · transparency

WHEN IN CRISIS

Culture Triage

Pillar 6 · Emergency Sequence

For organizations where the gap between claim and reality has become acute. Use only if culture has drifted into crisis.

STEP 01

Stop the Bleeding

Identify the most damaging practices. Halt them immediately.

STEP 02

Stabilize

Rebuild psychological safety through listening sessions.

STEP 03

Diagnose Honestly

How far has the culture actually drifted?

STEP 04

Decide

Can it be regenerated, or does it need rebuilding?

STEP 05

Act

Renovation (gradual shifts) or revolution (fundamental reset).

What would they actually see?

The Observer Test — If someone shadowed your organization for a week, what culture would they actually experience — not the stated values, but the lived reality? What would need to shift for alignment?

The Culture We Keep Alive

CHAPTER 11 TOOL KIT · THE IMPACT ENTREPRENEUR BREAKTHROUGH

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