

A Companion Worksheet from

UNLOCKING AUTHENTICITY



The Culture Challenge

Part 3 • South: Shift the system

A printable, fillable companion to the anchor activity at the end of the South chapter. This exercise shows you exactly how your behaviour shapes the culture around you — and where one shift could create a meaningful ripple.

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■ How to use this worksheet

This worksheet supports the **Anchor Activity** from the South chapter of Part 3 of *Unlocking Authenticity*. **The Culture Challenge** maps six places where your behaviour shapes the culture around you — and helps you choose the single shift that will create the biggest ripple.

STEP 1

Be honest, not generous

This isn't a performance review. Rate where you actually are today, not where you hope to be. The honest score is the one that reveals the opportunity.

STEP 2

Pick one shift, not five

The pull is to fix everything. Resist it. The exercise works because you focus on the single area with the biggest leverage.

STEP 3

Small, specific, repeatable

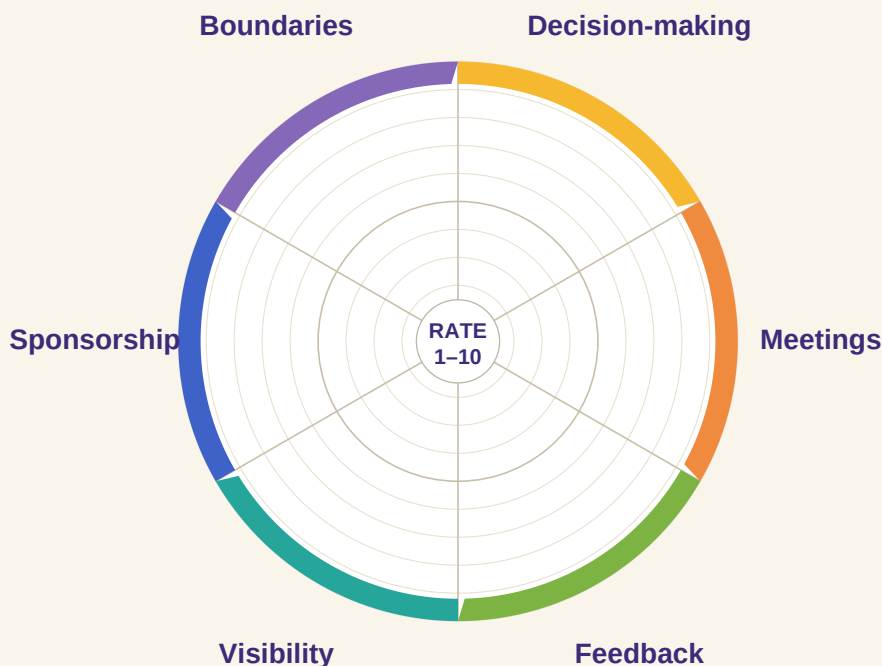
Your shift should be something you can do this week, name in one sentence, and repeat. System change starts with one intentional behaviour, practised consistently.

There are no right answers here. This is a private reflection — what you write is just for you. You can print this worksheet and complete it by hand, or fill it in digitally.

STEP 1

Rate yourself in each area

These are the six places where your behaviour shapes the culture around you. Read the prompt under each segment, then rate yourself **1–10**. Shade in the wheel up to your score, or write the number in the table on the next page.



AS YOU RATE, ASK

"Does my behaviour here support authenticity, or suppress it?"

What each segment is asking

● Decision-making

Do I invite dissent and different views before I decide — or default to my own instinct and the loudest voice?

● Meetings

Do I make space for quieter voices, vary who speaks first, and notice who isn't being heard?

● Feedback

Do I give and receive honest feedback in a way that builds trust — or avoid the hard conversations?

● Visibility

Do I share credit, name contributions, and make others' work visible — or do I take up most of the air?

● Sponsorship

Do I advocate for people outside my usual circle when they're not in the room — or only champion those who look like me?

● Boundaries

Do I model healthy limits (logging off, saying no, protecting focus) — or celebrate long hours and over-availability?

STEP 2

Capture your scores

Write your score for each area, plus a one-line note on what's behind it. The note matters: it's what helps you spot the biggest opportunity in Step 3.

AREA	SCORE / 10	WHAT'S BEHIND THAT SCORE
 Decision-making <i>Inviting dissent before deciding</i>		
 Meetings <i>Making space for quieter voices</i>		
 Feedback <i>Giving and receiving it honestly</i>		
 Visibility <i>Sharing credit and naming others' work</i>		
 Sponsorship <i>Championing people outside your circle</i>		
 Boundaries <i>Modelling healthy limits</i>		

STEP 3

Choose your lowest score

Look back at your scores. The area with the lowest score is where a small shift will have the **biggest impact**. This is your opportunity.

THE AREA I'M FOCUSING ON

My score in this area: out of 10

■ Sit with the why

Why is this score lower than the others?

Whose authenticity is most affected by this — yours, your team's, or both?

What would a score of 8 or 9 look like in this area?

STEP 4

Set one intentional shift

Define **one shift** you'll make in your focus area. Keep it small, specific and repeatable — something you can name in a single sentence and start this week.

EXAMPLES

- **Decision-making:** *"I will invite dissent before I decide."*
- **Sponsorship:** *"I will champion someone outside my usual circle."*
- **Boundaries:** *"I will role-model logging off on time twice a week."*

MY INTENTIONAL SHIFT

I will _____

_____*Small, specific, repeatable.*

WHEN I'LL START

Day / context

HOW OFTEN

Daily, weekly, in which moments...

■ Practise. Notice. Adjust.

System change starts with one intentional behaviour, practised consistently. Use this page to check in after the first few rounds of your shift.

What was easier or harder than I expected?

What did I notice in others' responses?

Where did I slip back into the old pattern — and what triggered it?

What will I do differently in the next round?

THE RIPPLE

Keep it small, specific and repeatable. System change starts with one intentional behaviour, practised consistently — yours, then theirs, then everyone's.



**Thank you for unlocking
this part of yourself.**

If this exercise was useful, you'll find more like it in **Unlocking Authenticity: Why we hide who we are at work — and how to redefine culture from the inside out.**



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Find more resources at wallfloweracademy.co.uk/ua-resources

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