



THE REBELS' CULTURE CHECKLIST

We all want to work in a good culture - a culture that fosters a sense of belonging, respect, and fulfilment, but also contributes to our overall well-being, job satisfaction, and professional growth. We know that a positive culture has huge benefits for an organisation on employee engagement, retention, productivity, innovation, customer satisfaction, and positive brand reputation. So, how can we achieve this?

While the idea of 'good culture' may feel abstract, there are concrete and actionable steps organisations can take to cultivate it. We've developed The Rebels' Culture Checklist, a blueprint for organisations seeking to make real change and grow a brand people want to work for.

[**GET STARTED**](#)





THE REBELS' CULTURE CHECKLIST

1. IMPLEMENT CULTURE CHECK-INS i

Conduct regular audits through surveys, employee consultation, and other feedback mechanisms. This proactive approach helps identify gaps between stated values and actual practice and acknowledges that cultivating a healthy culture remains an ongoing process rather than a one-time task.

2. TACKLE ISSUES HEAD-ON i

Acknowledge that workplace issues may arise, and ensure employees feel assured that concerns will be addressed promptly and fairly. Implement clear policies and procedures for reporting and resolving issues like discrimination, harassment, and unequal opportunities to demonstrate commitment to fostering a culture of respect, inclusion, and accountability.

3. WALK THE TALK i

Go beyond a set of words designed to attract candidates – embrace inclusive and transparent hiring and promotion practices, ensure accountability and visibility in leadership and actively celebrate diversity. In doing so, you'll cultivate a culture where all individuals feel valued, respected, and empowered to contribute authentically.

4. CULTIVATE A LEARNING CULTURE i

Offer continuous learning opportunities on topics such as unconscious bias, inclusive leadership, and cultural competence. By empowering employees with these skills, you're not only fostering empathy and understanding but also equipping them to actively contribute to creating a more inclusive and positive workplace culture.

5. PROMOTE WELL-BEING i

This isn't just about offering flexible working arrangements - it's about actively discouraging a culture of overwork. Embrace initiatives that prioritise employee well-being and foster a healthier, more sustainable workplace culture that values self-care.

6. CHAMPION COLLABORATION i

Promote transparent communication channels to break down silos and encourage cross-functional collaboration. Create platforms for sharing diverse perspectives and ideas, fostering innovation and creativity within teams. By considering diverse viewpoints, you'll enhance team cohesion and effectiveness, driving positive outcomes and a sense of collective purpose.

7. FOSTER EMPLOYEE GROWTH AND PURPOSE i

Invest in career development paths, mentorship programs, and skill-building opportunities to empower employees and reinforce their sense of purpose within the organisation. This demonstrates a genuine interest in employees' success and cultivates a motivated workforce dedicated to achieving shared goals and values.

8. MEASURE PROGRESS AUTHENTICALLY i

Define key metrics aligned with your culture goals (e.g., diversity in leadership, employee engagement scores). Regularly track progress and share both successes and challenges transparently with your team.

Your blueprint to a better culture.