

CULTURE FRAMEWORK:

SPORTS MEDICINE & SPORTS PERFORMANCE DEPARTMENT

Objective: To evaluate and score the culture of a professional sports team across various dimensions, providing *actionable insights for improvement*.

Overview

It has been informed by and based on evidence-based academic research and practical experience, from multi-national businesses, and high performing sports teams that we have worked with.

The *ultimate objective for the team behind the team is player availability* - to give our teams the best opportunity to win. Culture eats strategy for breakfast, most of the time. Hope this helps with the culture piece.

*There are 8 dimensions discussed with a simple 1-5 scoring system.



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DIMENSIONS

- 1. Safety and Belonging**
- 2. Purpose and Direction**
- 3. Trust and Vulnerability**
- 4. Communication and Feedback**
- 5. Performance and Accountability**
- 6. Leadership and Vision**
- 7. Diversity and Inclusion**
- 8. Development and Growth**

1. SAFETY & BELONGING

Psychological Safety:

- Does the team environment make individuals feel safe to express themselves without fear of negative consequences?

Score: 1 (Low) to 5 (High)

Sense of Belonging:

- Do team members feel a strong sense of connection and belonging?

Score: 1 (Low) to 5 (High)

2. PURPOSE AND DIRECTION

Clarity of Purpose:

- Is the team's mission clearly defined and understood by all members?

Score: 1 (Low) to 5 (High)

Alignment with Goals:

- Are individual and team goals aligned with the overall purpose?

Score: 1 (Low) to 5 (High)

3. TRUST AND VULNERABILITY

Mutual Trust:

- Is there a high level of trust among the team behind the team, and between staff and coaches?

Score: 1 (Low) to 5 (High)

Willingness to be Vulnerable:

- Are team members willing to show vulnerability and admit mistakes?

Score: 1 (Low) to 5 (High)

4. COMMUNICATION AND FEEDBACK

Openness of Communication:

- Are open, honest, and transparent communications encouraged?

Score: 1 (Low) to 5 (High)

Constructive Feedback:

- Is feedback provided constructively and regularly?

Score: 1 (Low) to 5 (High)

5. PERFORMANCE AND ACCOUNTABILITY

Commitment to Excellence:

- Is there a strong commitment to high performance and continuous improvement?

Score: 1 (Low) to 5 (High)

Accountability:

- Are team members held accountable for their actions and performance?

Score: 1 (Low) to 5 (High)

6. LEADERSHIP AND VISION

Leadership Quality:

- Are the leaders effective, inspirational, and supportive?

Score: 1 (Low) to 5 (High)

Visionary Thinking:

- Do leaders have a clear, aligned and compelling vision for the future?

Score: 1 (Low) to 5 (High)

7. DIVERSITY AND INCLUSION

Inclusivity:

- Is the team environment inclusive and respectful of diverse backgrounds and perspectives?

Score: 1 (Low) to 5 (High)

Equal Opportunities:

- Are equal opportunities provided for all team members to succeed?

Score: 1 (Low) to 5 (High)

8. DEVELOPMENT AND GROWTH

Personal Development:

- Are there opportunities for personal growth and development within the sports medicine/ performance dept.?

Score: 1 (Low) to 5 (High)

Skill Enhancement:

- Is there a focus on continuous skill enhancement and learning?

Score: 1 (Low) to 5 (High)

IMPLEMENTATION

- **Data Collection:**

Conduct surveys, interviews, and focus groups with the medical and performance staff, coaches, and other various stakeholders (e.g. kitchen staff) to gather qualitative and quantitative data.

- **Scoring:**

Use the scoring criteria to evaluate each dimension. Assign scores based on responses and observations.

- **Analysis:**

Aggregate the scores to identify core strengths and areas for improvement.

- **Action Plan:**

Develop a targeted action plan to address weak areas, boost strengths more - and enhance overall team culture.

- **Continuous Monitoring:**

Regularly reassess the team culture using the framework to track progress and make adjustments.

EXAMPLE SCORING TEMPLATE

Dimension	Sub-Criterion	Score (1-5)
Safety and Belonging	Psychological Safety	
	Sense of Belonging	
Purpose and Direction	Clarity of Purpose	
	Alignment with Goals	
Trust and Vulnerability	Mutual Trust	
	Willingness to be Vulnerable	
Communication and Feedback	Openness of Communication	
	Constructive Feedback	
Performance and Accountability	Commitment to Excellence	
	Accountability	
Leadership and Vision	Leadership Quality	
	Visionary Thinking	
Diversity and Inclusion	Inclusivity	
	Equal Opportunities	
Development and Growth	Personal Development	
	Skill Enhancement	

By implementing this framework, sports teams can systematically evaluate and improve their culture, leading to enhanced performance, better team dynamics, and overall success off, and hopefully on the field of play.

Use this framework to help foster a positive and high-performing team culture.