



5 Atomic Habits for Building Culture Every Day

Tiny daily actions for inclusive, healthy, high-performing teams



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Habit 1:

Start with a Real Check-in



Outcome: Psychological safety & emotional wellbeing

- Don't jump straight into tasks. Begin meetings or huddles with a genuine check-in: "What's one word for how you're arriving today?"
- Listen without fixing. This normalises being human at work and makes it safer to speak up later about ideas, risks, or mistakes.

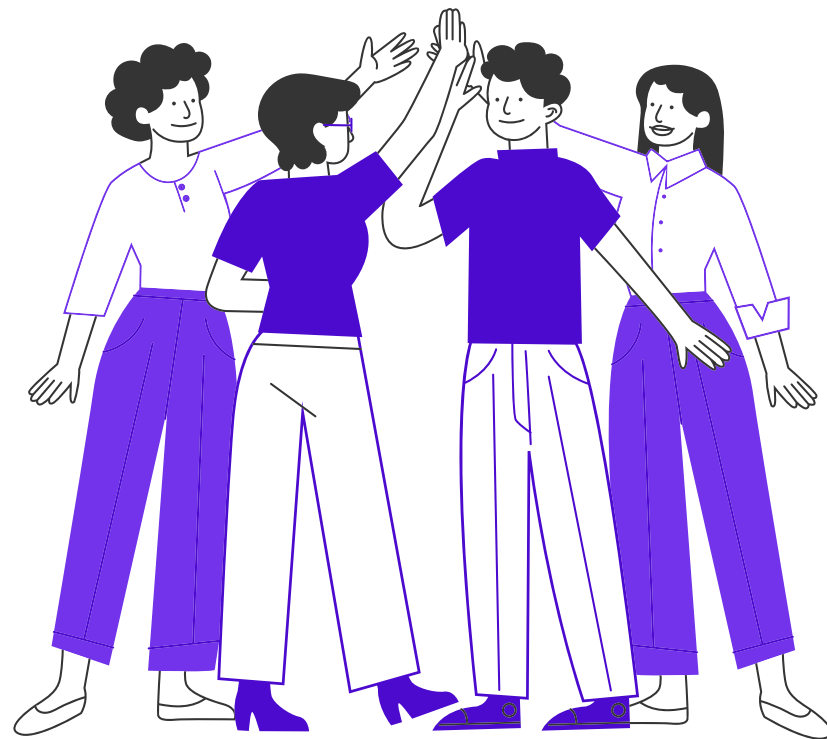


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Habit 2:

Make One Intentional Inclusion Move



Outcome: Everyone feels seen, not sidelined

- Once a day, deliberately bring in a quieter or less represented voice: “We haven’t heard from you yet – what’s your take?”
- Or share credit in public: “This idea came from A/B, I’m just building on it.”
- Tiny moments like these shift who feels they belong in the room.

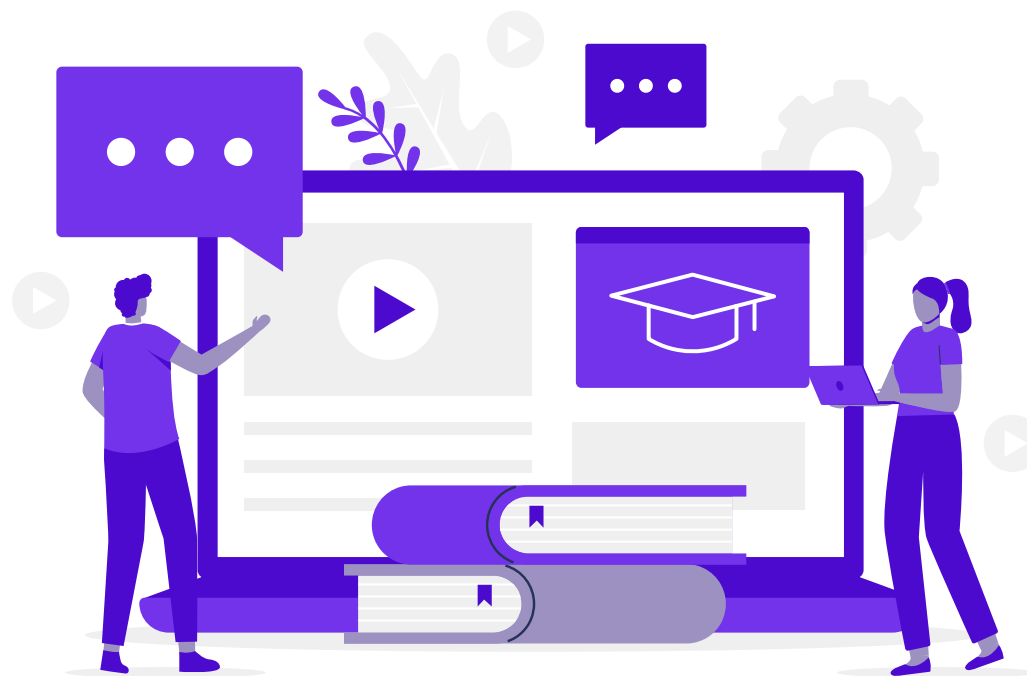


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Habit 3:

Trade Assumptions for Questions



Outcome: Fewer misunderstandings, stronger collaboration

- When something feels off, don't fill the gaps with stories. Ask one clarifying question instead of assuming: "Can you help me understand the context behind this decision?"
- Curiosity over judgment builds trust and keeps the work focused on solving problems, not blaming people.



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Habit 4:

Share the “Why”, Not Just the “What”



Outcome: Ownership, motivation & higher performance

- Before you execute, connect the task to the bigger picture: “We’re doing this because it helps us.....”
- When people understand the “why”, they make smarter decisions on the “how” and performance improves without micromanagement.



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Habit 5:

Close the Day with One Micro-Reflection



Outcome: Close the Day with One Micro-Reflection

- End your day (or week) with a 3-minute pause:
 - What worked well in how we worked together?
 - What's one thing I'll do differently tomorrow?
- Capture just one sentence. Culture evolves when learning becomes a tiny, consistent habit, not a once-a-year offsite.

