



**Search** >  
INSTITUTE

# Relational Culture Checkup: A Group Guide

A Guide for Growing Organizational  
Awareness of Relational Culture

# Relational Culture Checkup: A Group Guide

Taking the [Relational Culture Checkup](#) as a group is one way to effectively engage others in your organization in deep conversation about the relational culture and how it can be improved. Following are some ideas for how you might approach this shared work. You're invited to revise and build on these ideas in whatever way works for your group.

Gather a group of 2-8 people for 30-60 minutes (more people = more time needed) to work through the Relational Culture Checkup together and reach a response that reflects the average experiences of the organization's culture while also exploring the range of variation.

## Setup and Considerations

- Choose 2-8 people who may have varying perspectives or roles related to your organization's work with young people.
  - You may find it helpful to project the questions on a screen where everyone can see them.
  - Be prepared to tell the group why you think creating a relationship-rich culture is important, how it contributes to your organization's mission, and why you value their insights.
  - Set the expectation that you plan to work through the Checkup together. The group will discuss each question and identify the response that best reflects the average experience of the organization's culture.
  - Establish group norms to ensure this conversation is a comfortable and safe space to discuss equity and inclusion. Brainstorm ideas in advance for how to make sure all voices are heard so people feel safe sharing their experiences and opinions.
- Roles:
    - Identify a **facilitator** who will move the conversation along and ask follow-up questions to pull for alternative viewpoints.
    - Identify a **recorder** who will record the group's responses.
  - One conversation might not be enough to work through the Checkup and discussion about what to do next. Consider creating a plan for this group to work together in an ongoing manner, if they aren't already.

# Agenda

## 1. Welcome!

- Introductions
- Overview of purpose and tasks
- Establish group norms

## 2. Take the Checkup

- Read, discuss, and record the group's answer to each question.
- Take a break halfway through the 20 questions.

You will receive your organization's checkup results as soon as you enter your responses into the online tool. You will have five scores: supporting structures, overall relational climate, and three climate subscores: one each for intentional, inclusive, and equitable.

## 3. Review the Results

- Display the results.
- Ask participants to independently reflect and jot down their thoughts on these questions:
  - Which of these Checkup results affirm (or, align with) your experience? Which of them don't?
  - In what areas did you hear the widest range of experiences? What might that tell you about your organization?
  - What did you learn from today's conversation or from these Checkup results?
  - What does today's conversation still have you wondering about?
  - Facilitate a group discussion of these questions.

## 4. Make an Action Plan

- What is your long-term goal in each area?
- What do you have the power to do right now? Identify 2-3 actions or strategies you can use as individuals or as a group to address issues or growth opportunities that came up in the discussion.
- For each action or strategy, assign a lead and make a plan for holding yourselves accountable to follow through. Who else needs to be involved? What is your first step, and by when?

# Guiding the Conversation

To get and keep the conversation moving while working through the Relational Culture Checkup, you may consider using these questions. Pair them with your own questions that surface based on the flow of the conversation.

## To Get People Talking

- When I read this question, what were the first words or images that came to mind for you?
- Is this something you see often in the day-to-day interactions between staff and youth?
- What was your first reaction upon hearing this?

## To Probe for Detail or More Information

- Can you think of an example that illustrates that experience?
- Can you tell me more about that?
- What do you mean when you say [blank]?

## To Confirm Understanding

- This is what I thought I heard.... Did I understand you correctly?
- So, what I heard you saying is...
- It is my understanding that.... Did I get that right?

## To Create Space for Alternative Viewpoints

- Who has a different perspective on this?
- Do you think this viewpoint would be shared by staff who aren't here? What about the youth we work with? Who might have a different perspective?
- Is anyone surprised by what they're hearing in the conversation thus far?

## To Invite Personal Reflection

- Why do you think that might be?
- What makes you feel that way?
- How is what you see similar to or different from your own experiences?

## To Draw Out What May Be Going Unsaid

- Could we look at this issue from a perspective that we've missed so far?
- What didn't we talk about today that we probably should have?

# About the Relational Culture Checkup

## The tool is intended to:

- Generate conversation that elevates the importance of building positive and strong youth-adult relationships and strengthening an organization's relational culture to support those connections.
- Benchmark the progress of your organization's relational climate and supporting structures.
- Guide organizations in defining their own vision and goals for a strong relational culture.
- Identify gaps between an organization's current state and its own vision and goals for strengthening the organization's relational culture.
- Inform ongoing efforts to close gaps and achieve the organization's relationship goals.

## The tool is NOT intended to:

- Be used as a compliance assessment or performance measure. The effectiveness of this tool will depend on its use as a collaborative tool to inform ongoing efforts to achieve shared goals.

**The Relational Culture Checkup was developed as a product of the research and practitioner insights gathered from the Relationships for Outcomes Initiative funded by the Einhorn Family Charitable Trust and the Cultivating Connections Project funded by the Carlson Family Foundation.**