P·ACT

SEED
promoting entrepreneurship for sustainable development

MIT D-Lab
designing for a more equitable world

Welcome to the Workshop

Name of Workshop

Tool: Cultural Fit

Why are we the right group of partners?

Step-By-Step

Step 1 — Discuss organizational values

Step 2 — Discuss Organization's workstyles

Step 3 — Discuss the key personas on the partnership team

Facilitation

Teams

Partner 1

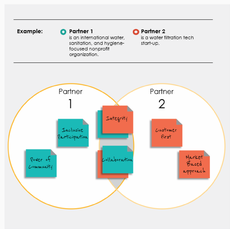
Organization's name	
Representatives	

Partner 2

Organization's name	
Representatives	

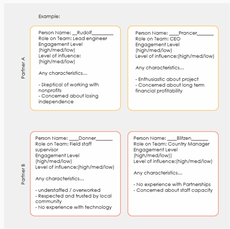
Example

Step 1 Discuss values fit

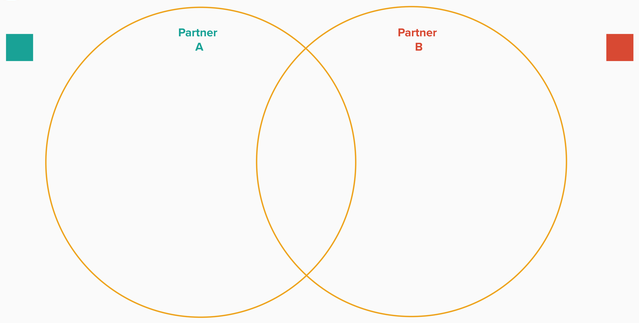


Step 2 Discuss Working Styles Fit

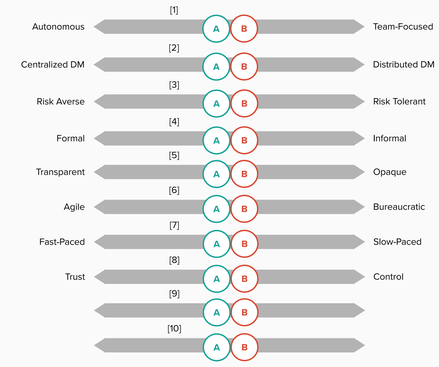
Step 3 Discuss team key personas



Step 1 Discuss values fit



Step 2 Discuss Working Styles Fit



A Partner A

B Partner A

* Feel free to add as many other work styles as needed that may be relevant to your partnership

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Step 3 Discuss team key personas

Partner A	Person Name: Role on Team: Engagement Level: (high/med/low) Level of influence: (high/med/low) Any characteristics...	Person Name: Role on Team: Engagement Level: (high/med/low) Level of influence: (high/med/low) Any characteristics...	Person Name: Role on Team: Engagement Level: (high/med/low) Level of influence: (high/med/low) Any characteristics...
Partner B	Person Name: Role on Team: Engagement Level: (high/med/low) Level of influence: (high/med/low) Any characteristics...	Person Name: Role on Team: Engagement Level: (high/med/low) Level of influence: (high/med/low) Any characteristics...	Person Name: Role on Team: Engagement Level: (high/med/low) Level of influence: (high/med/low) Any characteristics...

Culture Exercise Wrap-Up

	SYNERGIES	POTENTIAL TENSIONS	STRATEGIC ACTION
VALUES			
WORKSTYLES			
KEY PERSONAS			

Steps Description

Step 1 Discuss values fit

1.1. Individually, list your organization's top 3-5 values.

1.2. Reveal and explain these values to each other.

1.3. Reflect and discuss implications:

- What aspects of our organizational values are similar?
- What aspects of our organizational values are different? What could be the potential implications?
- What strategies can we adopt to mitigate any possible tensions that may arise?

Step 2 Discuss Working Styles Fit

2.1. Individually, review the **working styles spectrum worksheet** and mark where on the spectrum your organization lies. Add as needed mark any working styles particularly relevant to your organization in the context of this partnership.

2.2. One by one, reveal your organizational working style positions. Compare and discuss contrasting answers for each working style.

2.3. Together, examine your respective positions on each spectrum and discuss the implications:

- What aspects of your organizational work styles are similar? Is that good?
- What aspects of your organizational work styles are different? What could be the potential implications?
- What strategies can we adopt to mitigate any possible conflicts that may arise?

Step 3 Discuss team key personas

3.1. Individually, list on post-it notes detailed information about key members of the partnership team from your organization. Focus on aspects that are particularly relevant to their work in the partnership.

3.2. Together, examine the content of the notes and discuss each individual's information and its implications.

- How can this affect their work on the team?
- Which individuals may work particularly well together?
- Who may potentially clash or conflict?
- What could be the potential implications? What strategies can we adopt to mitigate any possible conflicts before they arise?