

# How can you start a culture movement @ Berkeley? Try these ideas from your fellow BC2 attendees on building TRUST, PRIDE + JOY #tpj

## Trust

- Tell the truth
- Listen
- Be courageous with leadership team meetings
- Offer monthly communication from the director
- Schedule regular lunches with director and staff; appreciation lunches with staff
- Let others know what you're going to do, then DO IT!
- Be courageous with leadership team meetings
- Evaluate your leaders, provide safe feedback
- Create work teams to plan organizational meetings
- Build communication channels internally that allow for authentic two-way communication
- Create a safe environment
- Bring a bottle of champagne on occasion as a thank you to a colleague for assistance
- Be focused on the good in work and in people, but don't ignore weaknesses
- Appreciate the person on your left (appreciation go-around); have everyone at a staff meeting appreciate the person next to them
- Be clear in our communications, and considerate of how it will fit into others lives and work
- Communicate work we do and the results of our efforts
- Give regular updates on initiatives
- Listen to co-workers without judging or opinionating
- Leadership acknowledgement that failure is ok
- Be authentic not obnoxious
- Sometimes it's easier to make aesthetic changes to work environment
- Opportunities for anonymous feedback
- Have coffee with co-workers you don't know well
- Plan a group happy hour, coffee break or tea chat
- Offer flexible work hours
- Say "Thank you" to someone who's helped you
- Delegate authority to the lowest level possible
- Have the courage to say the thing that everyone is thinking but no one wants to say
- Set aside time to recalibrate goals
- Offer to help (and mean it)
- Be open to new ideas
- Keep the project moving

- Have a sense of humor
- Own up and speak up when things are not moving forward
- Pull the plug on things that aren't working
- Admit we don't always know best - we need other smart people
- Make a regular point of just chatting up or checking in with colleagues
- Tell staff you trust them to do a great job
- Create cross-group partnerships/coalitions/collaborations
- Deliver on your promise
- Admit when you don't know how
- Be responsive
- Communicating your plans to give others a chance to join in or collaborate
- Let people make their own schedules
- Collaborate between "silos"
- Ask others about their interests
- Showing consistent proof of progress toward what was promised
- Create networks for employees to connect with others who do what they do
- Be more transparent in cascading down information

## Pride

- Show the connection between work and results
- Wear Cal gear to work! Blue and Gold Fridays
- Say "WE" not "ME"
- Do something to connect with Berkeley's mission – sit in on a class, visit Bancroft Library, etc.
- Feature co-worker heroes who volunteer in community
- Brag a little, not just about yourself
- Put HR language into plain English - simply
- Recognize someone's work and share that with co-workers; share someone else's success
- Engage staff in more than just the implementation process
- Ask colleagues about their work
- Feature stories of peoples achievements and cool research work
- Get up and dance
- Share information
- Create a formal appreciation program for employees in our unit or units
- Recognize staff with opportunities like "spirit awards", "branding awards", etc.
- Say "Go Bears!" And mean it!
- Recognize accomplishments publicly
- Don't emulate corporate practices as the be-all/end-all
- Savour a daily pride moment – what is something you are proud of today?
- Communicate communications successes

- Celebrate staff as much as faculty
- Do good work
- Ask employees (and then share their answer), “What was your most joyful moment recently?” and “What accomplishment are you most proud of?”
- See the connection between the work we do and the results it generates (students, research, impact)
- Offer salary increases based on merit
- Ask employees to share how they make a difference to the department/campus?

## Joy

- Celebrate or notice small things
- Tell someone that you appreciate what they do
- Organize Tea Time or a Coffee Club
- Ask colleagues to present their work at directional meetings
- Serve up a food or a yummy treat for no reason
- Make time each day to ask how your coworkers are doing
- Be spontaneous – take regularly scheduled indoor meeting outdoors
- Make a mix CD for your staff
- Personalize your workplaces
- Bollywood flash mob with Nick and Janake - let’s do this!
- Make time for group outings, activities
- Ping Pong tables
- Plan lunchtime games
- Listen to stories in people’s lives and check back with them – remember what is meaningful to them
- Create personalized office tags and templates
- Give fun awards for achievements
- Offer more vacation
- Surprise someone with a random Postit note thank you
- Get out of the office/cube
- Share your passions
- Play fun music before events
- Make time for goofiness
- Start your conference meeting event with music and clapping
- Encourage our weirdness! What about a “How Berkeley can you be?” Day at work?
- Share a meal
- Offer flex time at work
- Express gratitude every day
- Work from home occasionally if you can
- Organize a breakfast club on Fridays

- Go to noon concerts featuring staff musicians
- Pick someone to celebrate
- Bring your pet to work
- Celebrate accomplishments both big and small
- Laugh
- Schedule game time over lunch (e.g. Apples to Apples)
- Take time to get to know your team outside of work-life
- Take pictures of your staff and create a “Way to Go!” wall
- Have more dance breaks at long meetings
- Create a staff cereal bar
- Bring food to share
- Ask someone I don’t know that well to eat lunch together
- Bring cupcakes
- Pause to celebrate success
- Make time for staff icebreakers
- Smile at everyone you see
- Promote staff achievement publicly – not just academic achievements
- Make a “no meeting Friday” policy
- Compliment a colleague
- Organize DJ Fridays
- Squeeze in more chances to engage in physical activity – like yoga, etc.
- Offer up the perks = free lunch, freebies, swag
- Schedule mental health days
- Document and share clients and employees experiencing joy
- Do something non-work related with coworkers
- Try some fun things with colleagues: cooking classes, rock climbing