



IMPROVE YOUR WORK CULTURE - ADOPT A RITUAL

Based on the book, *Rituals For Work*
50 Ways to Create Engagement, Shared Purpose and a Culture That Can Adapt to Change Ozneć & Hagan 2019

A Ritual is...

“Actions that a person or group does repeatedly, following a similar pattern or script, in which they’ve imbued symbolism and meaning.”

The Why

Rituals can help with transitions, anxiety, sense of control, creativity, conflict.

Principles

- Rituals have a magical effect
- They can be modified to adapt to needs
- They are the physical and tangible way to process the psychological

Types of Rituals

- Change and Transition
- Creativity and Innovation
- Community
- Performance and Flow
- Conflict and Resilience

Conflict & Resilience Rituals

Conflict is inevitable - how we address it is NOT!

- These rituals can help people be more mindful, self-reflective and aware
- Use when you want to improve morale, prevent burnout, create psychological safety

Conflicts Rituals to Help

- **Lack of transparency:** "Elephant, dead fish, vomit"
- **Burnout & Low Morale:** "Small Moments Jar"
- **Psychological Safety & onboarding:** "My First Failure Book"
- **Gossip:** "Community Conversations"
- **Preventing Conflict:** "Trade-off Sliders"

