

USE THIS WHEN ASSESSING YOUR CULTURE — CHAPTER 14

The Empty Room Test

DIAGNOSTIC

Worksheet v1.0

Culture is what people do when nobody has to. This test helps you see whether the standards you've set are still owned by you — or have become owned by the team.

THE CENTRAL QUESTION

What does your team do when nobody has to?

Not what they should do — what do they actually do when there's no audience, no audit, and nobody is checking?

CULTURE

Standards the team own without me

👉 Tap or click to type

RULES

Standards that still depend on supervision

THE HONEST READ

What does the right-hand column reveal about which standards have not yet become shared habits?

NEXT STEP

Pick one standard from the right. What needs to change for the team to own it without you?

Does it need clearer expectations, stronger role-modelling, regular reinforcement, shared ownership or consistent accountability? What will you do next — and when?

Revisit in 30 days. Pick the next one.

REMEMBER

Culture is what people do when nobody has to. The strongest standards are the ones your team enforce without you — and the culture you've built reveals itself in the moments you don't see.