

Gill's Ten Traits
of
Ethically-Healthy Organizational Cultures

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What makes for a successful, ethically-healthy corporate culture? What character traits should we seek in our employees? While every organization (and employee) is different, and different missions call for different strengths, the following ten traits are a classic, proven formula for strengthening organizations.

1. Loyalty

*Tenaciously preserve core mission & vision; hang in there with the team
No traitors, no flip-flopers*

2. Openness & humility

*Teachability from top to bottom of organization
No arrogant know-it-alls*

3. Accountability & responsibility

*All individuals & teams stand up
No blaming, no excuses*

4. Freedom

*Creative, innovative risk-taking encouraged
No micro-managing control freaks*

5. Ethics & excellence

*Insatiable hunger for both "doing the right thing" & "doing things right"
No mediocrity, no selling out on our standards*

6. Mistake-tolerance

*Learn and try again
No punitive, fearful, repressive reactions*

7. Honesty, integrity, & transparency

*Consistency of thought, talk, and walk
No hidden agendas or evasions*

8. Collaboration & integration

*Bringing people together...bringing ideas together
No "silos," no "Lone Rangers"*

9. Courage & persistence

*Guts in the face of difficulty
No wimping out when it gets tough*

10. Joyfulness & fun

*Stay positive even in hard times
No whining or grumpiness*