

I've tried to model this by promoting the Culture Code, hosting the all-staff exploration in summer 2025, and now with the weekly surveys; I also plan to engage everyone in "squad model" talks

What can **you** do to help sustain or grow this aspect of our culture with your team?

(It doesn't have to be a ton of effort, but it does need to support an open / listening culture of engagement.)

I expect leaders in my charge to pursue an "explore first" culture, too

Do you want to be *right*? (Explain)  
Or do you want the *effective*? (Explore)

