

You Get What You Tolerate - Episode 470

Defining your culture-shaping behaviors is a quick project. **Embedding** them into your team is a multi-year commitment—but that’s the part that determines *whether any of this changes how your team actually operates*.

What tends to happen is we come out of this meeting and return to the whirlwind of the rest of ministry. We put this list of behaviors on the wall or a desk calendar, and then go back to what we’ve always done.

In this episode, Sean and Paul talk about ***what it takes to keep your culture alive***. And they’ll spend time talking about this idea: **you will get what you tolerate**. If you tolerate the status quo, you’ll keep getting the status quo.

Key Quotes

- “When your words build worlds that are different than what your team’s currently living in, some of your staff are going to resonate with it and lean in; others will resist and lean away.”
- “Your staff is learning the culture that you’re setting constantly. They’re not just reading the one-page document that you put together.”
- “When leaders allow a team member to behave badly, they actually lose credibility.”
- “There’s a lot of power in just strategic obedience in a desired direction over a long period of time. There’s fruitfulness that comes from faithfulness.”
- “Nothing erodes culture and trust faster than a ‘do as I say but not as I do’ posture.”
- “You can’t create a culture of something that you’re not willing to do as well.”
- “Don’t push these culture-shaping behaviors faster than your team can tolerate. But don’t tolerate leaving the culture where it is.”

Self-Assessment: How Are We Doing?

If you’re ready to start integrating your culture-shaping behaviors, use the steps below or dig into [“The Culture Development Playbook,”](#) available in our Resource Hub. Use the code CULTURE to sign up for a free one-month subscription.

1. In the next senior leadership team meeting, have each member answer the following questions as a self-assessment: How am I doing with each of these? Where am I strong? Where am I in the gap?
2. Before the next all-staff meeting, determine which culture-shaping behavior you’ll teach and who you can celebrate for living out this specific behavior.
3. Going forward, establish a way to coach these behaviors in your ongoing one-on-one meetings with straightforward questions like, “Which of our behaviors do you feel strongest in right now? Which one are you working on?”

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