

YOUR TEAM IS WATCHING WHAT YOU TOLERATE

Culture isn't built by posters on the wall—it's built by the behaviors you allow to continue.



“ Employees aren't just watching each other. They're watching you. ”

CULTURE IS BUILT IN THE MOMENTS THAT MATTER



Your company values mean little when poor behavior continues without consequence.

EMPLOYEES NOTICE WHAT HAPPENS NEXT



People pay attention to what gets acknowledged, what gets addressed, and what gets ignored.

YOUR BEST EMPLOYEES NOTICE FIRST



When effort isn't recognized and poor behavior is ignored, your top performers stop trying—or leave.

AVOIDING CONFLICT DOESN'T ELIMINATE CONFLICT



Avoiding hard conversations today creates bigger problems tomorrow and damages team trust.

CONSISTENCY MATTERS MORE THAN TOUGHNESS



Clear boundaries applied consistently build trust, stronger culture, and better results.

THE RULES APPLY TO YOU TOO



Employees will follow your example. Hold yourself to the same standards you expect from them.

WHAT ARE YOU TOLERATING RIGHT NOW?



- ✓ Meetings always start late
- ✓ Paperwork doesn't get completed
- ✓ Phones are used during customer interactions
- ✓ One person dominates every conversation
- ✓ Departments blame each other
- ✓ You've complained about the same behavior for months

ACCOUNTABILITY ISN'T ABOUT PUNISHMENT



ADDRESS EARLY

Talk about the issue while it's still small.



SET EXPECTATIONS

Explain what you expect moving forward.



GIVE A CHANCE

Allow time and support for improvement.



FOLLOW THROUGH

Consistency today creates culture tomorrow.



WHAT YOU TOLERATE TODAY BECOMES
THE CULTURE YOU MANAGE TOMORROW.

KEY TAKEAWAYS

- ✓ Your real standards are shown by what you allow.
- ✓ Ignoring poor behavior hurts good employees.
- ✓ Avoiding conflict only makes it bigger.
- ✓ Consistency builds trust and respect.
- ✓ Leaders must lead by example.
- ✓ Ask yourself: Why am I allowing this to continue?



GREAT LEADERSHIP ISN'T ABOUT BEING PERFECT.
IT'S ABOUT LEADING WITH AWARENESS, COURAGE, AND CONSISTENCY.



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