

# **Gill's Ten Traits**

of

## **Ethically Healthy Organizational Cultures**

© David W. Gill ([www.davidwgill.org](http://www.davidwgill.org))

*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*