

Culture by Chemistry Reflection & Practice Worksheet

Story Reflections & Mini-Challenges

Ancient: Spartan Mess Tables (Greece, 5th Century BCE)

Reflection: Where in my leadership do people experience genuine equality—and where might hierarchy still divide us?

Mini-Challenge: Create one shared ritual this week—a lunch, roundtable, or moment of connection—where everyone participates equally.

Middle Era: Zheng He's Treasure Fleet (China, 15th Century CE)

Reflection: How do I create harmony among people with different roles or beliefs? Do I model calm or transmit stress?

Mini-Challenge: Respond to one stressful or divisive moment this week with composure. Let your calm become contagious.

Modern: The Ritz-Carlton and Empowered Trust (20th–21st Century)

Reflection: Where can I give trust before it's earned—so people can prove they deserve it?

Mini-Challenge: Delegate one meaningful decision fully this week and express confidence in the person taking it.

The Four Chemicals of Culture

Oxytocin → Serotonin → Dopamine → Cortisol

Chemical	Description
Oxytocin	Builds trust and empathy; triggered by belonging, gratitude, and shared experiences.
Serotonin	Builds pride and stability; triggered by recognition, fairness, and respect.
Dopamine	Builds energy and motivation; triggered by progress, small wins, and celebration.
Cortisol	Stress chemical; helpful in bursts, destructive when chronic. Triggered by fear or micromanagement.

Mini-Challenge: Choose one chemical to influence consciously this week—boost trust, recognition, or progress, and watch how the energy changes.

Weekly Culture Tracker

Day	How I Shifted the Team's Chemistry
Mon	
Tue	
Wed	
Thu	
Fri	
Sat	
Sun	

Journaling Prompt

What did I notice this week about how my energy and tone shaped the culture around me?