# Improve Your Work Culture - Adopt a Ritual

**A Ritual is...**

“Actions that a person or group does repeatedly, following a similar pattern or script, in which they’ve imbued symbolism and meaning.”

**The Why**

Rituals can help with transitions, anxiety, sense of control, creativity, conflict.

**Principles**

- Rituals have a magical effect
- They can be modified to adapt to needs
- They are the physical and tangible way to process the psychological

**Types of Rituals**

- Change and Transition
- Creativity and Innovation
- Community
- Performance and Flow
- Conflict and Resilience

**Conflict & Resilience Rituals**

Conflict is inevitable - how we address it is NOT!

- These rituals can help people be more mindful, self-reflective and aware
- Use when you want to improve morale, prevent burnout, create psychological safety

**Conflicts Rituals to Help**

- **Lack of transparency:** "Elephant, dead fish, vomit"
- **Burnout & Low Morale:** "Small Moments Jar"
- **Psychological Safety & onboarding:** "My First Failure Book"
- **Gossip:** "Community Conversations"
- **Preventing Conflict:** "Trade-off Sliders"

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Based on the book, *Rituals For Work: 50 Ways to Create Engagement, Shared Purpose and a Culture That Can Adapt to Change*  Oznec & Hagan 2019

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