

## 'Before You Begin' Worksheets

Developed by the VERiS Research Centre

Supplementary Resource to the *Culture of Sustainability Engagement Guide for Organizations*

### **About this document**

The below printable worksheets include key questions to consider prior to embarking on the journey of culture of sustainability (COS) engagement with your organization. The questions listed here are also included in the full *Culture of Sustainability Engagement Guide for Organizations* with further information shared there as well, linked below.

The questions listed are grouped under four larger 'meta-questions/categories', which are useful to explore in more detail as you 'prepare the groundwork' for the COS engagement journey to come. These include: *Are we ready for this?*; *What is our current culture?*; *Who should be involved?*; and, *Co-creating a strategy framework*.



**Culture of Sustainability Engagement Guide for Organizations** © 2024

Supplementary material

To access the full Engagement Guide, visit: <https://researchcentres.wlu.ca/viessmann-centre-for-engagement-and-research-in-sustainability/assets/documents/cos-engagement-guide.pdf>

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# Before you begin

Questions are taken from the *COS Engagement Guide for Organizations*.

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## Are we ready for this?



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Is there leadership buy-in and engagement? (Box 2.14, p. 44)

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Can we commit to the length of time required? (Box 2.15, p. 45)

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Can we commit the amount of employee time needed? (Box 2.16, p. 46)

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Can we commit resources to bring it to fruition? (Box 2.17, p. 46)

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Can we navigate the complexity of the system? (Box 2.18, p. 47)

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## What is our current culture?



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What are our values? (*Assessment step 1*. Box 2.20, p. 49)

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What symbols communicate our values? (*Assessment step 2*. Box 2.21, p. 49)

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What are our organizational practices? (*Assessment step 3*. Box 2.22, p. 50)

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## Who should be involved?



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Who should we consider/wants to be a COS coordinator?

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Can you create an organizational systems map? (Box 2.23, p. 52)

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## Co-creating a strategy framework



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Are we establishing parameters? (Box 2.26, p. 57)

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Can we tell the story clearly? (Box 2.27, p. 60)

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Are we establishing our unique culture of sustainability? (Box 2.29, p. 63)

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How will we evaluate and evolve? (*Strategies*, Box 2.33, p. 67)

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When will we address and deal with potential challenges if they arise?  
(*Strategies*, Box 2.34 p. 68)