

How Healthy is Your Library?

Diagnosing Culture and Curing the Patient

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Abstract

All libraries have a distinctive organizational culture. Each library has norms, values, rules, beliefs, and basic assumptions that have developed over time and are shared by the people who comprise the organization. This culture shapes the perceptions and assumptions of the library's personnel. A healthy culture can evoke a passion for the work, a loyalty and commitment to the organization's mission, and a deep-seated belief in the organization's value. Libraries with a healthy culture are resilient, responsive, and inclusive. The health of an organization is the responsibility of every member, not just the formal leadership. Using a combination of graphics and text, this poster presentation will inform the viewer, no matter where they are in the organization, how to spot the signs of an unhealthy organizational culture and steps to take to move their library culture toward good health.

Healthy libraries have minimal politics, minimal confusion, high morale, high productivity, and low turnover. (Lencioni, 2012, p. 6)

References

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