

3E Culture Framework

ENGAGEMENT, WELLBEING AND CULTURE

The 3E Culture Framework helps leaders understand what people experience, what guides their behaviour and how reliably work gets done. The Culture Map connects these three perspectives into one cultural story, providing a structured route from employee and leadership input to dialogue, practical improvement and visible follow-through.

THE 3E CULTURE FRAMEWORK

A practical model of how culture is experienced, interpreted and enacted.

“ Culture is the **environment** people experience, the **expectations** that guide behaviour, and the **execution** that determines how work gets done.



THE MODEL AT A GLANCE

The approach

The 3E Culture Map connects experienced climate, interpreted standards and enacted performance through three pillars and 12 dimensions. Surveys or facilitated maturity reviews reveal patterns and differences, supporting contextual dialogue, focused behavioural changes and visible progress through targeted follow-up.

When to use it

- Create a shared culture baseline before transformation or organisational development.
- Align leaders around the behaviours, decisions and routines they reinforce.
- Explore cultural differences during mergers, integration or cross-team development programmes.

What the model covers

Environment • Psychological Safety & Trust • Inclusion & Respect • Communication & Voice • Support & Wellbeing • Expectations • Values & Behavioural Standards • Role Clarity & Priorities • Fairness & Consistency • Accountability & Consequences • Execution • Ownership & Follow-Through • Coordination & Collaboration • Responsiveness & Problem Solving • Improvement & Learning

Value for your organisation

- Shows how workplace climate, usable expectations and execution habits interact.
- Reveals specific cultural drivers and differences beneath overall pillar scores.
- Turns cultural dialogue into focused changes with ownership and observable progress.

Put it into practice

Define purpose, decisions and success measures, then launch the chosen diagnostic. Map pillars, dimensions and maturity; interpret findings with operational evidence and leadership dialogue. Select meaningful shifts with owners and measures, communicate progress and track change through pulses and reviews.

Outputs you can use

- Three-pillar profile and 12-dimension heat map with confidential segmented insight.
- Priority strengths, risks and leadership implications interpreted against organisational context.
- Focused action plan with behavioural changes, owners, measures and review rhythms.