



- STEP 1**
Start with cadence
- STEP 2**
Build interprofessional planning group
- STEP 3**
Design for dialogue, not just lecture
- STEP 4**
Measure relational impact
- STEP 5**
Review quarterly and adapt

Design for Culture: Implementation Handout

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Take a few minutes to reflect on how these ideas might translate to your own setting.

Section 1 — Structural Change

What is one structural shift you could try in the next 90 days?

- Add structured dialogue to an existing session
- Track a belonging/cohesion metric
- Establish a recurring learning rhythm
- Create an interprofessional planning group
- Other: _____

NOTES:

Where Could This Fit?

Think about **existing structures** in your organization.

What current meeting, education session, or training could incorporate structured reflection or dialogue?

Example:

- CE session
- team meeting
- case conference
- leadership meeting

YOUR IDEA:

Section 2 — Dialogue Question

Structured dialogue often begins with a simple prompt.

What is one reflective question you could add to a learning/education session?

Example:

- What surprised you today?

Cadence → Interprofessional planning → Dialogue → Relational measurement → Adaptation

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- How might this change your next patient encounter?
- Whose perspective did you understand better today?
- What uncertainty did this conversation help clarify?
- How might this change your next patient encounter?

YOUR QUESTION:

Section 3 — Relational Metric

If learning spaces influence culture, what might you measure?

- Clinical confidence
- Cross-role understanding
- Organizational belonging
- Psychological safety
- Other: _____

NOTES:

Section 4 — First Action Step

What is **one action** you could realistically take in the next 30–90 days?

Reflection

What might change for your team if predictable interdisciplinary reflection became part of your learning culture?

Cadence → Interprofessional planning → Dialogue → Relational measurement → Adaptation