IP BEST PRACTICES

We versus Me

A best practice shared by Henno Janmaat.

Generated on 22 November 2026

We versus Me

Compare 'We' and 'I' scores on the same statements to spark discussion about collective versus individual behaviour.

Key steps

Put the culture framework into a set of I questions and into We statements. Example: "We are innovative" (1-10) versus "I am innovative" (1-10).

Discuss the results. In most cases "We" scores lower than "I". Meaning: I'm not the problem, they are. This is a wonderful start of a discussion on change.

CONTACT

InspiringPeople

ADDRESS

Maliebaan 45

3581 CD Utrecht

The Netherlands

PHONE

+31 84 00 38 999

EMAIL

contact@inspiringpeople.com



“Inspire to engage”