The 5 Signs Your Organization Needs a Culture Reset
A Bonus Resource from the L.I.G.H.T. Model

When dysfunction becomes normalized, performance becomes unsustainable. Here's how to recognize when your organization doesn't need more pressure—it needs a reset. Each sign aligns with a core L.I.G.H.T. Model pillar to help guide your next step.

1. You're Reacting to Behavior Instead of Responding to Root Causes
(L – Learn the Lens)

If your systems are built to control rather than understand, you're likely addressing symptoms—not the source. A trauma-informed lens reveals how identity and lived experience shape engagement and behavior.

2. People Feel Disconnected from Purpose
(I – Inspire Identity)

If staff or students are going through the motions, it's a sign that internal purpose has faded. Without a strong identity to guide them, they'll struggle to stay motivated or engaged—no matter how many resources are provided.

3. Leadership Feels Like Management
(G – Guide Growth)

Are your leaders inspiring growth or simply enforcing rules? When leadership becomes reactive and transactional, culture stagnates. Growth-centered mentoring fosters accountability, ownership, and momentum.

4. Burnout Is Becoming the Norm
(H – Heal the Hurt)

When emotional fatigue is high and trust is low, it's not a performance issue—it's a wellness crisis. Healing-centered environments make space for safety, recovery, and relational strength across your team.

5. Staff and Students Are Underequipped to Navigate Real-World Challenges
(T – Teach the Tools)

Without tools for communication, emotional regulation, and leadership, everyone's potential stays stuck. The absence of applied, life-aligned skills is one of the clearest signs that culture needs an upgrade.

Ready to Reset—and Rise?

If any of these signs ring true, it's not a weakness—it's a wake-up call. The **L.I.G.H.T. Model** offers a proven, trauma-informed blueprint to help you build emotionally safe, purpose-driven, and high-performing environments.
Let's build a culture that works—from the inside out.