

TRANSCRIPT

Shared Languages & Practices

Dilip Pattubala Kumar

Some of the rituals that we have at Uninhibited are something called sharing circles, where the team comes together every once in a while to talk about how they are doing emotionally and mentally. And we recognize that as an enemy is that it's important to acknowledge where people are and expect their performance at work based on their mental and emotional capabilities at different stages of their lives.

Another ritual we have is a Monday check-in, a consistently practiced ritual where the entire team comes together every second Monday to talk about the progress that we have made with respect to our fortnightly goals. Another ritual we have is a '*charcha*' (means discussion) chat where we come together as an organization every quarter to reflect upon what happened in the previous quarter and plan the next quarter accordingly.

While these are independent rituals, each of these rituals is deeply aligned with the working norms and values of the organization. Like in *charcha*, we diligently reflect upon how we practiced the working norms of the particular quarter. Like, for example, if you had to be agile and adaptive. Did we do that? Speed could be one of the working norms for a particular phase. Did we practice that consistently?

So these spaces allow us to pause and practice these values and working norms consistently.