



# CULTURE CARDS

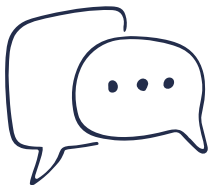
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## HOW TO USE

- Each card features a weekly prompt inspired by our UVA HR Principles.
- As you begin your week, randomly draw a new card from the deck and follow the instructions.
- These cards are meant to encourage actions, inspire new thinking, facilitate connections, and spark discoveries both On Grounds and off—but ultimately, just like our culture here at UVA HR, you get out what you put in.

Have an idea for a card that you'd like added to next year's deck?  
Share your suggestion with your team's leader!

***1***



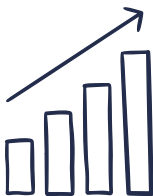
**ACT**

**After a team meeting this week,  
write down one way that you  
would improve it moving forward  
and share it with your leader.**

WAYPOINT  
**GET CREATIVE**

***1***

**2**



**ACT**

**Connect with your leader to  
discuss one area of expertise  
you need help growing.**

WAYPOINT  
**ACT COURAGEOUSLY**

**2**

**3**



**ACT**

**Speak up at least once in every meeting this week.**

WAYPOINT  
**ACT COURAGEOUSLY**

**3**

**4**



**ACT**

**Recognize a colleague this week for a job well done by dropping them a note of appreciation in the Gratitude Teams channel.**

WAYPOINT  
**DOING GREAT WORK**

**4**

5



ACT

**Schedule a time this week with someone who knows you well—ask them what you're really great at.**

WAYPOINT  
**TRUST IN PEOPLE**

5

6



ACT

**Record a “good thing”  
example this week of our  
Foundations in action.**

**GOOD THING**

Write what happened, what feeling it inspired,  
and what you did to contribute to it.

6

7



ACT

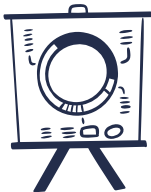
**Add an act of self-care to  
your routine this week.**

WAYPOINT  
**OUR PURPOSE**

7



8



ACT

**Create a visual way to display results from a team initiative and share it at your next meeting.**

WAYPOINT  
**GET CREATIVE**

8

9



ACT

**Ask a colleague if there is a project they find difficult and offer a brainstorming or sounding-board session.**

WAYPOINT  
**ACT COURAGEOUSLY**

9

**10**



**ACT**

**Meet with a colleague in another function/COE to brainstorm a solution to a problem you are facing together. Take time to share ideas.**

WAYPOINT  
**ACT COURAGEOUSLY**

**10**

**11**



**ACT**

**Share with your leader one thing you think should be added to the Culture Guide for next year.**

**11**

**12**



**ACT**

**Sign up for a Charlottesville  
outreach program.**

WAYPOINT  
**MISSION-DRIVEN**

**12**

**13**



**ACT**

**Begin a training course for an area of expertise you'd like to grow.**

WAYPOINT  
**INNOVATIVE PRACTICES**

**13**



## CONNECT

**Write a two-sentence bio about someone from your immediate team then follow up with two questions you'd ask to get to know them better.**

**15**



## CONNECT

**Set up a coffee meet and greet with someone from another team at UVA HR.**

**15**



**16**

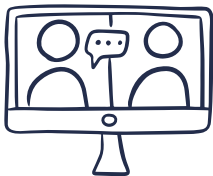


## CONNECT

**Help kick off your next team meeting's “structured unstructured time” with an icebreaker of your choosing.**

**16**

**17**



## CONNECT

**Organize a Zoom meet-up  
with at least two people  
from another team.**

**17**

**18**



## CONNECT

**Ask for a 1:1 overview of  
another employee's team  
and the work they do.**

**18**

**19**



## CONNECT

**Introduce two people you know who share a common hobby or interest.**

**19**

20



## CONNECT

**Offer to introduce someone who recently joined with a person in a different area of HR.**

20

**21**



## CONNECT

**Send a colleague who seems to be having a rough day something to brighten their day—electronic is easy (i.e., a picture or gif)!**

**21**



## CONNECT

**Start or join a group that interests you and invite colleagues to join** (i.e., pickleball, virtual book club, park walks).

**23**



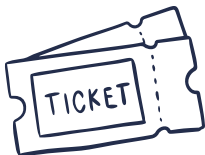
## CONNECT

**Invite someone who motivates  
or inspires you to your next team  
meeting or brainstorm.**

**23**



**24**



## CONNECT

**Invite a colleague to attend a UVA sporting or social event that neither of you have been to before.**

**24**

25



## CONNECT

**Share with your team an article, blog post, or book you've read recently and how an insight from that could help your work.**

25



## CONNECT

**What is your favorite way to connect with a new colleague?**

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27



INSPIRE

**Read Clear is Kind  
by Brené Brown.**

Scan or [click here](#) for the blog post



27



## INSPIRE

**Begin a Monday note for yourself—  
record something from the  
previous week that you're proud  
of and something in the upcoming  
week you're looking forward to.**

29



## INSPIRE

**Jumpstart your next idea generation session by first thinking of **five bad ways** to solve your problem before thinking about better ways to solve it.**

29

30



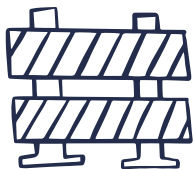
INSPIRE

“**When we give ourselves permission to fail, we, at the same time, give ourselves permission to excel.**”

—ELOISE RISTAD

30

**31**



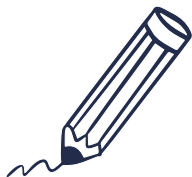
**INSPIRE**

**The next time you encounter a roadblock in your work, ask yourself:  
What would an optimist say?**

**31**



32



## INSPIRE

**Write five tasks that you chose to do this week, not tasks you had to do.**

32

**33**



**INSPIRE**

**Conduct a feedback session for yourself to practice candor and kindness, how would you review yourself?**

**33**

**34**



## INSPIRE

**Find a quote on empathy and write it on a sticky note to leave near your workspace this week.**

**34**

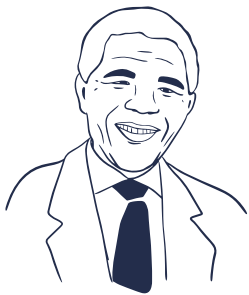


## INSPIRE

“***Change will not come if we wait for some other person or some other time. We are the ones we've been waiting for. We are the change that we seek.***”

—BARACK OBAMA

36



INSPIRE

**“I learned that courage was not the absence of fear, but the triumph over it.”**

**—NELSON MANDELA**

36



## INSPIRE

**Think of a time you have been included either in a decision, discussion, or group that was meaningful to you. Ask yourself, how can I provide that experience to someone else?**



## INSPIRE

**Write a seven-word story  
about your last semester.**

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**39**



## INSPIRE

**What is a quote you find inspirational  
for your everyday work?**

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**39**



**40**



## DISCOVER

**Did You Know? The University is one of only two UNESCO World Heritage sites still being used for its original purpose.**

**40**

**41**



## DISCOVER

**This week, explore any of the 36 miles of nature trails maintained by Charlottesville Parks and Recreation.**

Scan or [click here](#) to see a trail map



**41**



## DISCOVER

**Check out IX Art Park to try your hand at whichever form of creative expression you choose—art, music, culinary, etc.**

Scan or [click here](#) to see event calendar



**43**



## DISCOVER

**Stop by the Higher Grounds coffee shop in the UVA Medical Center and count how many employees you encounter in five minutes in the lobby. Consider that there are over 8,000 full-time team members that come to work here.**

**43**

**44**

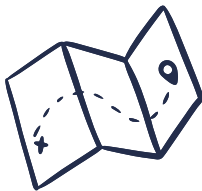


## DISCOVER

**Share your perfect day in  
Charlottesville in our  
General channel on Teams**  
(place to dine, activity to do,  
sight to see).

**44**

**45**



## DISCOVER

**Choose a “perfect day” that someone has shared recently in the General channel on Teams and visit the places yourself this week.**

**45**

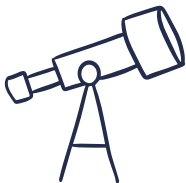


## DISCOVER

**Schedule a time to get to know the Grounds with an in-person historical tour** (or take the virtual tour at home).

Scan or [click here](#) to get started





## DISCOVER

**Admire the awe-inspiring work that happens at UVA by attending this month's Observatory Public Night.**

Scan or [click here](#) to make a reservation







## DISCOVER

**Honor and deepen your understanding of the role of enslaved laborers in building our University by exploring the Memorial to Enslaved Laborers.**

Scan or [click here](#) to learn more



**49**



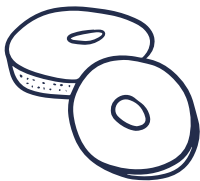
## DISCOVER

**Supporting Charlottesville is fundamental to the impact we want to have on our local community. Swing through the local shops and gift something from a local vendor.**

(Like SoSS Hot Sauce for those who like it spicy!)

**49**

**50**



## DISCOVER

**Treat yourself** (and your team) **this week with a stop by Charlottesville staple Bodo's Bagels.**

**50**

**51**



## DISCOVER

**Check out UVA's Sustainability Lab at Morven and explore their variety of volunteer opportunities & events.**

Scan or [click here](#) to see event calendar



**51**



## DISCOVER

**Explore the beauty and bounty of Carter Mountain Orchard for some ready-picked produce.**

Scan or [click here](#) to learn more

