

# Credit Public, Coaching Private: The High-Performance Culture Playbook

## Weak Culture



### Success is Hoarded

Leaders take credit to burnish their own reputations

### Error is Broadcast

Mistakes are used to publicly shame offenders.



### OUTCOME: Creates a Culture of Fear

Employees hide mistakes and avoid taking risks.



## High-Performance Culture

### Credit is Given Publicly

Acknowledges team contributions and celebrates success together.



### Coaching is Delivered Privately

Focuses on learning from mistakes without humiliation.



### OUTCOME: Builds Psychological Safety

This discipline accelerates learning and builds deep loyalty.

