



Readiness Culture Code

Our Blueprint for a Culture Ready to Win

What do we mean by Exos Ready?

Being Exos Ready means your workforce has the physical, mental, and emotional capacity to achieve their goals and live up to their potential in the moments that matter most.

The structure of the Readiness Culture Code is based on the ripple effect: leveling up an individual, levels up the team, and ultimately levels up the organization.



The Readiness Culture Code is how we at Exos “walk the talk” with our own team members, but we think the impact of these changes will have a lasting, positive impact for other companies. But we’re a research company, so we want to prove it. So, we are partnering with researchers at the Wharton School of Business – including organizational psychologist and bestselling author Adam Grant and doctoral candidate Marissa Shandell – on a study to gauge the impact of implementing the Readiness Culture Code.

Individual Readiness

The heart of every company is the people. Each individual makes a difference, day in and day out – so a healthy culture should encourage and support each person to be their best. That means providing the right tools and opportunities to help them grow, but also the time to step back and recover. Here are three areas we use to support each individual.

You Do You Fridays

Work + Rest = Success



You Do You Fridays is about setting aside one day a week for recovery. Because the not-so-secret ingredient to high performance is a healthy relationship between work and rest.

The Game Changer

Growth + Development



The Game Changer is an evidence-based, fully immersive program designed to unlock sustainable high performance. It is a six-week coach-led virtual program aimed at fostering self-awareness and personal responsibility.

Exos Fit App

Holistic Content, Anywhere



Many companies, including ours, have a dispersed workforce which makes it more challenging to provide equal benefits to all. The Exos Fit app provides access to Exos' holistic programming – from workouts to mid-workday Recharge Breaks – so all team members can access content to keep them ready, anytime and anywhere.



Team Readiness

There is power in a good team. Humans are social species, so when someone feels supported and like they belong, they are elevated beyond what they could have accomplished alone. Here are two areas we use to support teams.

Meaningful Meetings

Clear, Simple Practices



It is shocking how much of a difference simple practices around meetings can make. Stating a clear purpose + agenda, allowing time for breaks between meetings, and not over-inviting (leading to clogged calendars) will go a long way towards improving overall culture.

The Team Builder

Cultivating a New Team Culture



The Team Builder workshop is all about empowering a team to work better together through innovative ideas like embracing dissent and how to create flow at work. This customizable experience guides leaders and team members on how to support an environment where all can thrive.

Organizational Readiness

To be ready, everyone needs the right foundation. Meaning at an organizational level, companies need to provide building blocks for a strong cultural foundation so each individual and team can thrive. Here are two areas we use to support the organization.

Employee Resource Groups

Promoting + Supporting Belonging



Employee Resources Groups (ERGs) exist to support and advocate. Comprised of team members from underrepresented communities and their allies, they receive funding and resources that offer the opportunity to network, take part in cultural events, support workforce growth, and more.

Ignite Program

Team Member Recognition



The right organizational foundation should encourage regular recognition but also offer a chance to highlight those that go above and beyond. It's a push to remind each person that their work matters.

Are you ready for a winning workforce?

Our Readiness Culture Code is just one way to get employees ready. Learn more about how we can help you reach your employee goals at teamexos.com/employer