

VMCL Checklist

Cabrera Research Lab 20-point Checklist To Build a VMCL Culture

- CHECK 1 Our vision depicts a desired future state
- CHECK 2 Our vision is intrinsically motivating
- CHECK 3 Our vision is short and simple
- CHECK 4 We measure our vision
- CHECK 5 We ensure our vision lives in hearts and minds
- CHECK 6 Our mission is action(s) done repeatedly
- CHECK 7 Our mission brings about our vision
- CHECK 8 Our mission explains WHO does WHAT for WHOM
- CHECK 9 Our mission is clear, concise, and easily understood
- CHECK 10 We measure our mission
- CHECK 11 We ensure our mission lives in hearts and minds
- CHECK 12 We ensure that mission moments are sacrosanct
- CHECK 13 We build capacity in order to do our mission
- CHECK 14 We build capacity through a system of systems
- CHECK 15 We map capacity to understand and better design systems
- CHECK 16 We use learning to expand our capacity
- CHECK 17 We harness the power of mental models
- CHECK 18 We train people to think in order to learn
- CHECK 19 We constantly evolve our mental models
- CHECK 20 We create a culture of vision, mission, capacity, and learning

Adapted from [Flock Not Clock](#) by Derek Cabrera & Laura Cabrera



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