Understanding Workplace Culture

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JFIT29

"Change how YOU see fit"

Everyone deserves a little couch-time.

Why is understanding workplace culture so important?

❖ Helps to identify and understand clients'/peers' norms & values

❖ Understand the policies that impact culture inside & out of the workplace

❖ Assist in embracing cultural competency=psychological safety

The connection between workplace and culture

✓ Beliefs, ideologies, and practices form a culture which gives a sense of direction to employees.

✓ Employees play an important role in deciding the culture of a workplace.

✓ The culture of a company can speak volumes to its mission, values, and ideals.

✓ Unites employees who are otherwise from different backgrounds *(families, values, mentalities)*.

When we do not address the issues, problems, and toxicity, THAT can become our workplace culture.

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Acknowledge

So what exactly is CULTURE??

✓ Refers to a large and diverse set of mostly intangible aspects of social life.

✓ Consists of the values, beliefs, systems of language, communication, and practices that people share in common.

✓ Also includes the material objects that are common to that group or society.

CULTURE in the Workplace

✓ The ways people in the organization behave and the attitudes and beliefs that inform those behaviors *(i.e., "the way we do things around here")*

✓ At many organizations there is a gap between the existing culture and the "desired" culture

✓ Everyone is responsible for cultivating the desired culture.

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Norms	Values
Shared **rules and expectations** guiding behavior in a group setting.	**Beliefs** we have about what is important.
Action-guiding rules, specifying concretely the things that must be done or omitted.	Abstract and more universal than norms; they exist independently of any specific (work) culture.
Specific to a particular culture.	Tend to be passed down, while norms can change relatively quickly.

Examples of Great Workplace Values
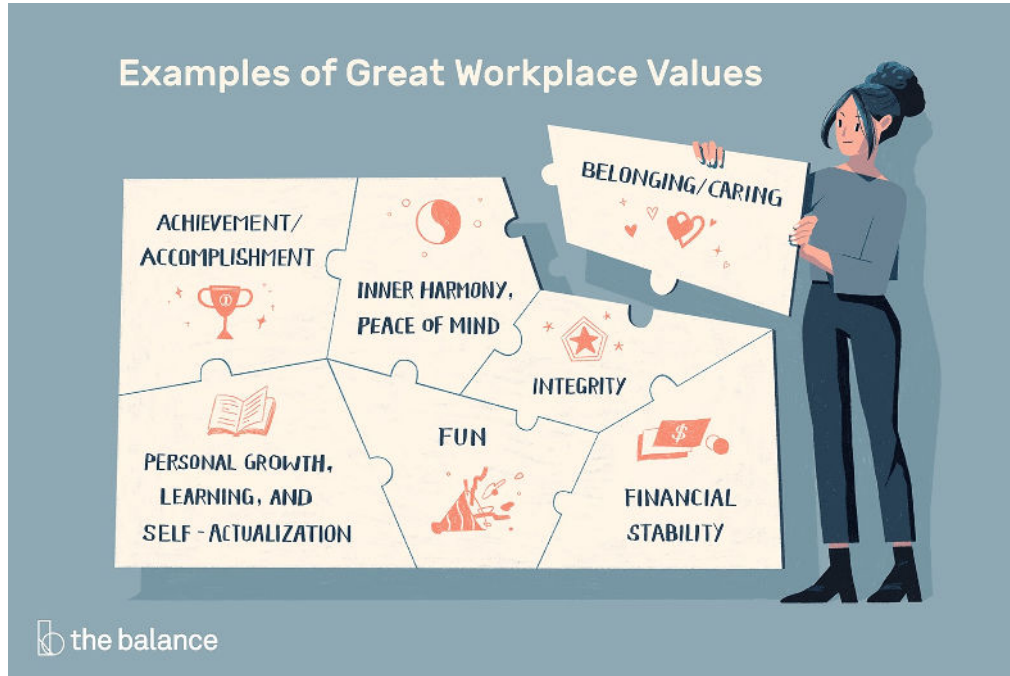
Examples of Workplace Norms vs. Values

Norms	**Values**
Dress Code	Professionalism
Language	Respect
Time Off	Work-Life Balance

2 in 10 U.S. Employees Feel Connected to Their Company's Culture

I feel connected to my organization's culture.

— % Strongly agree
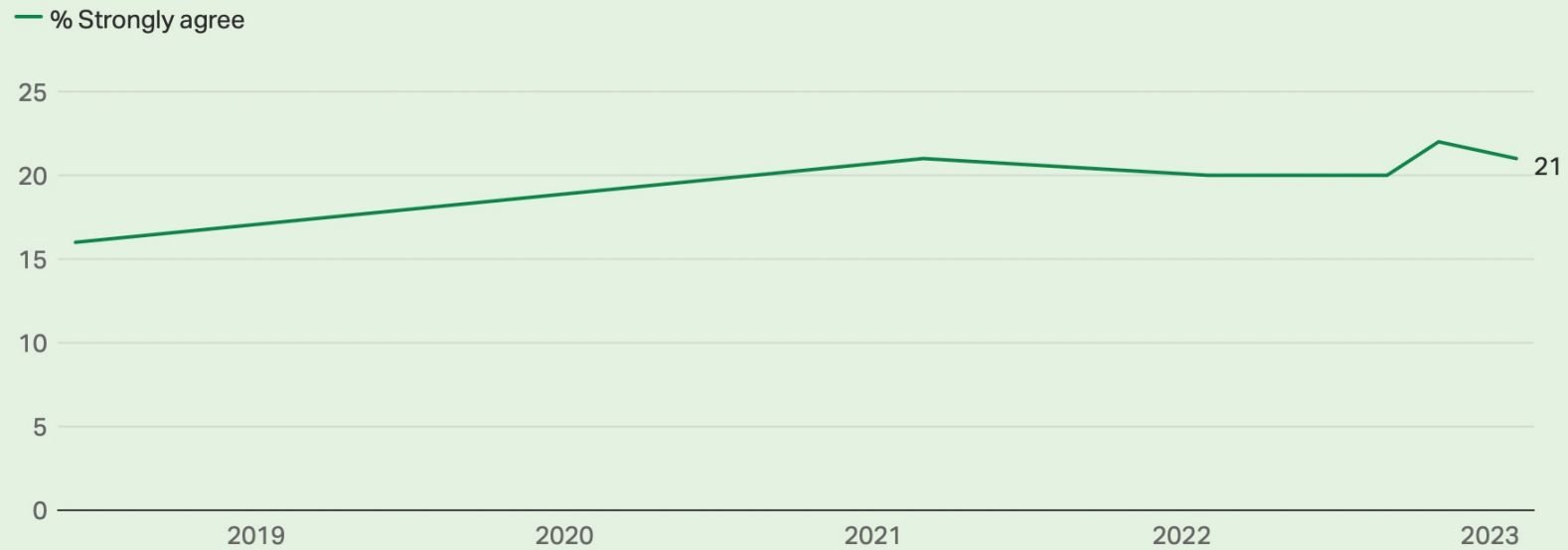
Note: Item wording for 2018 was "I continue to feel connected to the organization."

Get the data • Download image

GALLUP

STATISTICS

Workplace Culture Statistics

- ✓ 86% of job seekers avoid companies with a bad reputation.

- ✓ Millennials prioritize 'people and culture fit' above everything else.

- ✓ 58% of employees have left or would leave if they felt the culture was permeated by negative office politics.

- ✓ 69% of employees would work harder if they had more recognition.

teamstage.io/company-culture-statistics
bonfyreapp.com

<u>Why Workplace Culture is Important</u>

✓ Employees want to feel connected to their colleagues and to the company's mission and core values.

✓ Put another way, employees want a positive culture.

✓ Research by Deloitte show 94% of executives and 88% of employees believe a distinct corporate culture is important to business success.

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Simply put.....

When your company gets culture right:

✓ You attract better candidates
✓ Retain your most talented people
✓ Increase engagement and productivity
✓ Improve employee well-being and safety
✓ Deliver the best possible customer experience

Culture aligns your workforce and points it at the outcomes that matter most to you, ensuring everyone is pointed in the same direction.
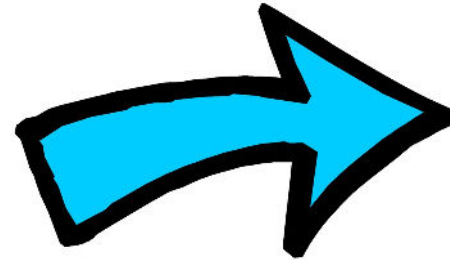
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Change

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Changing Culture

➤ Culture change cannot be achieved through a top-down mandate.

➤ Authority can demand compliance, but they can't dictate optimism, trust, conviction, or creativity.

Changing company culture requires a MOVEMENT, not a MANDATE

Practices for Leading a Organizational Cultural Movement

Frame the Issue

Demonstrate Quick Wins

Harness Networks

Create Safe Havens

- Asks employees to be driven by more than personal gain

- Recognizing small wins!

- Individuals are more likely to support what they have a stake in creating

- Effective movements form groups that share a common purpose

- Spaces for creativity outside of dominant culture

The physical, mental, and emotional health of employees has to be at the core of everything a company does.

If employees are not taken care of, they cannot take care of others.

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Train

Intentionality (aka TRAINING)
+
Psychological Safety
=
Positive Workplace Culture

6 Ways Psychological Safety Affects Your Company Culture

Performance & Employee Success

When employees feel psychologically safe to dream big, they'll do huge things for you!

Culture of Open Dialogue

When employees feel safe being vulnerable, they feel empowered to ask questions, seek help, and spark new ideas.

Recognition & Rewards

Making sure feedback isn't always seen as the enemy.

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6 Ways Psychological Safety Affects Your Company Culture

Collaboration & Conflict Management

Healthy companies are ones where inter-team and interdepartmental collaboration is second nature.

Change Management

Can be an opportunity to demonstrate that leadership is making productive, smart choices for the greater good.

Feedback

By providing regular, multidirectional feedback, managers can build interpersonal trust.

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A strong company culture can safeguard your business by fostering employee happiness and long-term goodwill.

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"A nation's culture resides in the heart and soul of its people."

–Mahatma Gandhi

UNDERSTANDING WORKPLACE
CULTURE

A.C.T. ON IT!

ACKNOWLEDGE

- Everyone is responsible for cultivating the desired workplace culture

CHANGE

- Remember, it's a movement not a mandate!

TRAIN

- Monthly or quarterly psychological safety training

*Remember your EAP is here is help!
Neely EAP can assist in providing macro level
organizational trainings as well as micro level
mental health services.*

Presented by Neely EAP, PLLC, JFIT29 LLC

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Resources for total wellbeing

Aware: A MINDFULNESS PROGRAM

FEATURES

- Six telephonic sessions with an Aware specialist who is trained in mindfulness

- An individualized practice plan, tailored to your needs

- Opportunity to experience and learn mindfulness exercises within each scheduled session

- Electronic resources such as a practice plan journal, guided practice exercises and an additional resource guide

The Aware mindfulness program helps you learn to meaningfully engage in the present moment. It offers a research-based approach to stress management, which is derived from some of the world's leading experts in the field.

A specially trained Aware specialist will guide you through a step-by-step process to learn the skills you need to reduce stress, emphasize the present, establish greater mind-body balance and increase overall wellbeing.

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