Workplace culture - How would you describe yours?

It’s one of those slightly indefinable qualities, the unwritten and often unspoken set of house rules that dictate how we roll. Culture. Every organisation has it.

Culture is like the heart and soul, the personality or perhaps more accurately the character of your organisation. We have our written goals, mission statements and creeds promoting the aspirations and ideals of our company but culture is what exists on the shop floor, in meetings and behind closed doors. And like personal character it is best seen under pressure.

Although not generally openly talked about culture is more real than the nuts and bolts we sell or the services we promote. Culture exists in your organisation whether you recognise it not, you may not even know how it got there but its existence is not accidental. Company culture iss created by very clear behaviour. Culture needs to be intentional and it needs leadership.

As the saying goes a fish rots from the head down and like all outcomes leadership is the primary influence on culture.

Culture is determined by 2 critical elements; The things we value most (Values) The things we permit, what we are prepared to tolerate.

There are commercial realities that a business must contend with and the bottom line is one of them, but is profit something we value above all else? Market share and excelling ahead of our competition can drive performance but is it at any price? Do we permit, tolerate, or turn a blind eye to dishonesty and shady deals just to meet targets. Do employees feel safe in their work, do they feel threatened or bullied? Can people speak up and contribute without fear?

What would you describe as values? What are the core values of your organisation and how do they translate into daily work and success?

Identify the top 5 values you esteem as a company and the top 5 non-negotiables within your company. The things you will not tolerate.

How would the values of kindness and respect rate in your workplace?

In fact every home has it, every sports club, every school nation ‘Ideals’ are often expressed in the organisation vision or mission statement or creed but culture is what gets delivered on the shop floor or in meetings or behind closed doors. we Stated or not Its own unique internally created culture. Be it a local business, corporation, sports team, school, local community or even individual families, or on the larger scale of nationalities and ethnic groups. Culture is like the DNA of an organisation, the personality or maybe more like the character that becomes evident through prevailing attitudes and behaviour. Ideals are often expressed in a vision or mission statement or creed, but culture is what actually exists inside the organisation, the atmosphere and environment that people live and work and breathe in every day.

How would you describe the culture of your work place, your family, or the community groups you belong to?

As the saying goes a fish rots from the head down and leadership or lack of it is the primary influence on the culture of any group. Culture is not accidental, it is created and lead from the top. determined by 2 critical elements. Our values, that is what we value most highly, and the things we are prepared to tolerate. If culture was the plant then these 2 elements are the soil it grows in.

How would you describe the culture of your workplace, your school, your club or even your home?