



MONDAYS *with Mike* MONDAYS

Why workplace culture is important

Rich Toriello, friend and consultant for SACS Consulting, shared an article about workplace culture that I thought was spot on and to the point. This week's Mondays with Mike lifts aspects from that article that help all of us "frame" the importance of workplace culture.

A 2022 survey of job seekers revealed the following:

- 23% identified company values and culture as the deciding factor when accepting a job.
- 21% identified poor company culture as the reason for leaving a job in the past year.
- 34% reported leaving a job within the first 90 days because company culture was not as expected.

Let's quickly point out that "company" can be school district, school building, ball team, church organization, non-profit, volunteer organization, etc. I think you get the picture. Culture reflects the values, beliefs, and attitudes that guide the organization – any organization.

Here are some qualities that can enhance positive workplace culture:

- Our company's core values should be the foundation of all that we do. There should be a concise list of values that accurately reflect our current company culture.
- Every employee should be clear on the organization's long-term objectives, in addition to setting departmental goals. This helps cultivate a sense of professional purpose.
- Recognize and reward employees for achieving outstanding results. Help them feel valued within the company.
- Change our perspective on feedback. View it as everyone wanting the best for the company and that they are willing to bring pain points to the attention of those in responsible charge.
- Establish small group and 1 on 1 meetings with those that you lead.
- Skill building. Allow employees to pursue their passions, both inside and outside of the office, and encourage information sharing between colleagues.
- Promote transparency and open communication.
- Positive workplace cultures are created when everyone works together on the values, beliefs, and attitudes that exist on a daily basis.

These certainly are not new, nor are they novel. However, when used in a connected and strategic way, they pave the way for meaningful results and relationships.

Have a great start to your week!

