1. **In your job, how would you describe the culture of your organization?**

The culture in my company is friendly and very communicative. A lot of the work done in my organization is through teamwork. Someone from the Safety team may need files from the Accounting team. I noticed IT has a big part in tying teams together through share point and other collaboration tools. Everyone is divided physically, but communication is not difficult. They are a much older group of people as well (I work in a privately-owned safety company) so you can say they are old-fashioned and more formal than what I was used to at KFC (which was younger and more outgoing).

1. **What are some of the values and why are they important?**

Three very important values are communication, teamwork, and flexibility.

Communication is very important because the office layout is very divided depending on what department you work in. For a small company (about 300 employees in the Louisville building), departments are separated by walls and stairs. A lot of projects and tasks involve departments working together because they are just moving to the cloud and not all the information is available for everyone when they need it. They also make sales call to clients, so communication is important outside and inside of the company.

Teamwork goes hand in hand with communication. Departments are divided so teamwork is a must to get work done when it needs to be done.

Flexibility is another important aspect because the majority of the employees are older and are not as exposed to the new technology and ideas. As an intern, I was hired to help a team of two people solve their business needs through technological solutions. To adapt to the changing business world with IT, employees, no matter what age, should be flexible enough to adapt.

1. **Is there one culture, or are there politics?**

We have a heterogenous culture. There is some small difference between the departments in the office because of what they do and their physical barrier. There is a bigger difference with the office employees and the warehouse employees. There is a warehouse connected to the office building. One can open a door and they will be in the warehouse. On my second day I went to a meeting with managers from the office and the warehouse and there was a little bit of tension as I could tell one side saw they were superior than the other. I saw this as very bad as values collide and a little fight for power. Other than that, though, departments each have a different culture but have an easier time getting along because they communicate more with each other than those in the warehouse.

1. **Is that a good or bad thing?**

The departmental cultural difference is a good thing because it brings forth creativity. They are not so different that they necessarily cause dysfunction. The bad is the one between the warehouse and the office because you can tell there is a power pull on each side. I think this is something they could work on, but I could also see why this is not one of their main priorities as each have very different work to complete every day.