



THE 5 DIMENSIONS OF WORK CULTURE

Culture is the way organizational members think, act, and understand the world around them. It's how your team members process information and experiences, and in turn, how they behave. Since 2009, we've been measuring culture through climate assessments, or workforce surveys, and we're convinced that culture comes down to these five dimensions.



Job Satisfaction

The extent to which team members enjoy the various aspects of their job (e.g., tasks, responsibilities, effectiveness of processes).



Engagement

The extent to which team members feel inspired by their work, appropriately challenged, and connected to the organization and its mission.



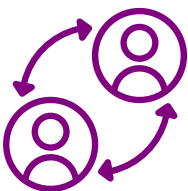
Internal Communication

The extent to which useful information is transmitted in a timely manner (e.g., organizational goals and their status, how performance is measured, feedback from supervisors).



Inclusion

The extent to which an organization attracts, hires and retains a diverse workforce - and creates a safe space for team members to be their true selves at work.



Relationships

The extent to which employees feel a sense of trust and collaboration with their peers, their supervisors, and the organization's top leaders.

Check out the next page to rate your organization's culture. Place a mark on the line to indicate where your culture stands. Positive work cultures tend to live on the left side of the dichotomies presented there, while negative or even toxic cultures tend to live on the right.

If you've got too many marks on the right side, call us. We can help.



Job Satisfaction

Autonomy ↔ Micromanagement

Management by Coaching ↔ Task Management

Efficient & Clear Processes ↔ Disorganized or Unclear Processes

Growth & Learning ↔ Stagnant



Engagement

Purpose Driven ↔ Financially Driven

Quality Focused ↔ Quantity Focused

Intrinsically Rewarding Work ↔ Discouraging Work Environment

Work is Appropriately Challenging ↔ Work is Too Challenging, or Not Enough



Communication

Bottom-Up, Top-Down, & Side-to-Side ↔ Top-down Only

Informal and Formal ↔ Formal

Empowering & Collaborative ↔ Directive

Free-Flowing ↔ Siloed



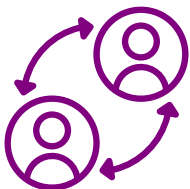
Inclusion

Welcoming ↔ Exclusive

Open-Minded ↔ Close-Minded/Judgmental/Nay-Say

Uniqueness & Conversation ↔ Fall in Line

Psychologically Safe ↔ Psychologically Unsafe



Relationships

Collaborative ↔ Competitive

Approachable Top Leadership ↔ Unapproachable Top Leadership

Transparent ↔ Secretive; Gossipy

Trust In Peers, Managers & Leaders ↔ Lack of Trust in Peers, Managers & Leaders