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Personal Reflection on Organizational Culture

- Prompt #1: (3-5 sentences) What characteristics from your environmental analysis align with your values. Specifically, consider:
 - Physical environment: Does the space, size and structure help your productivity and/or collaboration? If you're remote, does that allow you to show up as your best self?
 - What behaviors or characteristics do you see in colleagues/supervisors that you admire or want to emulate?
 - Does the communication format (regarding frequency or platform) work for you? What about dress norms?

My work has undergone a full renovation of its physical space during the time I've been there. Previously, the workplace was cubicle-based, and was designed to be very focused on individual productivity by creating private spaces for workers, while after the renovation most of those cubicles have been destroyed and more common spaces have been introduced, which was with the hope of increasing collaboration. I greatly enjoy the balance between the two that this has now struck, allowing me a balance of being able to focus when I need to and be able to be social and collaborate with my coworkers when I need to as well. This is something I've seen in other workplaces that mine has tried to emulate, and I greatly appreciate that. I think the casual communication methods and dress norms allow me to feel more comfortable and to feel more productive.

- Prompt #2: (3-4 sentences) What elements of the mission, vision and onboarding practices align with your values. Specifically:
 - Does what the org says is their mission and vision match your experience?
 - Does a specific phrase or focus stand out to you as representative of your values?
 - Was there anything missing from your onboarding you would have like to see?

The mission of the organization is one that helped draw me to it. In a common data science/software engineering role, a lot of focus is on optimization and profit maximization, whereas at ISRDI, the focus is on the betterment of the world through providing data for research. That goal aligns with my own desire to do something with a positive impact, which was something that was emphasized both during the hiring and onboarding processes, making me very excited to begin my time there.

- Prompt #3: (3 sentences minimum) The readings this week highlight some of the challenges individuals face based on their identity in any organization — especially an unhealthy one. Write a brief reflection response to any of the following questions:

- Have you experienced or observed anything that does not sit well with you at your organization or does NOT align with your values? Can you pinpoint what it is broadly about the organizational culture that is making you feel this way?
- Have you NOT experienced any challenging situations? Why do you think that is? What is it about the organizational culture that has made your experience positive?
- What can you see or understand about what the lived experience may be like for someone with different identities than yourself? What is it about the organizational culture that is allowing this to happen?

I have not experienced any challenging situations based on my identity. I am a heterosexual, cis, white man, which is the dominant group in most of society that does not have to often deal with those situations. I have been very fortunate that because of my identity I don't have to face prejudice or deal with discrimination on a daily basis. I do my best to be cognizant of that, and try to allow others to be able to have that space as well. I think one of the benefits of my work culture is that it is a very diverse group of people in terms of race, gender, orientation, and age, which mostly makes it so there isn't a dominant group and nobody feels wildly uncomfortable. I think it helps to allow for everyone to be an individual without fear of being the only "odd-one-out", so because of that everyone is able to connect.