



WORKPLACE CULTURE

It is generally assumed that a successful relationship between an individual and an organization is based on a shared foundation of beliefs and behaviors. Similar beliefs and ways of working usually encourage communication and tend to support the working relationship, allowing synergies to emerge. In contrast, a high level of dissimilarity usually requires a high consumption of adaptive energy.

— *Mark Millinger, Ph.D., Ileana Rizescu*

The following statements are intended to encourage positive workplace behaviors where all team members are aware of the desired attitudes:

- To care about the job you do and the success of the program
 - To respect the Directors/Facility Managers and the years of experience possessed
 - To have a mature, non-combative, respectful attitude regarding constructive feedback
 - To respect each other and the qualities individually brought to the program
 - To openly communicate with team members regarding your needs from the team
 - To have a positive attitude
 - Take the initiative to improve yourself professionally and personally
 - Learn from your mistakes
 - Be an employee that you would want to work for you
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The following statements are intended to encourage a proactive and professional workplace atmosphere:

- Punctuality
- To complete required hours in full each day
- To offer 100% of your efforts each day
- Offer consistent professional communication within the parent community
- Ensure science and nature studies are a core aspect of the program
- Incorporate new and exciting ideas and resources to improve the program, keeping it fresh
- To consider the developmental needs of the children in introducing a stimulating, fun program
- Ensure the center remains clean and organized at the start and finish of each day

The purpose of setting the culture of the center is to ensure all staff members are working towards a positive, professional, and proactive workplace where everyone is able to feel comfortable and confident in their employment.

Acknowledgement

I have read and acknowledged the above Workplace Culture document and agree to abide by the expectations set out.

Employee Name: _____

Signature: _____

Date: _____