Quick Question-Any adult

Describe the company culture at your work.

Name: _____

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Worksite Reflection

What was something that happened at work this week? (an event, a problem, an interaction, a success, etc.)

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_____

Administrative Questions

Is your phone number the same?   YES   NO
Do you have active phone service?   YES   NO
Is everything at work satisfactory?   YES   NO
Are you getting enough hours?   YES   NO
If you selected NO, explain:

	POINTS	EARNED	On time Late
Journal	5		Date turned in:
Scenario	5		Weeks late (points off):
Question	5		Final Score:
Reflection	3		
Admin	2		

What Do You Do When You Don't Quite Fit In?

Feeling like you aren't a good match with your work's culture is stressful, but you can do some things to make it better.

Identify the Problem
Company culture (values and beliefs) can be hard to understand. Take a step back and figure out what makes you uncomfortable. Find out "the why" and fix it.

Do Something About it
Once you have an idea of why you don't feel comfortable, you can take steps to fix it.

Get to Know Your Coworkers
It's normal to feel like an outsider at a new job for a bit. It's up to you to get to know your coworkers. This will help you feel a more connected. Adapt to where they are, rather than making them adapt to you.

Talk to Your Boss
Be honest and explain how you feel and why. Give ideas for how things could improve. Make sure it doesn't seem like an attack on the company or the people, but that you're trying to gain understanding.

Give it Some Time
Since the culture involves *all* employees, don't expect quick changes. Give it a little time—you may see some positive changes and you might feel more confident.
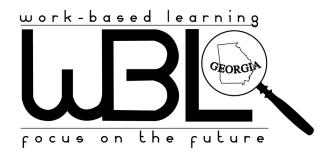
Don't Let It Happen Again
Leaving a company once because you weren't a fit is understandable. To avoid it again, make sure that you ask the right questions. To understand the culture ask about things you care about before you accept a position.

WORKHOUSE
EDUCATION BEYOND THE CLASSROOM

Company Culture: How to Find Your Place

work-based learning
WBL
GEORGIA
focus on the future

What is Company Culture?

Just like you find friends that fit your personality; you need to find a worksite that fits your personality. Company culture is basically the "personality" of a company. Culture is important because happy workers are usually better workers.

Some companies are team-based, some are casual with few rules, while others are more formal. You have to find the culture that works best for you. If you work better independently, you will struggle in a work environment that focuses on teams.

Culture is important to employers because workers who fit in with the culture are likely to not only be happier, but more productive. When an employee fits in with the culture, they are also likely to want to work for that company for longer.

What Does Culture Include?

The short answer is <u>EVERYTHING</u>.

- Leadership
- Management
- Workplace Practices
- Policies and Philosophies
- People
- Mission, Vision, and Values
- Work Environment
- Communications
- Expectations
- Goals

Decide which of these are important to you and focus on finding a job that fits YOU!

DID YOU KNOW?
A study found that happy workers are 12% more productive than average workers, and unhappy workers are 10% less productive. Unhappy employees cost American business over **$300 billion** each year.

Learning About Culture

Check out the company website.
A company's "About Us" page will often have a description of the company's mission and values. Some websites also have testimonials from employees, which can be a useful way to learn about it.

Do some research.
Check out online resources that provide details on company culture. Glassdoor provides reviews of companies written by employees. Websites like Business Insider and Entrepreneur also create lists of organizations with the best company culture.

Ask around.
If you know someone who works for a company, ask them about it. Check LinkedIn to see if you have connections at the company you can talk to.

Ask the right interview questions.
An employer might ask questions to see if you fit into the company culture. You can ask questions, too! "How would you describe your company's culture?" is a straightforward way to learn about the environment. You might also ask about particular elements that are important to you, such as independent work vs. teamwork, or the day-to-day schedule.

Shadow someone.
If you are offered the job and are still unsure of the culture, ask if you can shadow someone in the department for a day. This will be a useful way to see the office dynamics in play and to ask any remaining questions.

Make Sure There's a Good Fit
Jobs aren't just a paycheck, and given the amount of time spent working, it's important for both the employee and the employer to make sure it's a good fit. If you're not going to be happy working for a company, it may be better to move on to something else. Before you accept a job, make sure it's a good fit for your skills, experience, personality, and goals for the future.

Name: _____

Journal

Describe the culture at your current worksite.

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_____
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_____

Worksite Scenario

Candace started a new job and immediately knew she wouldn't fit in with the culture in her department. What should she do?

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