CREATE AN ATTRACTIVE WORKPLACE CULTURE IN 6 STEPS

1 PRIORITIZE EMPLOYEE WELLBEING

According to Gallup, 75% of employees are likely to be loyal to an employer that shows a strong commitment to well-being. Organizing well-being initiatives and supporting workplace wellness starts at the top. When leaders buy into a program aimed at supporting employees' mental and physical health, it shows the organization values sustainable workplace habits.

2 ENCOURAGE PERSONAL GROWTH

Ask your employees directly how they want to develop and how you can help facilitate it. When you partner with them in their development and provide opportunities to increase their expertise, they feel more fulfilled and, in turn, experience more job satisfaction. As your people develop and grow, your workplace culture will, too.

3 DEVELOP EFFECTIVE LEADERS

Your company culture will never improve if your people don't have faith in their managers. Effective managers will outline expectations, communicate clearly, practice empathy, and coach their employees.

4 FLEXIBILITY AND TRUST ARE KEY

These are two crucial components when it comes to a positive workplace culture, and one can't exist without the other. Forward-thinking companies are introducing policies like hybrid and fully remote accommodations and offering other flex working arrangements to empower their people to choose the environment best suited to their individual needs.

5 MAKE DEI HAPPEN

Companies that value and put emphasis on diversity, equity, and inclusion (DEI) empower their employees to show up each day without fear of being their authentic selves. Because of this, these companies see higher levels of engagement and innovation. Facilitating inclusive leadership training can be a very valuable part of your DEI initiatives, as leaders set the standard for the rest of the workforce to follow.

6 COMMUNICATE AND REINFORCE CORE VALUES

Relevant core values and how your company exemplifies them are what shapes a strong workplace culture. Your employee handbook is a great place to start when it comes to communicating your company's core values. An employee recognition program is one step you can take to bring those values to life.

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