WORK CULTURE

CHECKLIST

Do you set clear and reasonable company goals and expectations? ○

Do you promote diversity and inclusivity? ○

Do you allow fun and humor at work? ○

Do you listen to your team no matter their position in the company? ○

Do you have an effective recognition program? ○

Do you accept and utilize your employees' feedback? ○

Do you usually organize a plan of social outings? ○

Do you have an effective onboarding program? ○

Do you recognize the importance of each member, and you let them know? ○

Do you represent your company's culture and values? ○

Do you usually provide feedback to the team? ○

Do you care about your employees' wellbeing and support them when needed? ○

Do you empower your employees to make decisions and strategic risks? ○

Do you celebrate success as a consequence of teamwork? ○

Do you avoid micromanaging your team? ○

Go through the checklist again. Acknowledge your strengths and work on the weaker areas unmarked. Working on those, with the addition of the following tips, will help you promote a positive work culture within your company.

TIPS

Earn the right to lead your staff by fully engaging them

Having the right to manage people doesn't mean all your staff automatically does what you ask them to. Inspire them with the following tips:

- Build confidence through everyone knowing that they can come to you at any time.

- Inspire them: talk enthusiastically about why and how their work is important.

- Respect how they're different from you, without lowering any standards regarding work or behavior.

- Show a genuine interest in them: their needs, hopes, and concerns.

- Treat them as equals: don't speak down to them.

- Work with them rather than above them: ask, consider, and when appropriate, use their ideas, views, and opinions.

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