



HEALTHY CULTURE AND CLIMATE IN THE WORKPLACE

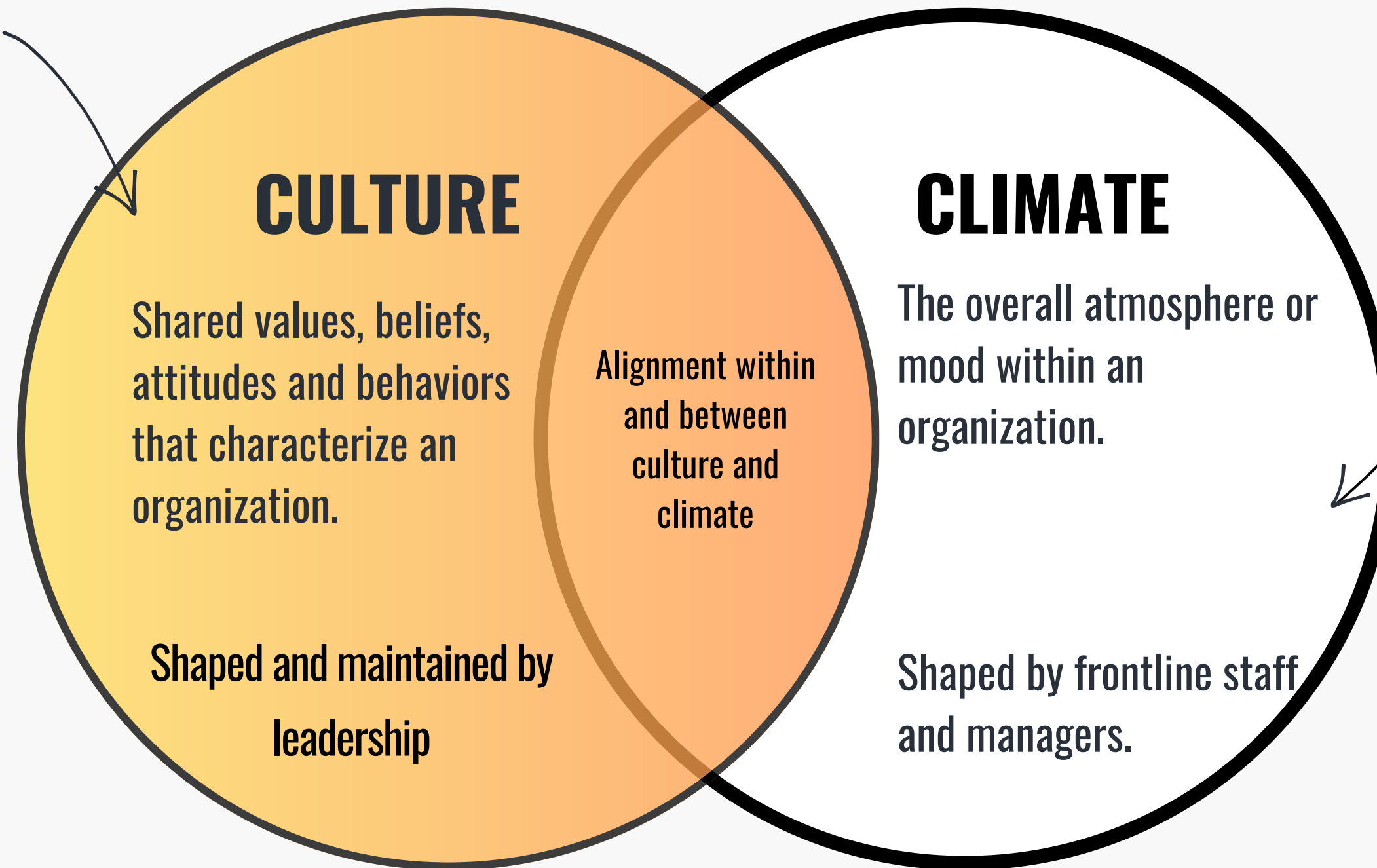
WHAT IT IS AND WHY IT MATTERS

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WHAT IS IT?

How employees
behave and
interact



It includes factors such as leadership style, communication patterns, and employee morale.

WHY DOES IT MATTER?

- **Staff Shortages Hinder Nonprofits:** Over 74% struggle to fill crucial roles (National Council of Nonprofits, 2023).
- **Happy Employees = Stronger Impact:** Positive culture attracts, retains talent, and furthers your mission (Parsons, 2024).
- **Values Drive Performance:** Aligning with employee values boosts productivity and results (Laker, 2024).
- **Stress Costs Everyone:** High-pressure workplaces drain finances and staff well-being (Azagba & Sharaf, 2011; American Psychological Association, 2015).
- **The Lingering Impacts of COVID:** Approximately four million workers continue to quit their jobs monthly (U.S. Bureau of Labor Statistics, 2024).





INDICATORS OF A HEALTHY CULTURE

01 GROWTH AND DEVELOPMENT OF THE INDIVIDUAL

02 COLLABORATION AND TEAMWORK

03 EMPLOYEE INVOLVEMENT

04 POSITIVE, FAIR, AND ACCESSIBLE LEADER

05 BEING TREATED WITH RESPECT

06 POSITIVE AND SOCIAL CLIMATE



INDICATORS OF A HEALTHY CULTURE

07

WORK IN LINE WITH PERSONAL VALUES

10

SKILLED COMMUNICATION

08

RECOGNITION

11

SAFE PHYSICAL WORK

09

AUTONOMY / EMPOWERMENT

12

APPROPRIATE STAFFING



SURVEY SAYS...

We surveyed cohort peers and organizational colleagues about the climate and culture at their workplaces. Respondents ranked indicators based on personal importance and satisfaction in their workplace.

These are the indicators staff ranked as most important.

**RESPECTFUL
TREATMENT**

**GROWTH AND DEVELOPMENT
OPPORTUNITIES**

**POSITIVE AND
RESPECTFUL CLIMATE**

**EMPLOYEE
INVOLVEMENT**

**WORK IN LINE WITH
PERSONAL VALUES**

**POSITIVE, FAIR, AND
ACCESSIBLE LEADERSHIP**



SURVEY SAYS...

These are the indicators staff ranked as least satisfied with at their current place of work.

The indicators marked with an asterisk were also ranked highly as being important to staff.

**APPROPRIATE
STAFFING**

SKILLED COMMUNICATION

RECOGNITION

**POSITIVE, FAIR, AND
ACCESSIBLE LEADERSHIP***

**EMPLOYEE
INVOLVEMENT***

**COLLABORATION AND
TEAMWORK**

**YOU CREATE IT,
WE SUSTAIN IT!**

**LET'S
WORK
TOGETHER**



STRATEGIES FOR IMPROVING CLIMATE AND CULTURE



CULTURE

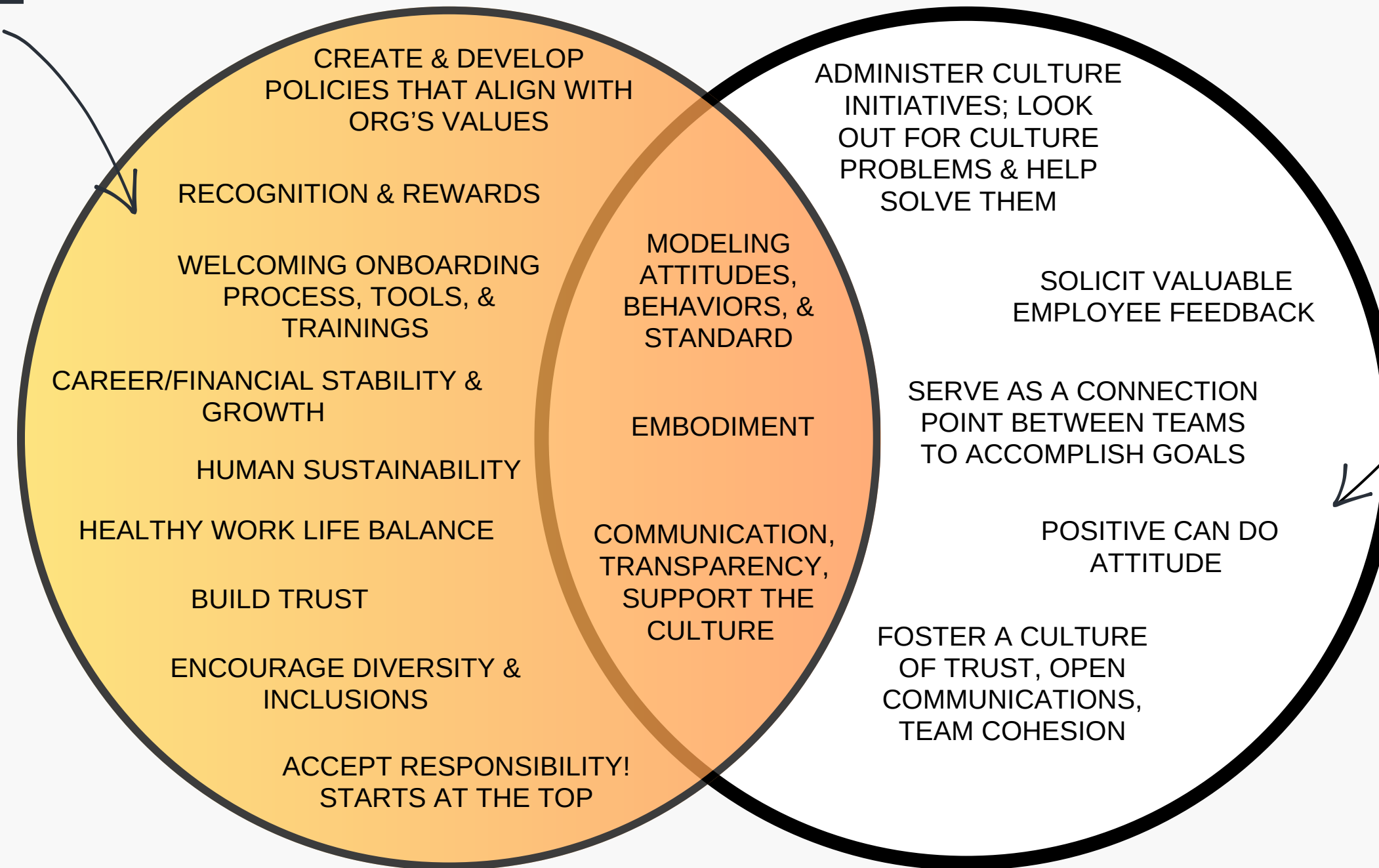
CLIMATE

HUMAN RESOURCES

MIDDLE MANAGERS

EXECUTIVES

EMPLOYEES



SHARED RESPONSIBILITY

NEXT STEPS:

WHAT TO DO?

- Establish company workplace beliefs, values, attitudes, & standards
- Enable microcultures
- Keep up with the changes in workforce, adapt to employees evolving needs and interests
- Listen to the negative feedback! These insights help improve your culture
- Stay consistent with mission, vision and value

INVEST IN YOUR PEOPLE!

HOW TO DO IT:

- Use feedback from employee surveys
- Analyze culture initiatives
- Evaluate & refine strategies continuously
- Base culture on principles, instead of best practices that become obsolete.
- Model the organization's mission and purpose by demonstrating its values in decision making and through consistent communication.

WRAP-UP

- **Tailor your approach:** Consider demographics and the pandemic's impact.
- **Small Steps, Big Impact:** Focus on achievable changes across all levels.
- **Listen to Your Team:** Employee feedback is key to lasting improvements.

