

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

CULTURE

Alignment within

and between

culture and

climate

Shared values, beliefs, attitudes and behaviors that characterize an organization.

Shaped and maintained by leadership

CLIMATE

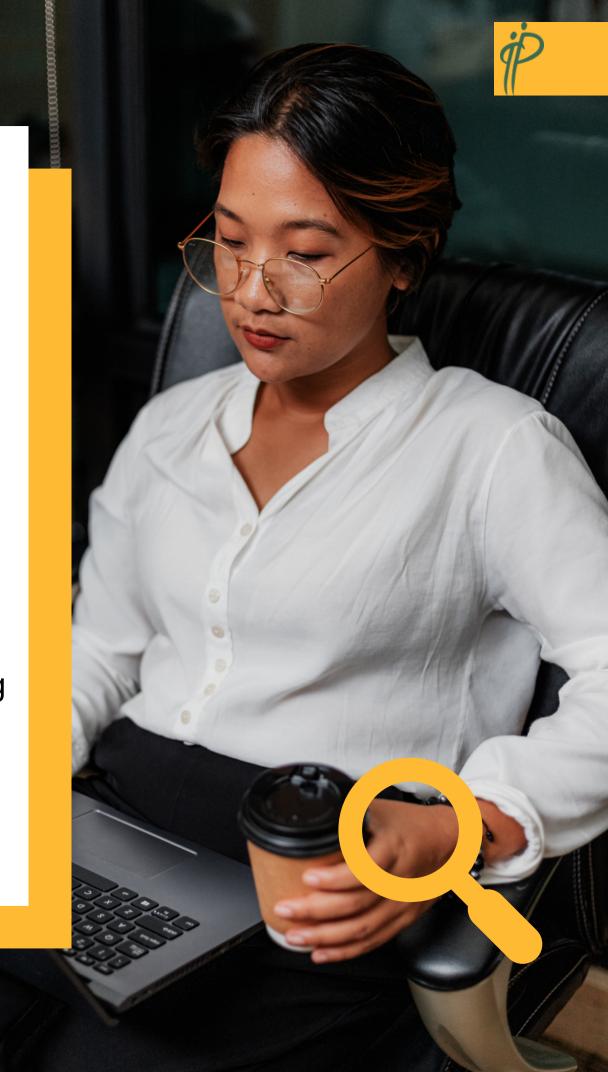
The overall atmosphere or mood within an organization.

Shaped by frontline staff and managers.

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).





GROWTH AND DEVELOPMENT OF THE INDIVIDUAL

COLLABORATION AND TEAMWORK

13 EMPLOYEE INVOLVEMENT

POSITIVE, FAIR, AND ACCESSIBLE LEADER

05 BEING TREATED WITH RESPECT

POSITIVE AND SOCIAL CLIMATE



WORK IN LINE WITH PERSONAL VALUES

10 SKILLED COMMUNICATION

08 RECOGNITION

11 SAFE PHYSICAL WORK

19 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

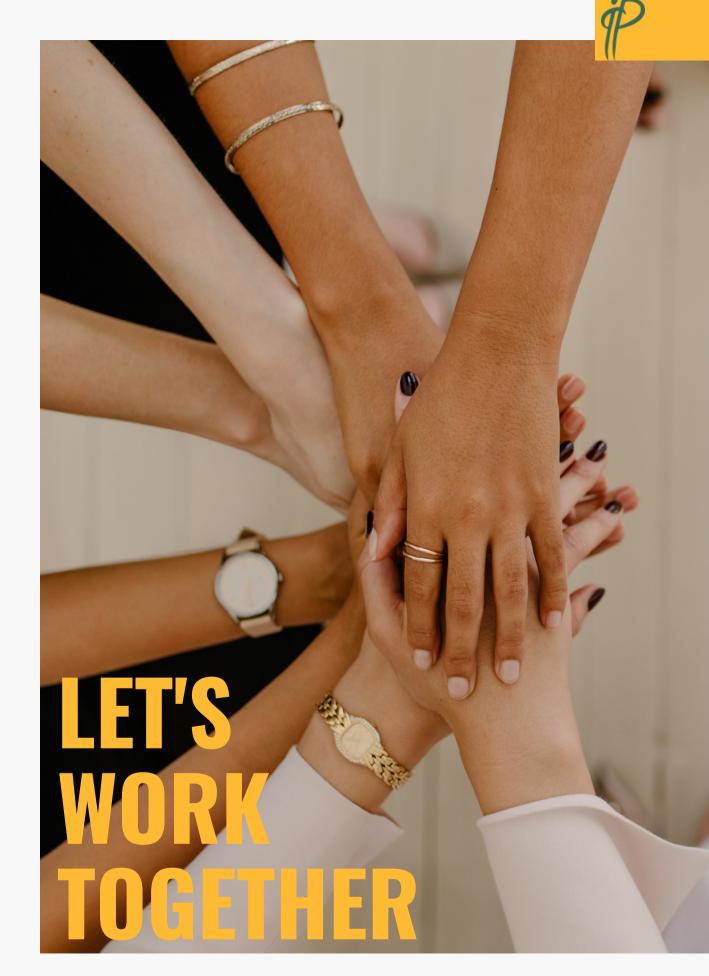
RECOGNITION

POSITIVE, FAIR, AND ACCESSIBLE LEADERSHIP*

EMPLOYEE INVOLVEMENT*

COLLABORATION AND TEAMWORK

YOU CREATE IT, WE SUSTAIN IT!



STRATEGIES FOR IMPROVING CLIMATE AND CULTURE



CULTURE

CREATE & DEVELOP POLICIES THAT ALIGN WITH **ORG'S VALUES**

RECOGNITION & REWARDS

WELCOMING ONBOARDING PROCESS, TOOLS, & TRAININGS

CAREER/FINANCIAL STABILITY & **GROWTH**

HUMAN SUSTAINABILITY

HEALTHY WORK LIFE BALANCE

BUILD TRUST

ENCOURAGE DIVERSITY & INCLUSIONS

> **ACCEPT RESPONSIBILITY!** STARTS AT THE TOP

ADMINISTER CULTURE **INITIATIVES; LOOK OUT FOR CULTURE PROBLEMS & HELP SOLVE THEM**

SOLICIT VALUABLE BEHAVIORS. & EMPLOYEE FEEDBACK

> **SERVE AS A CONNECTION** POINT BETWEEN TEAMS TO ACCOMPLISH GOALS

> > POSITIVE CAN DO **ATTITUDE**

FOSTER A CULTURE OF TRUST, OPEN COMMUNICATIONS, **TEAM COHESION**

MIDDLE

CLIMATE

MANAGERS

EMPLOYEES

EXECUTIVES

HUMAN

RESOURCES

SHARED RESPONSIBILITY

MODELING

ATTITUDES.

STANDARD

EMBODIMENT

COMMUNICATION.

TRANSPARENCY.

SUPPORT THE CULTURE

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.

