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## Activity sheet one: ANALYSING and making the case for investing in your workplace culture

# Activity 3 - Influences on your workplace culture

Use these activities at the beginning of any work you do on your workplace culture. You could do this activity with your leadership team or in a staff meeting to:

* Help people to think about and understand what a workplace culture is and what it means to have a positive workplace culture.
* Analyse and identify the key features of a positive culture in your workplace.

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| Reflection activity As you work through this sheet consider these questions:   * What influences your current culture? * Are these influences positive or negative as you build your culture? * How can you make the most of the positive influences? * What do others think? |

There are lots of different influences which can affect your workplace culture, understanding and leveraging these can make a difference to how culture can be changed supported and developed.

## Organisational influences

The aims and objectives of the organisation, and how they’re planned and delivered, can influence your workplace culture. This can include:

* your vision, aims and objectives
* your leaders and how they communicate and influence your staff
* the way your organisation is managed – it’s systems, structure, procedures and policies
* workplace practices, such as recruiting, selecting, rewards and benefits, learning and development, performance management and wellbeing
* legislation
* social factors
* political factors, such as funding or local initiatives.

If your aims and objectives align closely with your workplace culture, they’ll be easier to achieve. For example, if you aim to deliver flexible and innovative care and support in people’s homes, your culture should focus on seeking creative options and integrated work roles (rather than process and clearly defined job roles).

### Resources to help

* Resources to support your recruitment and retention at [www.skillsforcare.org.uk/recruitment](http://www.skillsforcare.org.uk/recruitment)
* Support for leaders and managers at [www.skillsforcare.org.uk/leadership](http://www.skillsforcare.org.uk/leadership)
* Learning and development at [www.skillsforcare.org.uk/learning](http://www.skillsforcare.org.uk/learning)

## Social influences/ people

Your organisation is made up of lots of different people, including staff, people who need care and support and their families, each of whom have different:

* personalities
* beliefs
* values
* skills and experience
* cultural heritage
* own aspirations
* roles and responsibilities
* relationships with others.

These social influences can affect your workplace culture.

Organisations that employ people from different background benefit from a more diverse way of thinking, which can bring fresh ideas, new solutions to problems and drive innovation and creativity.

No matter what their background, if your staff and their values align with your workplace values, this can ensure that the people you hire fit into your workplace culture and the way that you work.

### Resources to help

* Values-based recruitment toolkit at [www.skillsforcare.org.uk/values](http://www.skillsforcare.org.uk/values)

## Environmental influences

The physical setting of your workplace can also influence your workplace culture, such as the:

* structure of the building
* accessibility
* atmosphere, such as lighting, noise levels, personal space and temperature
* décor, such as displaying your organisations history, achievements and values
* allocation of desk space.

Staff spend lots of time at work and many social care organisations will be people’s homes, so it’s important to have a pleasant environment that’s energetic and fun – this can improve people’s moods and make them happier. Where organisations are also people’s homes, physical settings are important to their health, wellbeing and happiness.

### Resources to help

* Skills for Care Accolades awards at [www.skillsforcare.org.uk/Accolades](http://www.skillsforcare.org.uk/Accolades)
* ‘Adaption, design and premises’ section of the Good and outstanding care guide at [www.skillsforcare.org.uk/GO](http://www.skillsforcare.org.uk/GO)