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

# Activity 1 – What does having a positive workplace culture mean to us?

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.

If you can’t explain it simply, you don’t understand it well enough  
  
Albert Einstein

1. Share the different definitions of workplace culture below and ask people to discuss what they think a workplace culture is. Are there any words or phrases that we like from these definitions that we could use in our workplace when telling people what our workplace culture is?

**The way we do things around here.**

(Bower 1996)

**The culture of an organisation is the feeling it gives, the atmosphere it creates, how it is perceived both internally and externally.**

**(Newkey)**

**A positive workplace culture is where staff are engaged within the organisation, they feel involved and emotionally connected; they invest in their role and the organisation to support the goals and values of the organisation. They enjoy coming to work!**

(Amber Trust)

**How it ‘feels’ to work for an organisation, or in my case an individual employer. Whether you feel supported and valued, whether your skills are recognised, whether you are given constructive feedback and training, when necessary, whether you feel you can bring up any issues you may have and whether the process for doing so it clear.**

(Shana Prezaro)

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(Shana Prezaro)

**The character and personality of your workplace and what makes your workplace unique. It is made up of the shared characteristics of the people in your workplace and includes values, traditions, beliefs, interactions, behaviours, workplace norms and attitudes.**

(Skills for Care)

**Our workplace culture is the translation of our organisational values into our strategy for delivering services.**

(Woodford Homecare)

**A workplace culture is, as I understand it, a supportive environment based on mutual trust and respect.**

(Tracy McClymont)

**To me, workplace culture is all about behaviours and how as an employer I support and encourage positive behaviours that fit with our mission statement.**

(Nina Osborne)

**Culture is a set of living relationships working towards a shared goal.**

**It is not something you are, it’s something you do.**

(Daniel Coyle, The Culture Code)

1. Discuss - What does having a “positive” workplace culture mean and why is that important to us in our work?
2. Discuss - What are the positive features of our workplace culture? What do we do well that makes a difference to the quality of care and support we provide and how staff experience working for us?