

HR-2-19 Appendix A – Examples of Workplace Culture Attributes

<p>Mission, Vision, Values</p>	<ul style="list-style-type: none"> • Does workplace behaviour reflect the values? • How are values reinforced through other practices? • Clarity • Priority setting • Transparency 	<p>Leadership</p>	<ul style="list-style-type: none"> • Do they inspire? • What do they celebrate and recognize? • Vision for the future. • What are their expectations? • The stories they tell. • The decisions they make. • Beliefs and perceptions, they reinforce • Respectful interactions • The extent to which they are trusted.
<p>Management</p>	<ul style="list-style-type: none"> • Organizational Design • Degree to which management empowers employees to make decisions • Degree to which managers interact with staff. • Controls • Measurement • Goals setting 	<p>Workplace Practices</p>	<ul style="list-style-type: none"> • Practices that relate to: <ul style="list-style-type: none"> • Selection • Recruitment channels • On-boarding • Compensation • Benefits • Training and development • Promotions • Wellness • Traditions • Safety • Attendance • Do practices attract the generation entering the workforce?
<p>Policies/Philosophies</p>	<ul style="list-style-type: none"> • Diversity and inclusion • Code of conduct • Hiring from within • Compensation philosophy • Dress code 	<p>Work Environment</p>	<ul style="list-style-type: none"> • Physical environment • Safety • Technology
<p>Communication</p>	<ul style="list-style-type: none"> • Frequency • Transparency • Timing • Between layers within the organization 		