

Warning Signs Your Company Culture is Suffering



Having a great company culture is a significant factor when it comes to attracting, hiring, and retaining top talent. However, having a great company culture takes a lot of work and intentional effort - and must be diligently maintained. If you've noticed an increase in resignations, have had leadership changes, or have seen a decrease in the quality of candidates applying for your open positions, it's probably a great time to do an audit of your company culture. Here are four signs your company culture is suffering.



Ideas Aren't Being Shared

In a healthy company culture, ideas and innovations are routinely brought forward from anyone at the organization. When your frontline employees who are doing the work find ways to improve processes, they should bring their ideas to leadership. However, if this happens and the ideas go unheard or are dismissed, your team will soon stop bringing their thoughts forward.

Your Core Values Aren't Aligned

If your company's core values are no more than posters on a wall or niceties on the website, it's a safe bet your values aren't aligned with the organization. Your core values should be the guiding principles your company uses to conduct itself, the business, and the team. When an organization fails to be intentional in building a value-centric culture, they're unintentionally enabling toxic behaviors that negatively impact the overall company culture.

Organizations that have misaligned core values also tend to lack good boundaries. This often results in issues with discrimination, racism, sexism, microaggressions, harassment, and the silencing of opinions and ideas. Ultimately, when your company's core values aren't aligned, there will be an imbalanced working environment with discriminatory policies and poor leadership.



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Employees are Intimidated or Afraid of Leadership

If the leaders in your organization are using fear or intimidation tactics like threats or ultimatums to get results from your employees, your company culture will be significantly impacted. When your employees are intimidated or even afraid of their direct support, they will try to cover any mistake up or not bring forward any new ideas.

The productivity and motivation will be to avoid being yelled at or worried about their job security. This creates an environment full of toxic behaviors and stress that prevents your team from reaching their full potential. You can't expect to innovate or improve your bottom line when your employees are spending their time walking on eggshells, hiding mistakes or missteps, afraid of their managers, or overly stressed.

Having a poor company culture can have a massive impact on your organization's reputation, internal productivity, and overall success. If you notice any or all of these troubling signs your company culture might be suffering, take immediate action to remedy the issues and get your culture back on track.

About EG Workforce Solutions

We've been in this business for decades and have developed a deep network of professional connections. Whether they're companies looking for talent, job seekers looking for work, or an up-and-coming store in need of some temporary help, we know the right people to bridge the gap between the hiring and the hired. But what's more, we get to know people. From employers hiring to candidates looking, we take the time to listen and learn. We hear your likes, talents, and needs. We gain an understanding, and with it, we're able to facilitate lasting relationships between businesses and people.



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