



# Evaluating a Company's Culture

## Overview

Exploring company culture is vital as it shapes your sense of belonging, the atmosphere at work, alignment with your values, opportunities for career growth, and overall job contentment. Acquiring a comprehensive understanding of the culture empowers you to seek roles where you feel truly valued, contributing to sustained fulfillment and professional success.

## Thinks to Look Into

- **Company Values and Impact**
  - Ask if the company has clear values.
  - See how these values affect promotions and decisions.
  - Look for written statements about what's important to the company.
  - Ask how these values show up in everyday work.
- **Recognizing Employee Achievements**
  - Find out how the company praises good work.
  - *Q: How do you celebrate employees?*
- **Keys to Doing Well**
  - Learn what traits the company likes to see in successful people.
  - *Q: What kind of traits to successful employees have?*
- **Work Environment Description and Family-Friendly Initiatives**
  - Pay attention to how they describe the workplace.
  - Listen for mentions of family-friendly policies like "take your child to work day."
  - See if they support employees balancing work and family responsibilities.
  - Consider if these initiatives align with your needs and values.
- **Frequency of Meetings**
  - Ask how often everyone gets together. This tells you if the company keeps everyone updated.
  - *Q: How often do you have unit meetings?*
- **Sponsorships and Giving Back**
  - Find out if they support community events or charities.
  - See if they encourage employees to get involved.
  - Decide if you like what they're supporting.



## Source

University of Colorado Boulder (n.d). *Questions to Explore the Organization's Culture*. Career Development. February, 2024, from [https://www.colorado.edu/hr/sites/default/files/attached-files/questions\\_to\\_explore\\_the\\_organizations\\_values\\_8-18-20\\_-\\_with\\_logo.pdf](https://www.colorado.edu/hr/sites/default/files/attached-files/questions_to_explore_the_organizations_values_8-18-20_-_with_logo.pdf)