

Developing a Positive Culture Post Times of Change

The Four Pillars of Positive Culture

At all times, but particularly in uncertain and changing times, having a positive workplace culture is powerful for boosting morale, reducing stress, and improving productivity. To help you create one, here are the four pillars of positive culture.

1. Shared vision

Everyone wants to feel like the work they do is meaningful and valuable. By sharing the vision, employees can get a sense of the 'bigger picture' and how their piece of the puzzle fits in with the wider impact the business is having. Whether they're a graduate or a top-tier manager, having a clear sense of the vision and impact the business has on a larger scale can give employees a sense of purpose, boosting motivation and job satisfaction.

2. Recognition

As humans, we're built to seek positive reinforcement and are more likely to repeat the behaviour when we get it. In the workplace, building an environment of positive reinforcement and praise for a job well done increases the likelihood that employees will feel valued and motivated to keep doing a good job.

It shouldn't be just about the big things either. Showing appreciation for small tasks can help employees see the value in their little efforts. Let employees know that they are appreciated by recognizing the work they do and the contribution they make.

3. Open communication

One of the most common causes of conflict is poor communication. Whether it's the misinterpretation of an email or failure to communicate all together, poor communication leads to friction in the workplace. Creating a safe environment where open communication (positive and constructive) is encouraged will build trust with employees and promote a culture of honesty.

4. Collaboration

Creating a collaborative environment where different perspectives can be explored, ideas can be bounced around has the power to produce excellent results while generating positive feelings around being part of a team. Welcome collaborating as much as possible - you never know where the next great idea is coming from.

Contact Us

Let's talk you through your needs and how we can best assist you.

Give us a call directly on one of our office numbers, or email us, and we'll get back to you quickly and responsively.

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