FROM THE TEAM AT RAISE

Kia Ora, Bula & Hello!

What's the difference between an OK place to work and a great place to work? The culture!

A culture naturally forms within every workplace, and we can either let it happen organically or we can create it deliberately. Since it affects employee morale, which affects productivity and, ultimately, the company's bottom line, it makes sense to dedicate time and effort to create our culture deliberately in order to produce the types of attitudes, behaviours and outcomes we want to encourage. *Read more...*

Building your workplace culture: Where to start

1. **Know what you're starting with**

As a leadership team, do some observation and research your own data. What do you see and hear going on in your workplace? Try to do this dispassionately and avoid 'judging' what you see. This is purely a fact-finding mission.

- Take a walk around and observe (let your fingers do the walking in any online forums where your team gets together).
- What do the stats tell you? Do you have an issue with absenteeism, team members arriving late or leaving early?
- What behaviours are you rewarding? This one might take some introspection.
- How is the workspace laid out? Does it make it easy for your people to interact?
- Are the workstations fit for purpose? e.g., are the chairs comfortable, are the desks the right size and height, are people cramped? Do your people have the tools and resources they need to perform optimally?
- Are people talking to each other, smiling, enjoying being together? Do they communicate over email/phone, or get up and go over to talk to each other in person?
- How do people react when you ask how they're doing? Are they warm, friendly, disinterested, blunt?

"There's no magic formula for great company culture. The key is just to treat your staff how you would like to be treated."   - Richard Branson

2.   Define what you want your culture to be

Consider what you want your reputation to be internally and externally (with existing and potential employees and clients) – What do you want to be known for? Promoting wellbeing, encouragement, and support?

Bear in mind, this isn't a one-off exercise: Your culture will grow over time as your organisational priorities evolve and team members come and go.

3.   Get building!

Creating a positive culture isn't something we do to our people, it's something we do together. Consultation, contribution, and communication are all key to the success (or otherwise) of our plan. Off-the-shelf plans will provide some ideas, but to feel truly authentic, we need to be creating something that is based on the realities of our unique workplace. Check out our resources below to help you get underway.

Resources

Blog - Building a positive workplace culture

https://www.raisementalhealth.co.nz/workplace-culture

Building Your Workplace Culture: Where to Start

www.raisementalhealth.co.nz/uploads/6/8/8/3/6883838/building_your_workplace_culture_-_where_to_start.pdf

Workplace Culture 101

www.raisementalhealth.co.nz/uploads/6/8/8/3/6883838/workplace_culture_-_101.pdf

Building Your Workplace Culture: Ideas Pool

www.raisementalhealth.co.nz/uploads/6/8/8/3/6883838/building_your_workplace_culture_-_ideas_pool.pdf

Building Your Workplace Culture: Pick & Mix

www.raisementalhealth.co.nz/uploads/6/8/8/3/6883838/building_your_workplace_culture_-_pick_and_mix.pdf

Tips for building positive workplace relationships

www.raisementalhealth.co.nz/uploads/6/8/8/3/6883838/tips_for_building_positive_relationships_at_work.pdf

Raise is here to help

If you or someone in your team could do with personalised professional support, don't hesitate to get in touch.

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