

recwired

AUDITING THE CULTURE OF YOUR COMPANY:

Where to Begin



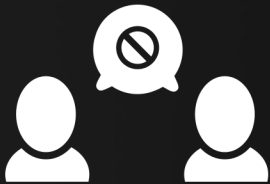
UNDERSTANDING THE 'WHY'

Firstly, it's pivotal to grasp why this audit is crucial. Are recruiters feeling **disconnected**?



Are candidates mentioning a **mismatch** in expectations?

Or are clients hinting at a **misalignment** of values?

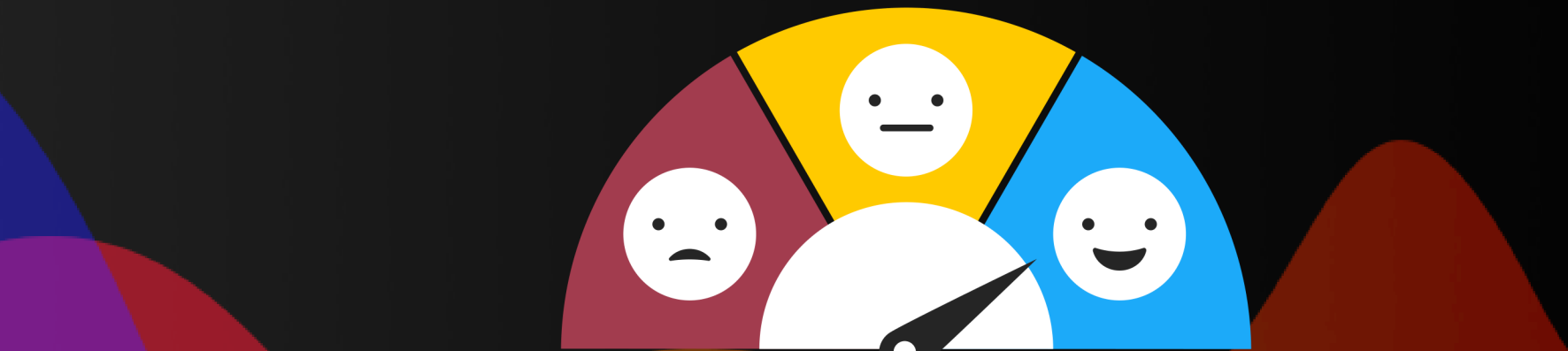


Recognising the triggers will
guide the audit's direction.



OPEN THE FLOOR FOR FEEDBACK

- One of the most straightforward starting points is simply to ask.
- Anonymous surveys can provide invaluable insights into the sentiments, concerns, and suggestions of your team.
- By ensuring anonymity, you're more likely to get honest, unfiltered feedback.



REVIEW ONBOARDING AND TRAINING MATERIALS

- The initial days of an employee within a company are telling.
- Reviewing the materials and processes for onboarding can give insights into the culture you're communicating to new hires.
- Does it align with the company's intended values and beliefs?



HOST FOCUS GROUP DISCUSSIONS

- Dedicate time for small group discussions, where employees from different levels and departments can share their views on the existing culture.
- This provides a safe space for open conversations and might highlight varied perspectives from different parts of the business.

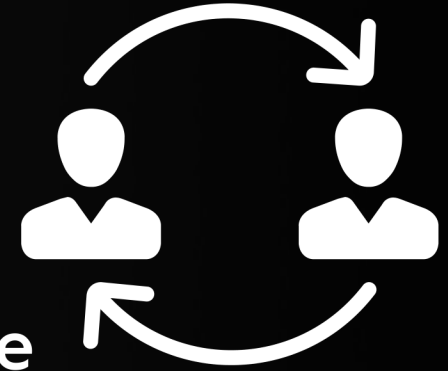


EVALUATE COMMUNICATION CHANNELS



- How do teams and departments communicate?
- A review of the tools, platforms, and frequency of communication can shine a light on collaboration or potential silos within the organisation.
- Efficient communication often signifies a transparent and open culture.

LOOK INTO EMPLOYEE TURNOVER RATES



- High employee turnover might indicate underlying issues within the company culture.
- Delving deeper into exit interviews can provide a clearer picture of the reasons behind departures.



REFLECT ON COMPANY EVENTS AND ACTIVITIES

- Are company events and activities inclusive and reflective of the company's values?
- The nature and frequency of these events can give insights into how the company values team cohesion and relaxation.