

# SUPPORTIVE CULTURE

## CORE VALUES

Autonomy, freedom, low hierarchy, decentralized control, flexible environment, high focus on internal functions, integration, focused on relationship, community, accommodating, patient, tactful

## BENEFITS

- A relaxed atmosphere and flexible environment that supports work-life integration
- Feelings of stability and security
- Positive work relationships built in quality human interaction
- A higher value placed on personal ownership, integrity and teamwork
- An encouraged sense of belonging

## POTENTIAL TRAPS

- Honest conversations or difficult feedback are avoided
- Low competitive drive in the organization
- Organization is slower to change, innovate or make decisions
- Individual accomplishment is less celebrated, leaving people to feel under-appreciated

## WAYS TO MAXIMIZE SUCCESS

- Train leaders on and practice the art of honest conversations
- Clarify priorities across the organization to encourage faster decisions and innovation

