

USE WORKPLACE CULTURE TO RETAIN HIGH-PERFORMING EMPLOYEES

CHECKLIST



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Does your company's culture give your best employees what they want and need to thrive? Check the boxes that apply to your culture to see if there are areas where you could improve.

Maintaining Employee Engagement

- Our leadership and managers walk the talk. They exemplify the behaviors we want our culture to reflect.
- We regularly talk about our culture and how it positively impacts the way we work.
- We encourage an environment of active, generous listening.
- Our culture provides a psychologically safe place where people can confidently voice their constructive opinions.
- We recognize people with meaningful acknowledgment to celebrate their contributions.
- Our culture helps people build soft skills and advance their expertise.
- We make positive accountability part of our culture, allowing people to confidently take ownership of their responsibilities.
- Our culture encourages collaboration and teamwork—we help each other succeed.
- Our culture promotes establishing expectations so everyone can perform at their best with less stress.
- Respect for everyone in our organization is a cornerstone of our culture.

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Engaging New Employees

- Our culture is solution-focused and promotes blameless problem-solving.
- Transparent leadership is part of our culture and helps establish trust among our staff.
- We help people grow and improve by using our culture as part of our performance review process.
- We infuse our onboarding process with our culture, demonstrating how it permeates all aspects of our company.
- We link new hires to other team members using our workplace culture as the bridge.
- We implement an effective virtual onboarding experience that emphasizes culture for remote recruits.
- We help recruits understand the value of their role in organizational goals and explain how our culture reinforces that connection.

A supportive, vibrant workplace culture generates employee loyalty. While fun perks are appealing, workers want a culture that offers stability, trust, respect, growth, and a sense of purpose. Use this checklist as a starting point to assess your culture and the different ways it affects your staff.

To learn more about developing a culture that employees love and that brings out their best, [Schedule a call](#) with a CultureWise specialist today.