# Everyone is Responsible for the Culture Stats & Facts



## FACTS

1. Culture is the environment that surrounds you at work all of the time. It is a powerful element that shapes your work enjoyment, your work relationships, and your work processes.
2. Culture is the behavior that results when a group arrives at a set of generally unspoken and unwritten rules for working together.
3. An organization's culture is made up of all of the life experiences each employee brings to the organization.
4. Culture is especially influenced by the organization's founder, executives, and other managerial staff because of their roles in decision making and strategic direction.
5. Culture can be represented in a group's language, decision making, symbols, stories and legends, and daily work practices.

## STATS

### Culture as a Competitive Advantage

- 94% of executives and 88% of employees believe a distinct workplace culture is important to business success.
- Employees' overall ratings of their company's qualities – like collaboration, work environment, and mission and value alignment – are 20% higher at companies with strong cultures.
- 47% of active job seekers cite company culture as their driving reason for looking for work.
- 50% of married job seekers evaluate company culture when applying to a job compared to 41% of single candidates.
- 15% of job seekers turned down a job offer because of the company's culture.
- 35% of American workers say they would pass on the perfect job if they felt the company culture wasn't a good fit.

### THE IMPACT OF FLEXIBLE WORK ON COMPANY CULTURE

- 76% of employees report seeking jobs with more flexibility because of work-life balance.
- 36% of employees considered leaving their jobs because they can't work
- 28% of workers say they would take a pay cut for the opportunity to work remotely.

- 65% of employees think they would be more productive at home than in the office.
- 77% of employees say flexible work options would enable them to lead healthier lives.