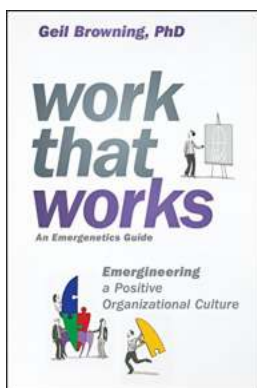# Work That Works: Emerging Positive Organizational Culture

Are you tired of working in environments where negativity dominates and employee morale is low? Do you dream of a workplace where productivity is high, collaboration is encouraged, and employees thrive in a positive atmosphere? If so, you're not alone.

In recent years, there has been a growing emphasis on creating positive organizational cultures that foster employee engagement and well-being. Organizations around the world are recognizing the importance of investing in their workforce and cultivating an environment of positivity and support.

The Power of Positive Organizational Culture

Positive organizational culture refers to the shared values, beliefs, and behaviors that contribute to a supportive and empowering work environment. It goes beyond superficial perks and benefits and encompasses the overall climate and emotional well-being within an organization.

Work That Works: Emergineering a Positive Organizational Culture

by Emily Arnold McCully (Kindle Edition)

★★★★☆ 4.7 out of 5

Language	: English
File size	: 13230 KB
Text-to-Speech	: Enabled
Enhanced typesetting	: Enabled
Word Wise	: Enabled
Lending	: Enabled
Screen Reader	: Supported
Print length	: 214 pages

Studies have shown that employees who experience positive organizational culture are more engaged, satisfied, and motivated at work. They are likely to be more loyal to their organizations, leading to reduced turnover rates. Additionally, positive cultures have been linked to higher levels of innovation, creativity, and productivity.

So, how can organizations create a positive culture that benefits both the employees and the company as a whole?

Building a Positive Culture

Creating a positive organizational culture requires a multi-faceted approach that addresses several key areas:

1. Leadership

Leaders play a critical role in shaping the culture of an organization. They should embody and promote positive values and behaviors, inspiring their teams to do the same. Leaders should also actively listen to their employees, provide support and recognition, and foster a sense of trust and transparency.

2. Employee Engagement

Engaged employees are more likely to experience positive emotions and contribute meaningfully to their organizations. Organizations should strive to involve employees in decision-making processes, provide opportunities for growth and development, and ensure that employees' roles align with their skills and passions.

3. Work-Life Balance

A healthy work-life balance is essential for employee well-being and satisfaction. Organizations should promote a culture that values and supports work-life balance by offering flexible working hours, encouraging time off, and addressing burnout proactively.

4. Communication and Collaboration

Open and effective communication is vital in fostering a positive culture. Organizations should encourage transparent communication at all levels, provide platforms for feedback and idea-sharing, and promote collaboration across teams and departments.

5. Recognition and Appreciation

Recognizing and appreciating employees' efforts and achievements can significantly enhance positive culture. Organizations should implement regular recognition programs, celebrate successes publicly, and ensure that employees feel valued and appreciated for their contributions.

Emerging Trends in Positive Organizational Culture

As the concept of positive organizational culture continues to evolve, several emerging trends are shaping the future of work:

1. Employee Well-being Initiatives

Organizations are increasingly focusing on employee well-being. This includes offering wellness programs, promoting mental health support, and providing resources for personal development and self-care.

2. Remote Work and Flexibility

The COVID-19 pandemic has accelerated the adoption of remote work and flexible work arrangements. These options not only promote work-life balance but also empower employees to work in environments where they feel most productive and comfortable.

3. Diversity and Inclusion

Creating a positive culture means embracing diversity and fostering inclusivity. Organizations are recognizing the importance of building diverse teams, promoting equality, and ensuring that every employee feels safe, respected, and heard.

4. Purpose-Driven Work

Employees want to work for organizations that align with their values and contribute to a greater purpose. Organizations are increasingly focusing on social responsibility, sustainability, and transparency to attract and retain top talent.

5. Continuous Learning and Development

To foster a positive culture, organizations should invest in continuous learning and development opportunities. This includes providing access to training programs, mentoring, and creating a culture that encourages personal and professional growth.

Creating a positive organizational culture is a journey that requires commitment and effort from all levels of an organization. By focusing on leadership, employee engagement, work-life balance, communication, and recognition, organizations can cultivate a culture that brings out the best in their employees and drives overall success.

As the workplace continues to evolve, embracing emerging trends such as employee well-being, remote work flexibility, diversity and inclusion, purpose-driven work, and continuous learning and development will further enhance positive cultures.

It's time to say goodbye to toxic work environments and embrace a new era of work that works – a culture where employees thrive, contribute, and find fulfillment in their professional lives.
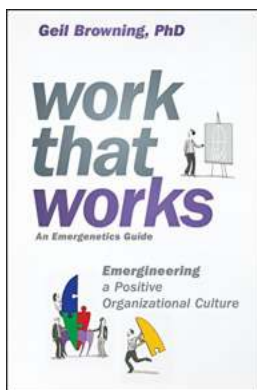
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Use cognitive diversity to your advantage and transform your organization

Work That Works is a guide to building better teams and an exceedingly positive workplace culture. Based on the tools and principles of Emergenetics, this book helps you improve communication, connection, and performance through an enlightening process of self-discovery and sharing. You'll discover the unique combination of strengths you bring to the table, and understand the power of your Thinking and Behavioral Preferences to gain greater clarity and a better

understanding of your skills, habits and behavior. As people understand and share their Profiles, the real magic happens—teams can be built synergistically, and team members can collaborate more effectively by "borrowing another person's brain."

Cognitive diversity is a given whenever a group of people work together toward a common goal; the critical factor is whether those differences become an obstacle or a catalyst. By bringing each person's "true self" to light, you provide a window through visible elements of diversity and shine a light on their gifts—and it's only then that those gifts can be leveraged to their utmost capacity.

Dr. Geil Browning's second book outlines this process of discovery, effective communication, using thoughtful language, addressing challenges and instituting long-term behavioral change. By honoring the Preferences and Attributes of all employees, you lay the groundwork for enhanced performance and engagement.

- Learn how changing your language changes your thought patterns, and eventually leads to changes in behavior

- Dig into the real differences between you and your co-workers at the cognitive and behavioral levels

- Discover the strengths each person brings to the table, and synergize those strengths to collaborate more effectively

- Learn how to apply these same principles to social activities and family life to improve all communications and connections

Work That Works provides a blueprint for the transformation, and the practical guidance you need to build a better organization.
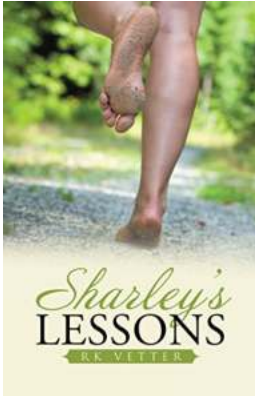
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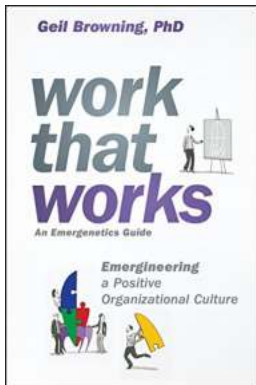
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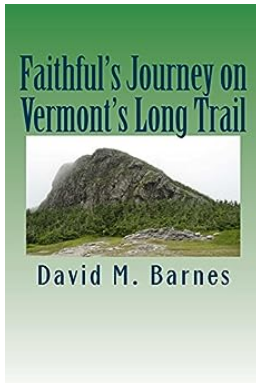
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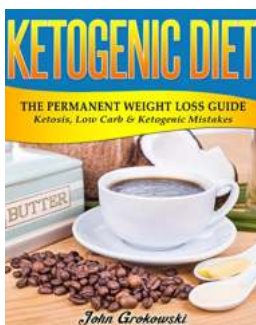
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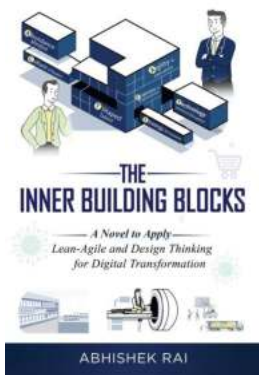
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