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23 October 2015 4 min. Read the opinions expressed by entrepreneurs are their own. Whether it's a set of values, customs or traditions, your company's culture is a set of collective aspirations that will determine how your business grows. Healthy business cultures can inspire people to move through difficult times and produce work far beyond their pay class. Although culture is often cited with success, cultural failures can have an impact on a company that is similarly pronounced. If not carefully tailored, a poorly planned culture can create dysfunctional jobs that can mystify even the sharpest entrepreneur. While you may have organized your company culture as a business owner, your employees are the ones who experience this culture every day. They see it at its peak and gutters, and the best resource to determine whether or not your culture is working to make your business stronger. Here are five ways to interview your employees about the company's culture - and why it matters. Related: 3 ways to create the culture of the company you want1. Learn about the real-world implications of values. The basis of many of the company's cultures is a set of core values. They can range from one word (definition) to short phrases (work smart is not difficult) and are designed to be guidelines for your business. Whether you know it or not, your employees will probably emulate these traits in different ways. As a team leader and entrepreneur, you need to understand whether your values are cultivating positive employee habits or generating unintended side effects. Moreover, if these values do not affect behavior at all, why invest energy in promoting them? Creating an employee experience is just like creating customer experience. To improve any of them, you need a direct source of feedback.2 Find out which rules limit performance. Employee productivity depends on the quality of the company's culture. Cultural norms, such as working hours, post-meeting protocols, or approval methods, are a function of top-down decisions that top management does not directly experience. Even the most valuable employees may feel hampered by cultural norms that can be seen as suffocating and unfocused rather than empowering and accurate. Identify any cultural norms that may be barriers and improve them to improve employee productivity3. Learn more about the work environment. The working environment is solely a function of the culture of the company and those who manage it. However, you may find it difficult to experience your company's work environment first hand because employees tend to change their behavior around employers. This behavioral shift make it difficult to determine whether everyday interactions really motivate employees or burden them with stress, or if the method by which criticism comes supplied is supplied to your workplace culture or harmful. Allowing employees to anonymously assess their work environment provides business owners with the most reliable view of the workplace and each of the factors that affect employee satisfaction with the work environment. Related: 4 Ways Of the Foster Company Productive Friendship Employee4. Evaluate the fit of the employee. Ask 100 employees about workplace culture and rest assured you will get 100 different answers. Business owners should use this feedback not only to study workplace culture, but also to assess the compatibility of each individual employee with that culture. An employee can have unprecedented talent and exceed expectations for each of their results. However, if there is a bad cultural fit, their presence and continued activities can have far-reaching consequences that eliminate the net profit of any company. Use your employees' responses to assess the mutual growth of your company's work environment and how their views on the company's culture affect the growth of the people around them.5 Create better vision. Successful business cultures are built not only from the top down, but also from the bottom up. You have to keep repeating the values of your workplace, but just like building a company, you can't build a culture on your own. Learn your employees' responses and look for trends in their responses. If owning a project is a common problem, turn ownership into one of your company's values and become a champion. If office policy devours your team, think about being honest and cooperative at a cultural level. Find out what's important to your employees and what functions they need to succeed, and a new, better vision of a workplace culture will begin to build itself. Related: What leaders can learn from black churches about keeping team members engaged here, question after question, are the poll results. It is interesting to note that the greatest differences tend to arise between men and women: women feel more pressure to cope with the stresses of work and life, and they tend to be more realistic about the compromises they need to make. In general, do you achieve a work-life balance? Yes: 60% No: 33% Not sure: 7% These results are cut across most categories, including gender and age. People who really want more balance between their working life and their personal lives can get it - if they're willing to make some compromises. Agree: 87% Disagree: 6% Not sure: 6%If money wasn't a problem, would you: Work less or more flexible hours than you do now?: 63% Work as many hours as you do now?: 18% Quit your job?: 14% Not sure: 4%How much extra annual income do you need to save money from the impact on your about the type of work you do or the number of hours you work?\$10,000 or less : 10% from \$10,000 to \$20,000: 13% from \$20,000 to \$30,000: \$30,000: \$30,000: \$30,000 to \$40,000: \$40,000 to \$50,000: 21% \$50,000 up to \$50,000 to \$5 60,000: 3% \$60,000 to \$70,000: 3% \$70,000 to \$80000: 5% \$80,000 to \$90,000: 1% \$90,000 to \$100,000: 12% \$100,000 to \$200,000: 1% (The percentages show how many people have said a little more important or very important.) Make personal life more priority: 91% Earning more money: 86% Focusing on personal matters and at work during alternating periods in my life: 83% Using the Internet and other technologies: 83% Learn to live for less money: 63% Not obsessed with raises or promotions: 62% Getting more help at home: 58% Getting childcare, What I can trust: 52% Passing work projects that are too demanding: 52% Part-time work or work separation: 46% Rejection of the idea of being a superstar at work: 41% Responses to this question indicate a significant gender difference among our respondents. For example, 67 per cent of women indicated that learning to live for less was very important or somewhat important compared to 60 per cent of men; 66% of women chose not to be obsessed with promotion or promotion, compared to 58% of men; Sixty-eight per cent of women chose to receive more home care, compared to 49 per cent of men; 59% of women chose to go through too demanding work projects, compared to 47% of men; 57% of women chose to receive childcare that I can trust, compared to 48% of men; 55 per cent of women chose part-time work or job sharing, compared with 38 per cent of men; and 43% of women said they were willing to give up the idea of being a superstar at work, compared to 38% of men. If you had another hour a day at home or one of the following, which would you rather have: \$10,000 a year raise: 83% Another hour a day at home: 17% More challenging or more satisfying work: 41% Another hour a day at home: 59% More power or more prestige in your organization work: 32% Another hour a day at home: 68% It's 5pm, and your boss comes to you with an important customer request. The work will take at least five hours and should take place the next morning. You should go to a long-planned dinner with your spouse's family or other significant ones. What's more complicated: Telling your spouse or other significant that you can't make dinner?: 38% asking your boss to find someone else to do the job?: 30% Not sure/not applicable: 32%How much responsibility does each of the following have in order to allow people to balance their work life with their personal lives? (The percentages show how many people have chosen a lot or some as an answer.) Sami: 98% Their family: 95% Their spouse or significant others: 92% Their company or organization: 89% Their boss: 88% Their 55% Government: 47% Next Next reasons why we hear so much talk about working people needing more balance in their lives. Please indicate whether you agree or disagree with each statement. (The percentages reflect how many people have said they fully agree or agree somewhat with each statement.) Most people don't manage their time very effectively: 91% of people think That they need more money or material things than they do: 90% Juggling a satisfying job with a satisfying personal life is tough: 88% In order to compete, people need to work as much as possible: 84% Success is more and more than making money: 83% of working women's problems get more attention: 79% Conversation about balance is a 90s way for people to show that their lives are full: 75%Be really honest with yourself, indicate how much you agree or disagree with each of the following. (The percentages show how many people have said they fully agree or agree somewhat with each statement.) I don't want to compromise at work or at home: 71% I make necessary compromises to get the balance in my life: 69% I work very hard now to try to get somewhere: 68% I enjoy being busy as I am now: 63% I could be more efficient at work: 63% of my peers and friends work long : 60% I like to be known for long and hard work : 58% I'm not ready to give up money or material things: 54% I'd drive an old car or live in a small house in exchange for more free time: 52% I don't drive how many hours I work: 49% I feel more in control at work than I do in my personal life : 41% Work is more exciting than being at home: 30% I don't feel that I worked hard enough if I only work eight hours a day: 24% I work long hours to avoid dealing with my personal life: 14%Pat has a chance to join a startup company. The job will be very similar to Pat's current job, and the salary will be the same. Pat currently works late or on weekends a couple of times a month. The money's fine, but Pat won't get rich on his current job. The new job will mean regular work of 10 to 12 hours over several years. If the launch is successful and goes public, there is a very good chance that Pat will get huge windfall stocks and options. If you were a Pat, would you: Switch to a job at a startup company? 59% Stay with your current job? 25% Not sure 7%What if Pat's spouse or other significant also worked, and if the couple had two young children at home? If Pat took a new job, do you think what Pat was: Losing sight of what's important?: 43% Taking advantage of a big opportunity?: 41% Not sure: 16%Men and women differ significantly in how they answered both parts of this hypothetical question. Men inclined to see a new job job Opportunity in the first place: 62% of men said that Pat should change jobs, compared to 55% of women. With the introduction of Pat's working spouses and children, similar gender inequality is evident: 47% of women said that Pat was losing sight of what was important, compared to 40% of men; Forty-six percent of men said Pat took the perfect opportunity, compared to 35% of women. The Johnsons both work in jobs they love. These jobs require long hours and a lot of travel, but they pay very well. Spouses can afford full-time childcare, private school tuition, a large house, house cleaning service, new cars every few years, a good dinner every week, and wonderful family trips for the holidays. The Johnsons aren't always home by the time their kids go to sleep, and their time together happens mostly on weekends. Which of the following statements is closest to your view of life that the Johnsons live? It's the kind of lifestyle that society puts pressure on us to continue: 59% Is it the kind of lifestyle that our employers put pressure on us to continue: 18% Is this the kind of life that I personally want: 8% Not sure: 15% Do you consider each following to be more of a success fruit or more excess sign? Having a holiday home Success: 73% Excess: 25%Your family's flight to Vail for ski holidays Success: 68% Excess: 29%Flying abroad for a holiday every year Success: 57% Excess: 40% Driving BMW, Lexus, or similar car Success: 54% Excess: 43%Having a home theater Success: 51% Excess: 45%House accommodation costs \$500,000 or more Success: 51% Excess: 47%Paying someone to do all your housework Success: 48% Excess: 49%Food at a fine restaurant a few nights a week: 44% Excess: 52%Having a full-time live in childcare Success: 35% Excess: 58%Having cell phones or bees for parents and children Success: 24% Excess: 71%Spend \$2000 on clothes in one day Success: 22% Excess : 75% Visit Roper starch worldwide online (). (). employee survey sample questions. employee survey sample answers. employee survey sample questions pdf. employee survey sample size. employee survey sample pdf. employee survey sample email. covid 19 employee survey sample. new employee survey sample

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