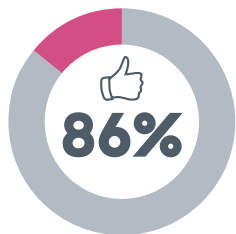


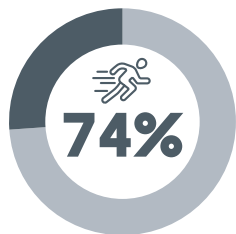
# Successful cultures are a matter of respect.

## Having a great culture leads to great outcomes.

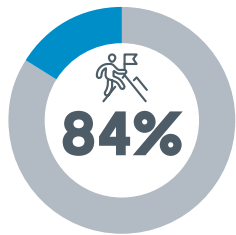
Those who work in organisations with great cultures say...



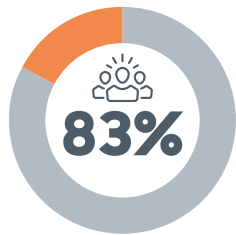
'I would recommend my organisation to my friend or family member as a great place to work.'



'I go out of my way to do extra things at work that aren't necessarily required.'



'I am committed to my organisation'



'I feel like I belong at my organisation.'

At Inspiring Change, we know that organisational culture and business success are inextricably linked. So, we wanted to look at why getting culture right is so important and what workers in Ireland want when it comes to creating great (and successful) places to work.

Crucially, research showed that of those already working in great cultures, **70% said their organisation puts effort into shaping it.**

## How does your organisation stack up?

## What makes a great culture?

The factors most highly rated as important by employees...



### Respect

The organisation respects employees



### Trust

The organisation trusts employees



### Inclusivity

The organisation allows me to be myself at work



### Integrity

The organisation acts with integrity and can be trusted



### Openness

The organisation is transparent in their communications



**7 in 10**

said if they had the choice between working at two organisations for similar pay, organisational culture would be the reason why they would choose one over the other.



**7 in 10**

said an organisation's culture influences whether they keep working there.



**Respect** is the foundation of successful cultures



After inadequate pay and benefits, **disrespect is the top reason that employees say they would leave an employer.**

