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7 TIPS FOR WORKPLACE CULTURE CONVOS

64% of U.S. workers believe supervisors and managers contribute the most to workplace culture. But we can't know if the culture is working for everyone unless we are speaking openly about hot topics like healthcare, inclusion, immigration, untapped talent pools, and more. Holding critical conversations with employees is key to fostering a workplace culture that actually works for everyone.

TIPS FOR FACILITATING CULTURE-CENTRIC CONVERSATIONS IN THE WORKPLACE:

1. **Commit to having the conversation.** All too often, these strategic, issue-driven conversations are absent from the calendar. Take the time to think through what you really want to talk about, why you want to have the conversation and the desired outcome.

2. **Decide who to talk to on your team.** Pick an employee you feel has useful insights on your company or team culture. It's important that the conversation offers opportunities for learning and discovery that can lead to culture change and that you are inclusive when selecting employees to engage.

3. **Select the right time and place.** Plan a one-on-one social encounter, like talking over coffee, and choose a meeting spot that's on neutral ground and convenient.

4. **Get into the right mindset.** Before the discussion takes place, check any preconceptions and assumptions at the door and be aware of your own unconscious biases.

5. **Begin the conversation by setting the stage.** Explain why you are interested in the employee's views and what the outcomes might be.

6. **Listen to understand, not to solve.** Don't attempt to address problems or issues in the moment. Ask good questions and process the conversation as it happens, so you are fully understanding the employee's views and ideas, not just responding to them.

7. **Support a "we" attitude.** Using "we" in conversation reinforces that you are in this together and working toward a shared goal of improving culture at your company.

Creating better workplaces starts with a conversation. Download "5 Tips to Transform #MyWorkCulture" for more.

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