

Organization Culture vs Organization Climate

Workplace culture includes the shared values, beliefs, and traditions that contribute to the social functioning of a workplace. Workplace climate is how employees perceive their daily activities at work.

Your organizational culture is your company's identity, the values and norms that have grown out of the way you work together over time.

Common Values Include:

- **Curiosity** – Employees strongly believe in the value of continuous learning. They are not afraid to ask questions.
- **Teamwork** – Employees are comfortable working in a team and all contribute towards the teams overall goals and objectives.
- **Innovation** – Employees feel empowered enough to suggest new ideas and take risks.
- **Driven by vision** – Focusing on making an impact and achieving success.
- **Diversity and Inclusion** — creating a welcoming space for minorities, women, people with disabilities or other underrepresented groups.



For example, a bank might have a more traditional company culture. The banking industry is highly regulated- so you can expect some structured environment. this is because banking is such an old industry that it naturally has a longer history which has now been established and becomes more deeply rooted in time.

Banks are usually led by conformity in order to keep everything on the up and up. If you're looking for a workplace where you can come in and not worry about getting bogged down with bureaucracy, then banks may not be for you.

On the other side, companies such as tech start-ups often have more of a flexible and less strict working environment. They are often more willing to create new ideas, which could be seen as disruptive. But these traits can also give you the creative space you need to grow and evolve. Some say their culture thrives off of disruptive conflict, wild ideas and challenging traditions, it might even be a key value. It's great that everyone in the company can connect and communicate with one another without the fear of maintaining hierarchical structures.

You need to find employees with values and work ethics that align with the culture you want at your company. Given this, it should be easier for you to craft a company culture that reflects not just the values of your business, but also those things critical to running a successful enterprise.

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Organizational climate on the other hand is made up of the perceptions people have when they experience the culture of the organization. It's a powerful factor you should consider in order to ensure company growth and happiness. How do employees feel about sharing ideas with their managers? Do employees feel that they being treated fairly? The answers to these types of questions determine an organizations climate. Furthermore, the climate of an organization can be gauged by the general collective experience of all employees in relation to the organization.

The way that people perceive the way they work affects their workplace environment. This can change depending on factors such as team dynamics, success, workload and so on. The competitive business climate is partly influenced by team motivation, delegation, authority, feedback and attitude. A positive work space can motivate employees resulting in more productivity and happier staff.

High fluctuations in revenues can have a large impact on your company's climate even if the culture doesn't change. If your company relies on adherence to process for efficiency and revenue has suffered (Covid), the management may decide to start cutting back on costs and/or decide to make some of positions within the company redundant. As a result, employees may start to feel stress and have doubts about job security. This could lead to a climate of non productivity and fear. In this scenario, the culture stayed the same, but the climate changed.



Some of the elements which make up an organizations climate are:

- Leaders at all levels strive to garner the trust of their teams.
- The relationship between the company and its employees.
- Hard work is recognized and support is provided when needed.
- A healthy and genuine work environment
- Organizational structure

Enhancing these elements is the first step to improving your company culture and benefiting from a more focused and productive team.

To summarize; a healthy organizational culture and a positive organizational climate are both equally vital for any company to succeed. Having a healthy workplace culture where the company values are actually enacted on a daily basis will lead a an overall productive organizational climate.