

What are the differences
between **GOOD** workplaces
and **GREAT** workplaces?

Components of Great Workplaces

At the best workplaces you will find:

- **Strong commitment** from CEO and senior management
- **A genuine belief** that people are indispensable to the success of the business
- **Active communication forums** between employees and management
- **Perception of a special and unique culture**; “we are not like others”

An Emphasis on People

- **Leaders** articulate a vision and values, and commit to creating a great workplace
- **Managers** at all levels must consistently live the values and foster trust, pride and camaraderie
- **Employees** recognize their important role in creating a great workplace and support trust-building behaviors



Credibility

Dimension Overview

TWO-WAY COMMUNICATION

- Informative and accessible two-way communications

COMPETENCE

- Coordinating resources, giving responsibility, having clear vision

INTEGRITY

- Reliability, honest and ethical behavior



Respect

Dimension Overview

SUPPORT

- “Thank you”
- Tools and growth opportunities

COLLABORATION

- Seek opinions, involve people

CARING

- Personal interest in people as individuals



Fairness

Dimension Overview

EQUITY

- All are full members
- All have opportunities for special recognition
- Fair pay, fair share of profits

IMPARTIALITY

- Fairness in hiring and promotion decisions

JUSTICE

- No discrimination
- Right to appeal decisions



Pride

Dimension Overview

PERSONAL JOB

- Individual job and accomplishments

TEAM ACCOMPLISHMENTS

- Work produced by own team or work group

CORPORATE IMAGE

- Company's products and standing in the community



Camaraderie

Dimension Overview

INTIMACY

- Ability to be yourself

HOSPITALITY

- Socially friendly and welcoming atmosphere

COMMUNITY

- Sense of “family” or “team”