



# EVALUATING COMPANY CULTURE

*Finding the right company for you can be challenging. This guide was created to help you evaluate a company's culture and determine if it is a place you would want to work.*



## COMPANY CULTURE

**Company culture** is the personality of a company. It defines the environment in which employees work and includes a variety of elements, including work environment, company mission, values, ethics, expectations, and goals.

You can learn more about a company's culture by:

- Talking to someone within the organization (conducting an [informational interview](#)).
  - CP Alumni are waiting for you on [Career Connections](#).
- Checking out reviews online through glassdoor.com and indeed.com
- Researching news articles about the company
- Looking at the company's website and any HR policies or employee manuals you may find
  - What types of images do you see?
  - Who leads the company? What is the make-up of the team? Read the employer's "About" page and employee bios. What are these Individuals saying on Twitter or LinkedIn?
  - Has the company won any awards?--If so, what were they?
  - Who are the company's clients? What type of products and services do they offer?
- Does the company have a commitment statement to diversity or philanthropy? Do they have something that gives evidence to their commitment i.e. events, sponsorships, donations etc.?
- Calling Human Resources for the department/organization to ask about employee policies (ex. dress code)



## IDENTITY AND SENSE OF BELONGING

Our **social identities** (who we are based on group membership) and our **self-identity** (our unique sense of self as an individual) can also influence and be influenced by company culture. How we identify and what parts of ourselves we choose to disclose at work relates to authenticity and can impact our [sense of belonging](#).



## VALUES

**Values** are a set of standards that determine attitudes, choices, and action. **Core values** are the fundamental beliefs of a person. These are the values we hold most closely and dictate how we make decisions and set priorities.

Values are part of our self-identity and may be influenced by our social identities. Companies and people have values. What we value at work can span work content, work settings, work relationships and intrinsic values.

Determining your values prior to your job or internship search can positively impact your experience in finding an organization where you would want to work. To learn more about values, consider taking a [Values Assessment](#) on Focus-2 or making an appointment with your [Career Counselor](#).