How to Spot Poor Culture

1. Interviewer was a jerk
2. Arrogant people, voices toned down when you arrive, no smiles
3. Revolving door of people leaving
4. Can’t get a straight answer to your questions
5. The company has a bad reputation
6. Company culture is “just words on a website...”
7. There is an unhappy/bad vibe...
Good Company Culture – What to Look For…?

1. **Leadership by example**
   - Openness, honesty, genuineness, and trust
   - Great communication
   - Teamwork and cooperation
   - ABSENCE OF FEAR

2. **More focus on getting things done and less on politics**

3. **Clear tasks, responsibilities, priorities**

4. **Community activism**

5. **Do people look forward to coming to work?**
   - Open doors, people having fun, smiling up and down the halls?

6. **Clearly aligned corporate goals, performance measures and bonus/merit rewards**
Community Activism

- We are thoughtful in our actions
- Energetic in our efforts
- Inspired in our giving

SOME AGENCIES WE SUPPORT

United Way  •  Houston Food Bank  •  Habitat for Humanity  •  Susan G. Komen Race for the Cure  •  MS 150  •  Salvation Army  •  American Red Cross  •  Boys & Girls Clubs of America  •  Ronald McDonald House
Core Values

CAN YOU EXPLAIN HOW THE COMPANY'S NEW "STATEMENT OF CORE VALUES" WILL CHANGE MY BEHAVIOR?

I WAS PLANNING TO POISON THE TOWN'S WATER SUPPLY.

BUT WAIT! IT'S AGAINST OUR CORE VALUES!

IS YOUR SARCASM ABSOLUTELY NECESSARY?

LET ME CHECK. HMM ... IT'S NOT ADDRESSED.
Core Values: What is it?

How to spot a company with “real” values:

• Are they words? Or... Actions?
• Do you hear people talk about them as part of their job
  • Example: Ken’s Summer Presentation
• Is it part of the year-end performance appraisal?
• Is it recognized?
  • APC Excellence Award
• Can you see external recognition?

Principles that guides an organization’s internal conduct as well as its relationship with the external world.
Example: Murphy’s Values

SAFETY
Protect our employees and the quality of life wherever we operate. Maintain a safe work environment.

RESPECT
Honor our greatest asset: our people. Act fairly in all situations. Give equal opportunity to every employee.

HONESTY
Communicate openly and honestly. Speak up for what is right, report what is wrong.

INTEGRITY & TRUST
Do the right thing every time. Avoid not only impropriety, but also the appearance of impropriety. Conduct ourselves ethically and responsibly.

RESPONSIBILITY
Think before we act. We are accountable for our actions.

ENVIRONMENTAL PROTECTION
Protect the natural resources we all value while we produce the energy upon which we all depend.
What have we talked about?

You are making important choices

- Going to college...
- What to major in?
- Who you marry?
- Who you work for?
- It is worth putting some effort into research

Look beyond the superficial level

- Recruiters are the “happy people”
- Be quietly skeptical
- Look at the soft side (Culture, Values, Check References - friends)
- Look at the financial performance
- Understand the leadership
  - Asleep at the wheel?
  - Engaged and partners in success...

Where can you make a difference?
Parting Thoughts from Adm. William McRaven

• All you have to do to quit is ring the bell...
• Ring the bell and you no longer have to wake up at 5AM...
• Ring the bell and you no longer have to do the freezing cold swims...
• Ring the bell and you no longer have to do the runs, obstacle course, the PT...
• Ring the bell and you no longer have to endure the hardships of training
• Just ring the bell...

If you want to change the world don’t ever, ever ring the bell...
Thank You ! ! ! !

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**JOB APPLICANT**

**I KEEP INCREASING THEIR WORKLOADS UNTIL THEIR PERFORMANCES BECOME AVERAGE.**

**SO... WHY WOULD ANYONE TRY TO EXCEL?**

**I USE ONLY THE FINEST MOTIVATIONAL POSTERS.**