

What are the differences between companies?

Companies with well-understood norms of behavior are healthier companies.

47%

of employees don't see strong norms of behavior in their organization.

Source: Emtrain Workplace Culture Report 2020, ©2020

Companies with strong norms of behavior are healthier companies



Source: Emtrain Workplace Culture Report 2020, ©2020

Questions to Ask?

- Can you identify the norms and practices of your organization? Can your employees? Are they the same?
- Are there negative norms that are tolerated and result in disrespectful behaviors?
- Are your norms written policies and/or top-down communications? Or are they living principles that govern behavior?
- How have your top business leaders leaned in to help establish the org norms and practices and foster everyone's adoption of those practices?
- Are there programs that teach and reinforce your organizational norms and practices?

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