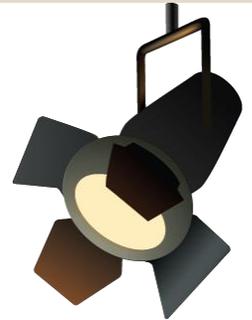


Spotlight Topic of the Month

Characteristics of a High-Performance Culture



Culture is from the Latin word “cultura”— the attitudes and behavioral patterns of a group. In many cases, culture also includes the customs, practices, values, code of conduct and acceptable behaviors associated with a group. However, when you consider a high-performance culture, it personifies the spoken and unspoken achievements of an organization. A high performing culture realizes success through individuals who are clearly aligned around the values, mission and goals that everyone believes in and wants to support. This type of culture can positively frame your thinking, actions and behaviors; also, it creates meaning, sets priorities, influences how we treat one another, impacts how we act under stress and determines how we treat our customers.

Are you demonstrating the behaviors that support a high-performing culture? Below are the characteristics of a high-performance culture that may help you to see how you can better support your organization and its culture.

| Characteristic of High-Performance Workplace Culture | Description |
|--|---|
| Fosters a mentality where employees want to excel | Employees want to commit to the organization, not just comply. Employees realize that individual success is tied to organizational success. |
| Culture is clearly defined around strategic goals | The culture should be more attuned toward the fulfillment of the organization's mission and goals. |

| Characteristic of High-Performance Workplace Culture | Description |
|---|---|
| Culture considers external factors | The culture must align with and adapt to ever-changing external factors such as customer demand, technology and regulation. |
| Employees have some autonomy and opportunity for innovation | An organization is more effective when employees are empowered to make some decisions without consulting managers. This empowers and encourages employee creativity, which makes them better at their work. |
| Open communication prevails | One-to-one communication between managers and employees is essential. Employees are encouraged to constructively voice their concerns and ideas for the organization. |

What are you doing to contribute to a high-performance culture? If you want to make a difference and would like to contribute to a high performing culture, please visit the [Learning on Demand](#) portal to discover the many e-learning resources and tools available to you. You can take a course, read an online book, or watch a video to determine how you can support your organizational goals or change your behaviors.

Here are a few Learning on Demand resources to help you get started:

- Course: [Gauging Your Organization's High-performing Potential](#)
- Video: [Winning Cultures Don't Look Back](#)
- Video: [Building a High Performance Culture](#)

If you have any questions regarding the Learning on Demand Spotlight topics, please contact: Debora Branham or Mary Cornwell at: LearningonDemand@das.ohio.gov



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