The Importance of Understanding Company Culture and Values When Making Career Decisions

Aligning with a company's values is a critical step to achieving happiness at work. The more consistent the company's underlying values are with yours, the more likely you will develop better relationships, be more engaged, and effectively perform in your role.

It's important to do your research so you can assess your employer's values and determine if the organization is a good fit. This includes policies on Diversity & Inclusion, Corporate Social Responsibility, Privacy, and Community Engagement.

There is a significant amount of research that outlines the importance of working at a company with a great culture. Inc.com does a great job in summarizing the importance in the article *10 Elements of a Great Company Culture*. Glassdoor.com also offers great insight to help you assess a company's culture on workplace Diversity, Equity & Inclusion.

Globalization and diversity in the workplace continues to have a positive impact on corporate culture. The proliferation of employee differences in practices, values, traditions, or beliefs based on race, age, ethnicity, religion, sexual orientation, or gender has encouraged companies to rethink their policies in order to create more inclusive environments where employees can thrive. The companies that have made these shifts, have greatly benefited from having a competitive edge over their peers, suggests The Wall Street Journal who commissioned a study that examined diversity and inclusion among S&P 500 companies.