

14 Characteristics of a Thriving Workplace

1. The executive leadership team is truly a cohesive one.
2. The mission, vision and values are clearly articulated and every employee knows how she/he fits within them.
3. Employees are empowered and enabled to leverage their strengths.
4. Leaders and the work climate provide employees with autonomous support (versus using incentives to drive behaviors).
5. Clear, timely and meaningful communication is provided for employees, and employees share feedback and ideas that are actually used.
6. Clear, timely and meaningful feedback is provided for employees in the spirit of ongoing growth and development (versus simply measuring performance).
7. The climate fosters innovation, creativity and meaningful work.
8. Leaders truly value employees – and employees feel valued.
9. Employees are encouraged and supported to be authentic and be themselves.
10. People within the organization respect, support and care about one another as people, not just as employees there to complete certain job tasks.
11. Accountability is embraced; the rules are clear and apply to everyone.
12. Employees are provided the tools and resources they need to work safely and productively.
13. Resources, programs, policies and the environment support employees' ability to thrive in all areas of wellbeing.
14. Employees are happy and proud to work there!