

Field Guide to Values

The Energage Survey Statement
“[This company] operates by strong values.”

Survey Theme

Alignment

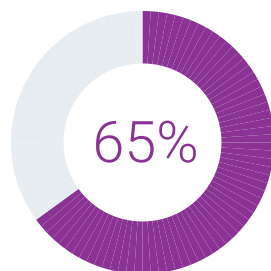
Why Values Matter

Your industry and your company will never stop changing, but a solid foundation of values can help to hold a workplace together. Stated company values create a powerful declaration of your intentions for your organization’s culture.

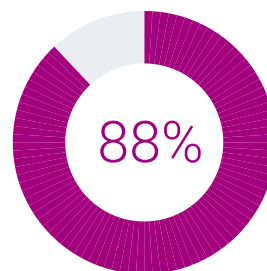
Answers to this question can also surface examples of ethical or unethical behavior that your employees see day to day. Values going right keep your organization moving forward, but issues with values can become very visible very fast.

Values at Top Workplaces vs. Average Organizations

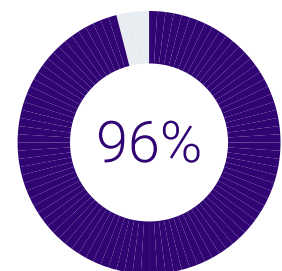
Only 65% of employees at average organizations responded positively to the Values statement on the [Energage Survey](#). But at Top Workplaces, this jumps to 88-96%.



Average Organizations



Top Workplaces



Top 10% Top Workplaces

How to Help

Quick Fixes

- Create and display posters celebrating cultural values. Research has shown that employees who keep values top-of-mind are often more engaged.
- Make values part of the conversation by recognizing people who show values and tying company announcements and celebrations to company values.
- Consider how you and your leadership represent your values every day.

Big Picture Plans

- If you don't have stated company values, create them! If you're not sure if your values are right for your culture now, consider revisiting them. Talk to us about how.
- Encourage and empower employees to consider values when uncertain about their decisions. Create routes for them to call out when values aren't represented.
- Use a tool like [Energage Connect](#) to reinforce company values, celebrate them in action, and provide a safe way to learn about violations.

What to Watch for

-
- Low scores don't represent unethical behavior, but they do signal a disconnect between the stated values and what's reflected through action.
 - Without clear communication of your own specific values, employees won't know how to respond to the Values survey statement.
 - Senior leaders absolutely must model your organization's values, and be held accountable when they falter.
 - Some managers might think that values concerns or bad news should be hidden, but most employees value honesty and humility over comfortable ignorance.
 - Values are one of the clearest and easiest ways to state leadership's intentions for the culture and forge a culture that supports business goals. Their importance cannot be overstated.

What Values Sounds Like

"Our values are at the core of what we do. We don't just talk about values ... we live by them."

"Many companies have "fluff" values, but here we actually live and breathe them each and every day."

"We won't hire people who won't align with our core values.
I respect that."

"I think the leadership team is honest and as open as they can be,
and I feel like they genuinely care about employees' thoughts
and opinions. "

"What impresses me most is that they are not simply presented
and ignored, but are practiced every day by the leadership team and
across the organization."