

**5 TIPS TO HELP YOU
EVALUATE
A COMPANY CULTURE
BEFORE YOU ACCEPT AN
OFFER..**

1. Understand what it is you're looking for...

Determine what's important to you and what your must-haves are (best practice suggests three to be a suitable number). Go beyond salary and benefits and consider the values, behavioural and cultural aspects you expect from your future employer and their staff.

2. Do your research...

Make sure you do a little digging online to find out as much as you can about the culture, the team and the atmosphere.

Take a look at the language they use to describe themselves on their social media pages and their website – about us, meet the team and careers pages in particular. Do they showcase their people? If so, what does the make-up of the business look like to you?

3. Ask specific questions...

Use the time at the end of the interview to ask the right questions about the topics that are most important to you.

Try not to waste this time with generic questions like “what’s your company culture like”, instead, ask questions that will give you a true sense of the environment and the people you’ll be working alongside every day.

5. Use the whole process as your cue...

Assessing the process in its entirety can give you a glimpse into how the company not only treats applicants, but its employees too.

A few things worth paying attention to include:

Communication – did the parties involved keep in regular communication? Were all your questions answered fully and promptly? Did they keep you updated on goings on throughout the process?

Organisation – how smoothly did the process run? Any disorganisation could be an indication that working at the company could be the same.

Did they show respect for your time? That's often a sign an organisation values the people who work for and interact with their business.

Balance – are you receiving communications late at night? Over the weekend? That could be a sign they don't prioritise your down time, but equally, it could demonstrate (and depending on the message) that they're trying to be flexible around you and your schedule.