



# Prevue Culture Fit

## Understanding values & categories

### Workplace culture values & categories

Prevue's Culture Assessment, examining 40 workplace values, is grounded in extensive organizational culture research. The Prevue Psychometrics team rigorously reviewed literature and conducted additional research, creating a framework that categorizes these values into eight groups based on similar themes. This allows for an accurate evaluation of candidate alignment with a company's culture.



#### Employee wellbeing

- Employees interact informally
- Honesty and integrity emphasized
- Job security
- Remote/hybrid work
- Safe workplace
- Work-life balance



#### Innovation

- Continuous improvement
- Innovation is encouraged
- Risk taking encouraged
- Quick to take advantage of opportunities
- Technologically advanced



#### Open communication

- Clear set of rules and guidelines
- Conflict confronted directly
- Fair and transparent decisions
- Good performance is praised
- Information shared freely



#### Passionate employees

- Committed to the mission
- Dependable and reliable employees
- Enthusiasm for the job
- Paying attention to detail
- Taking initiative



#### Performance

- Being competitive
- Fast-paced work environment
- Jobs being demanding
- Performance-based compensation



#### Positive environment

- Employees have autonomy
- Employees try to fit in
- Friendships at work
- Opportunities for growth
- Promotion from within
- Supportive of one another
- Team oriented
- Treat others with dignity and respect



#### Results focused

- Customer focused
- Employees are organized
- Problems solved decisively
- Quality a priority
- Results oriented



#### Social responsibility

- Commitment to diversity, equity, and inclusion
- Social responsibility prioritized

## Employee wellbeing

**Prevue defines employee wellbeing as:** values that speak to a candidate's preference for an organization that prioritizes putting their employees first and focuses on their happiness, comfort, and safety. These values also indicate a candidate's desire for an organization committed to creating a supportive environment where employees feel valued, trusted, and safe.

### Employees interact informally

Organizations that value informal interactions cultivate relaxed workplace rapport and personal connections among staff. While some organizations emphasize this casual dynamic, others may prioritize maintaining more formal boundaries, hierarchies, and less informal interactions between employees.

### Honesty and integrity emphasized

Organizations that emphasize honesty and integrity commit to unwavering ethical conduct and principled decision-making throughout their operations. This commitment ensures transparency, builds trust, and maintains a strong moral foundation. In contrast, some organizations may adopt a more flexible approach to ethics, prioritizing ambiguous and adaptable ethical boundaries, which can sometimes overshadow strict adherence to a rigorous moral philosophy.

### Job security

Organizations that value job security provide long-term, consistent employment stability and internal career progression opportunities. On the contrary, some organizations may exhibit more employee turnover and role changes to a larger degree.

### Remote/hybrid work

Organizations that prioritize flexibility in remote or hybrid work settings allow their employees to choose their work locations and schedules, accommodating various working styles and personal needs. Conversely, some organizations maintain a traditional office-centric approach, requiring employees to adhere to conventional office attendance schedules.

### Safe workplace

Organizations dedicated to maintaining a safe workplace prioritize employee health and well-being. These organizations implement stringent, proactive measures to ensure safety, often exceeding basic regulatory requirements. On the other hand, some organizations may take a more basic, reactive approach to safety, focusing on addressing issues only after they occur.

### Work-life balance

Organizations that value work-life balance respect personal priorities by enabling boundaries between professional and personal time commitments. In contrast, some organizations may be better characterized as having higher expectations around consistent availability and dedication to work responsibilities over outside obligations.

## Innovation

**Prevue defines innovation as:** values that speak to a candidate's preference for an organization that prioritizes agility and embraces innovation and creativity. These values also indicate a candidate's desire for a work environment that values staying at the forefront of technological advancements, encourages new ideas and taking calculated risks, and capitalizes on emerging opportunities.

### Continuous improvement

Organizations that value continuous improvement are dedicated to ongoing optimization and consistently raising standards. In contrast, some organizations focus on maintaining stability and achieving consistent results, prioritizing reliable performance over continuous process changes.

### Innovation is encouraged

Organizations that encourage innovation actively promote risk-taking and forward-thinking to generate new ideas. Conversely, some organizations prefer to minimize deviating from established processes, prioritizing consistency, and reliability.

### Quick to take advantage of opportunities

Organizations that move quickly capitalize on emerging trends and chances for advancement before competitors. While some organizations emphasize this mentality, others may prioritize more methodical evaluation of new opportunities as they arise.

### Risk taking is encouraged

Organizations that encourage risk-taking promote innovation and the pursuit of new and untested ideas, inspiring employees to make bold decisions. In contrast, some organizations adopt a more risk-averse approach, emphasizing stability and caution to minimize uncertainty and ensure a predictable and secure environment.

### Technologically advanced

Organizations that value being technologically advanced actively integrate cutting-edge tools and innovations to stay at the forefront of their industry. On the other hand, some organizations adopt a more conservative approach to technology.

## Open communication

**Prevue defines open communication as:** values that speak to a candidate's preference for an organization that values transparency and clarity when interacting with its employees. These values also signify a preference for an environment where employees are recognized and praised for their input.

### Clear set of rules and guidelines

Organizations that prioritize clear rules and guidelines establish precise policies and standards for consistent adherence. Conversely, some organizations lack clear guidelines, leading to ambiguity and uncertainty in decision-making and ethical standards.



## Conflict confronted directly

Organizations that prioritize direct conflict resolution address tensions through open and honest discussions to rebuild trust. Conversely, some organizations may prioritize subtle conflict management strategies, preferring to address issues behind the scenes.

## Fair and transparent decisions

Organizations that prioritize fairness and transparency ensure unbiased decision processes that are clearly communicated to all. Conversely, some organizations may tend toward less transparent or one-sided decision-making practices.

## Good performance is praised

Organizations that prioritize praising performance frequently recognize and acknowledge employee achievements and contributions. In contrast, some organizations may offer limited acknowledgment of contributions, opting for less frequent or detailed recognition of employee accomplishments.

## Information shared freely

Organizations that value open information sharing facilitate collaboration through knowledge dissemination across teams. While some organizations emphasize this transparency, others may prioritize more restrictive information-sharing practices.

# Passionate employees

**Prevue defines passionate employees as:** values that speak to a candidate's preference for an organization that values employees who are committed to and enthusiastic about their jobs. These values also emphasize the importance of employees bringing enthusiasm and a proactive mindset to their work, as well as promoting a culture of high standards, accountability, and a drive for achieving results.

## Committed to the mission

Organizations that prioritize commitment to the mission foster strong employee alignment with overarching organizational goals or values. In contrast, some organizations may have less clearly defined goals or do not prioritize strong alignment with them.

## Dependable and reliable employees

Organizations that value reliable employees prioritize accountability and consistency, ensuring tasks are completed as promised. Meanwhile, some organizations prefer to be flexible, allowing for variations in employee performance and execution to adapt to different situations.

## Enthusiasm for the job

Organizations that value enthusiasm encourage employees to approach their work with passion and energy. In contrast, some organizations may have a more subdued or reserved attitude toward work.

## Information shared freely

Organizations that value open information sharing facilitate collaboration through knowledge dissemination across teams. While some organizations emphasize this transparency, others may prioritize more restrictive information-sharing practices.

## Paying attention to detail

Organizations that value attention to detail prioritize meticulousness and precision to minimize errors. While some organizations emphasize this approach, others may prioritize efficiency without a strict adherence to precision.

## Taking initiative

Organizations that value taking initiative encourage employees to demonstrate leadership and proactive problem-solving. In contrast, other organizations prefer a more structured approach, where there is less emphasis on individual initiative and more of an emphasis on following instructions.

# Performance

**Prevue defines performance as:** values that speak to a candidate's preference for an organization that prioritizes putting in extra effort and going the extra mile. These values also signify a candidate's desire for a driven and ambitious work culture that values dedication and competitive spirit, and rewards those who deliver outstanding performance.

## Being competitive

Organizations that value being competitive foster environments of innovation and employees striving for excellence. While some organizations emphasize this competitive drive, others may prioritize a more supportive, collaborative culture focused on teamwork over individual achievement.

## Fast-paced work environment

Organizations that value a fast-paced environment cultivate high-energy atmospheres requiring rapid decision-making and continual learning. Rather than this urgent, adaptive pace, certain organizations may lean toward more methodical, cautious workflows and timeframes.

## Jobs being demanding

Organizations that value demanding roles foster professional growth by challenging employees to develop new skills while achieving ambitious objectives. They may also encourage employees to invest extra time and effort to exceed expectations. In contrast, other organizations offer roles that allow employees to remain within their comfort zones without the same level of challenge or growth opportunities.

## Performance-based compensation

Organizations that prioritize performance-based compensation link rewards directly to individual achievement of specific metrics and targets. Conversely, some organizations may prefer a compensation approach that considers factors beyond personal output, taking a broader view when determining rewards.

## Positive environment

**Prevue defines positive environment as:** values that speak to a candidate's preference for an organization that prioritizes creating a welcoming, encouraging and growth-oriented atmosphere. These values also indicate the extent to which an organization fosters a collaborative and supportive culture within a work environment that prioritizes individuals feeling valued and supported.

### Employees have autonomy

Organizations that value employee autonomy promote independence and self-directed work with minimal oversight, allowing staff to take initiative and manage their own tasks. Conversely, some organizations prefer a more guided approach, where employees work under closer supervision and have more direct guidance from management.

### Employees try to fit in

Organizations that value employees assimilating encourage team members to naturally adopt the established norms and working styles of the company. This creates a uniform and harmonious work environment where employees work in similar ways. Conversely, some organizations emphasize a more flexible approach, supporting diverse and individual work styles without strong pressure for conformity.

### Friendships at work

Organizations that value workplace friendships promote casual social bonds and camaraderie among colleagues, fostering a friendly and supportive work environment. On the other end of the spectrum, some organizations prioritize clear professional boundaries, maintaining a more formal and structured interaction among team members. This approach focuses on keeping work relationships strictly professional.

### Opportunities for growth

Organizations that value growth provide opportunities for career advancement and skill enhancement for employees, encouraging a path of continuous professional progress. On the other hand, some organizations may adopt a more strategic approach to professional development, focusing on fulfilling immediate organizational needs and optimizing existing talents to meet specific goals, rather than extensive career growth opportunities.

### Promotion from within

Organizations that value promotion from within prioritize elevating existing employees into new roles. Conversely, some organizations lean toward more external hiring when roles open.

### Supportive of one another

Organizations that value being supportive among employees foster a collaborative, caring work environment where colleagues actively look out for one another's best interests and provide support to drive everyone's success. While some organizations emphasize this cooperative dynamic, others may prioritize more individualistic workplace dynamics with minimal emphasis on teamwork.

### Team oriented

Organizations that value team orientation emphasize collective effort, synergistic collaboration, and equal contributions. Rather than this group-focused approach, certain organizations may lean toward highlighting more singular roles, accountability, and personal achievements independent of team dynamics.



## Treat others with dignity and respect

Organizations that value dignity and respect take intentional steps to foster a positive and inclusive workplace where all employees feel valued and welcomed, promoting a sense of belonging and community. In contrast, some organizations may have a more conventional approach to workplace dynamics, prioritizing efficiency over actively fostering inclusivity and engagement.

## Results focused

**Prevue defines results focused as:** values that speak to a candidate's preference for an organization that is customer-centric, focuses on execution, prioritizes quality, and values operational excellence.

### Customer focused

Organizations with a customer-centric approach are dedicated to understanding and exceeding customer needs. Conversely, some organizations may not emphasize customers enough, potentially neglecting to align with their expectations.

### Employees are organized

Organizations that prioritize organized employees emphasize the importance of employees maintaining well-ordered workspaces and workflows. Conversely, some organizations may not place as much emphasis on organizational skills among their employees.

### Problems solved decisively

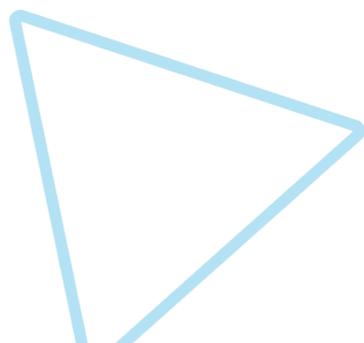
Organizations that prioritize decisive problem-solving address issues promptly through bold actions to drive progress. Conversely, some organizations may exhibit a passive approach, handling problems with less urgency and decisiveness.

### Quality a priority

Organizations that value quality as a priority uphold rigorous standards through keen attention to detail. Conversely, some organizations put less emphasis on maintaining stringent quality standards.

### Results oriented

Result-driven organizations prioritize measurable outcomes, achieving specific goals and tangible deliverables. Conversely, some organizations are not as focused on results and do not prioritize goals as greatly.



# Social responsibility

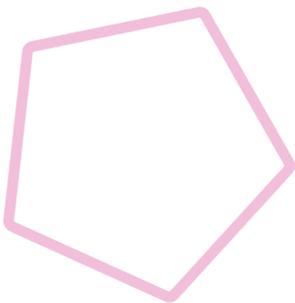
**Prevue defines social responsibility focused as:** values that speak to a candidate's preference for an organization that prioritizes philanthropic commitment and ethical responsibility. These values reflect a work environment that promotes equal opportunities, embraces diversity, and works towards creating an inclusive culture.

## Commitment to diversity, equity, and inclusion

Organizations that value diversity, equity and inclusion are dedicated to building fair, inclusive environments and value diverse perspectives. While some organizations may exhibit more homogeneous environments and demographic representations to a larger degree.

## Social responsibility is prioritized

Organizations prioritizing social responsibility emphasize ethical practices and consider societal impacts beyond profits. Conversely, some organizations may not prioritize these societal concerns.



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### Got more questions about culture?

Contact your direct Customer Success Manager

Call: 888.277.3883 x2 Email: [support@prevuehr.com](mailto:support@prevuehr.com)