Culture and Climate Podcast

What is Culture?

- The **norms, behaviors, and expectations** of members in an organization

What is Climate?

- Employee's **shared perceptions** of how a workplace impacts their **psychological well-being**

Why is This Important?

- For service organizations, having a **more positive climat**e results in **better outcomes for clients**
- Organizational **culture can interrupt progress** and create **challenges to implementing** new policies

Researching Culture and Climate

- **Measuring** culture and climate can be **challenging**
- Quantitative research may not capture culture as well as qualitative methods
- Qualitative research may lack rigorous methods

TAKE-AWAYS

- ✓ Organizational culture and climate impact outcomes for clients and the implementation of new practices.
- ✓ Climate is how employees view the organization's impact on well-being, and culture is the way "it's done" in an organization.
- ✓ While culture and climate are challenging to study, continuing to do so will provide more insight into how they impact the implementation progress and outcomes.

Sources:

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