



Organizational Culture Supports Well-being at Work

Objective: An open and appreciative workplace culture that supports community, diversity, and inclusion

Everyone's contribution is needed in work life. A trusting and appreciative atmosphere forms the basis for an organizational culture that supports well-being at work. Diversity in the workplace is an asset.

Why?

Trust in the workplace increases well-being at work, strengthens the sense of community, and enables collaboration. An open and confidential atmosphere in the workplace facilitates the anticipation and solving of problems.

The ability to participate in decision-making and influence one's work improves employee engagement and job satisfaction.

Identifying, supporting, and utilizing the strengths of employees with diverse cultural backgrounds, work abilities, ages, and those in different stages of life and careers is important in the workplace.

Ways to develop organizational culture

Incorporate equality into the organization's values and strategy

Top management creates the conditions for promoting equality in the workplace. Effective promotion of equality requires that goals and practices are set, discussed, and communicated clearly throughout the organization.

A zero-tolerance policy for discrimination, inappropriate behaviour, and racism must be applied. Methods for addressing issues are agreed upon in collaboration.

Build trust and a sense of community

- Support the employee's integration into the work community during orientation, for example by appointing a tutor.
- Create a psychologically safe atmosphere: respect different opinions, ask for and offer help, listen, be present, and create opportunities for discussion.
- Establish common rules together and make sure that everyone is aware of them.
- Promote a sense of unity among the work community members: allow them to organize events, network and take breaks together during the working day.

Engage the personnel through discussions and digital tools

Involving the personnel in the planning and implementation of activities ensures that they are heard, and their opinions are considered.

This can take place through a supervisor, employee representative, or HR management representative, or by organizing participatory workshops. One option is to use various digital applications, such as online surveys and internal discussion forums.

Consider employees at different career and life stages

Individual work and working time arrangements can help people cope with work at different stages of their lives and careers. These can include reduced working hours, reduced night shifts, and remote working.

Promote diversity and equality in the workplace

- Follow equal and non-discriminatory recruitment practices.
- Consider each employee's needs during orientation. For example, if the employee has just moved to the country, it is useful to introduce him or her to Finnish work culture in general.
- Discuss how each employee feels about the manners and habits of different cultures and religions.

Additional reading

- Promoting diversity, inclusion, and togetherness in the workplace
[**Diversity and inclusion in an expert organization | Finnish Institute of Occupational Health \(ttl.fi\)**](#)