



You invest time and effort into working towards your ideal job. Whether that's studying or building on the job experience, but once you get there and you find yourself in an environment that makes you unhappy, it can demotivate you or even make you wonder if the job is right for you.

Sometimes it is the job, but it can also be the wrong company for you with the wrong culture that isn't going to keep you feeling inspired, enthused and happy.

### **So what is workplace culture?**

It's the personality of the firm you work for and it's made up of factors like the firm's leadership, traditions, beliefs, values and also the behaviours and attitudes of the team within it. In order for an employer to deliver support and care towards you they must instil a positive workplace culture that the team can be a part of. Workplace culture varies from one firm to another but they all have the same goal of ensuring the well-being of the team.

In every company there is no culture without the people (you) and without the engagement and work output there is no positive workplace culture so why should you embrace what your firm has to offer? If you are a team orientated individual and you enjoy working collaboratively, positioning yourself in the centre of your company's culture will give you the chance to work with other members of your team and helps to raise morale in the office. You will find that your productivity levels will be significantly boosted from day to day and overall stress levels will be reduced. Making sure that you are emotionally open and not just 'surface acting' (Pretending to be happy when you're not) will open up your mind to embrace the support you can receive from your company. The culture will prevent burnout which can be very draining as an employee and taint your mood for the rest of your day. Culture helps to keep your working days varied and interesting whilst helping you to reach your goals and aspirations.

Sounds great right?

### **MAKING AN IMPACT**

At Mark Holt & Co we often refer to the term IMPACT and having an impact on our team and clients. The word Impact is actually an acronym for our values we instil firm wide to ensure that we offer great client service.

So how does the word IMPACT link to the rest of our culture here?

We break it down into;



<b>I - Innovate</b>	<i>We are creative, proactively looking for new ideas, spotting opportunities and providing solutions to problems</i>
<b>M - Make a difference</b>	<i>We add value in everything we do and are a net contributor to our clients. Whilst developing individuals in our team to be the best they can be.</i>
<b>P - Passionate</b>	<i>We are passionate and enthusiastic about you and your business. Going the extra mile to help you succeed.</i>
<b>A - Achieve</b>	<i>We will support you to achieve your vision. We strive to overcome challenges, assist through periods of change and our drive can help you to be the best you can be and achieve more than you ever thought possible.</i>
<b>C - Client Service</b>	<i>We deliver great client service to create a long-term relationship and be your trusted advisor. We genuinely care and client service is the focus in everything we do.</i>
<b>T - Team</b>	<i>We are one team who work hard encouraging and supporting each other whilst having fun. We truly believe that Together Everyone Achieves More.</i>

Our mission statement reads **“Our aim is to help our clients and ourselves achieve more than we both ever thought possible and to have fun doing it!”** and we definitely do live by this to ensure that both our team and clients happiness and expectations are met. Making an **IMPACT** is what sets us apart from anyone else and keeps us all focused in delivering our culture.

To give you an example of what ‘culture’ can look like we have listed examples below of how Mark Holt & Co do things;

- We have a culture that encourages learning, enjoyment and the opportunity to add value
- We have a genuine care for our team and their well-being
- Opportunities to experience a wide range of work with the desire to find and play to your strengths and skills
- We have a genuine passion to help you to be the best that you can be
- Everyone has blue sky opportunity if they want it and the support to achieve it
- We are of a size where we are big enough to have exciting, interesting and varied work, yet small enough that everyone has an opportunity to experience it



Embracing your workplace culture will open up a multitude of opportunities for your growth and development whilst having fun doing so. If you are given a clear and consistent understanding of your workplaces culture then grab the chance to fully immerse yourself in it so that you can be the best you can be. We recently made a poll on LinkedIn asking people to vote on what is the number one factor that drives your decision to choose a company to work for and the highest voted option was Company culture. See, we aren't lying, it really does improve individual's health and well-being within work.

We have listed some examples of our culture at Mark Holt & Co but you may be wondering what actions can be undertaken to align with the culture. In order to give you a better understanding we have listed some examples of this below so that when you're choosing your next employer to work for you can check if they go to the lengths we do to instil a positive workplace culture.

#### **These include;**

- Afternoon treats – Cookies, doughnuts, fruit, pancakes, ice creams, Fry ups, Pizza van you name it
- 30 minute fun events away from your desk (can be quiz's to scavenger hunts to building challenges)
- Birthday singing and treats to pass around the office on your birthday
- Being a part of a focus group to help shape the culture for you and the team (well-being, charity, green team, client service, sports & Social, fun team)
- Charity events – mufti, cake sales, themed mufti, auctions etc.
- Team Day out events – Consists of team building exercises, food and team updates in a venue. We have had spa days, golf, sports halls, inflatable games and so on
- Free employee support and care and access to professional counselling expertise for work and personal needs
- Loyalty Bonuses at key milestones
- Frequent opportunities to discuss progression and development

Employee well-being and emotional health is at the core of everything we do internally and we like our team to know they are valued throughout. Make sure when you are searching for your job you understand the company's core beliefs, values and vision as this will determine what type of culture you may have within the firm.

Feel engaged, productive and inspired and 'embrace' your workplace culture today we promise it will be worth it.

Like how our culture sounds and want to find out more? Call us today to discuss our available positions and opportunities. [recruitment@markholt.co.uk](mailto:recruitment@markholt.co.uk)

#### **Mark Holt & Co 2023**