

# SERVING THOSE WHO SERVED

## Career Resources for Student Veterans

### FINDING A GOOD FIT OPPORTUNITY

# NOTICING COMPANY CULTURE

The same job with different companies can look very different depending on how each company operates.

A good fit opportunity is different for each person, so understanding what is most important to you in a work environment is key to a win-win situation for both you and the employer.

## What is Company Culture?

Supported behaviors, values, and norms in an organization which impact both the organization as a whole as well as day-to-day expectations.

## Recognizing Company Culture

Any interaction with the company or people who work there can give you clues about company culture. During interviews and on-site interviews, use strategic questions and observation to learn how the company might fit with what is important to you.

- What **support** does the company have in place for veterans? Do they seem to genuinely **recognize the value of the veteran** experience?
- How do people of all levels **interact with each other**? How do they get along?
- Do people seem to **enjoy where they work** and the work they do?
- When people are speaking do they seem **energized or stressed**?
- How is the **physical space** set-up? Are office doors open? Is there communal space? Does it look more individual or collaborative?
- Does the **pace** seem to be more fast paced or relaxed? Does the pace match your skills (relationship building, working under pressure, time management, etc.)?
- How formal or casual is the **dress code**?
- What **values, skills, and traits** to a variety of people and roles seem to share?
- **How long have the employees worked for the company?** What has kept them there? If the majority are new hires, why might that be?

### Career and Professional Development

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