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?