

[UPBEAT MUSIC]

This is Eastern Michigan University's *Career Corner*, hosted by the career coaches of the University Advising and Career Development Center. And welcome to season four, Career FAQ.

Welcome back to the *Career Corner* podcast, our amazing series devoted to our most common questions that our career service's team members receive. I am career coach Barb Gehring, and today's episode is relevant for students, grad students, and soon to be graduates seeking internships and full time employment and are curious how they can assess if a company is a good culture fit for them.

Culture fit is defined as the individual's attitudes, values, and beliefs being in line with the core values and culture of an organization. When preparing for your job search, it is important to do some self exploration as to what will be the right culture fit for you. This comes in several areas that can be looked at. If a company has a defined company culture, this information may be on their website. Be sure you know what your expectations are when researching companies so that you know what look for.

Here's an example of some things to consider-- leadership style, how does the company teach? Do they follow death by meetings? Is it independent teams that they work within? Another one is decision making. Do they make decisions by directive, where the boss makes the decisions and tells everyone what they are? Or is it democratic, where everyone's asked to vote and then the majority vote wins? Or is it all 100% agreement within the company?

Another thing to consider is growth goals. Is the company all about profit, innovation, or relationship building, increasing their customer base? And another is communication style. Is that organization a rumor mill? Is information shared on a need to know basis, or are they transparent?

Be sure you're doing what you can to determine belongingness, defined by dictionary.com as the quality or state of being an essential or important part of something. A list of things you can do-- this one is simple and obvious but important, do you see anyone that looks like you? Find out who works there and look them up on LinkedIn.

You want to do your homework to see if the company is supportive of diversity, equity, and inclusion, DEI. If this is important to you, then you will want to research if the company has any cases around harassment or racism brought against them. You can also get more information on DEI by asking good questions at the interview to determine if the company really cares about DEI.

A Mace article shared a list of great questions around D, E, and I. I will share a few with you. Number one, have the racial events of 2020 changed any of your organization's DEI priorities going forward? If so, how? A second question could be, can you give me an example of how you make your direct reports feel a sense of inclusion, belonging, and equity on a daily basis? Third question could be, what does your company do to ensure inclusiveness? And the final question, how can employees get involved in D, E, and I initiatives in your workplace?

After you've done your research, it is now time to begin applying to jobs. Be sure to prepare for your interviews by thoughtfully developing your own questions to determine whether or not the company is a good culture fit for you. As always, the staff at the University Advising and Career Development Center is here to help you if you have any questions or want support in preparing for your interviews. You can make Handshake appointments any time. And remember, we support your goals.

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