

OCYF

Trauma Team

What is your Organization's Culture Trauma Tip Sheet Series

Over the new few months organizational culture will be explored in more detail, to include what a learning culture may look like. Organizational culture refers to the shared values, beliefs, norms, and practices that shape the behavior and interactions of individuals within an organization. Organizational culture can be seen in the everyday practices and rituals observed within the workplace, reflecting deeper attitudes and assumptions about what is considered important or acceptable. It is important to note that culture is not static; it evolves as organizations confront new challenges and adapt to changing environments. Leaders play a vital role in fostering and steering organizational culture, setting expectations for behavior and shaping shared norms. [Strategies for Cultivating an Organizational Learning Culture](#)

Below you can see the different types of cultures that are traditionally found in organizations.

High performance requires a significant culture shift within an organization. It is primarily about culture and people—not data and technology. – Sotun Krouch, Roca Inc

4 TYPES OF ORGANIZATIONAL CULTURES

ADHOCRACY CULTURE

- Pros:**
- Great for employees who want innovation
 - It has a focus on psychological safety
- Cons:**
- Intimidating for new employees
 - Lack of stability

CLAN CULTURE

- Team loves to work together
- Improved communication levels
- Lower productivity
- Hard to make business decisions

HIERARCHY CULTURE

- Great sense of predictability and security
- Very clear expectations
- Too much rigidity that stifles growth
- The environment is inflexible

MARKET CULTURE

- Highly-motivated and driven employees
- Improved performance
- Toxic work environment
- Employees experience burnout and stress due to pressure

[4 Types of Organizational Cultures](#)

www.swagdrop.com/hr-glossary/organizational-culture



The OCYF Trauma Informed Care Webpage offers tools and access to previously released Trauma Tip Sheets and Newsletters as well as the Trauma Toolbox at [OCYF Trauma-Informed Care \(TIC\)](#) | Department of Human Services | Commonwealth of Pennsylvania