

# Four Types of Corporate Cultures

Find out if your business embodies the attributes you aspire to – and learn how to create an authentic environment your employees will love.



*Mark Murphy, CEO, Leadership IQ*

When HR executives tell me that they want to improve their corporate culture, they often imagine a workplace where employees are socially connected, people collaborate, leaders are empathic, and there's a friendly atmosphere.

While that corporate culture sounds lovely, here's a shocking

statistic: Only 31% of employees actually want to work in that sort of environment. Meanwhile, 69% would prefer a very different kind of culture.

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## **4 types of corporate cultures**

More than 20,000 leaders have taken Leadership IQ's online test, "What's Your Organizational Culture?" The data from the test reveals that there are four major corporate cultures:

- **Social Culture:** This organization is often relaxed and casual, and the line may be blurred between professional relationships and friendships. Workers are often given a lot of trust and are highly collaborative.
- **Dependable Culture:** This company is very process-focused and predictable on a day-to-day basis. People pride themselves on efficiency and standards and value workers who follow protocol.
- **Enterprising Culture:** This organization is a meritocracy where the best idea always wins regardless of status or tenure. Creativity and intelligence are valued, and the organization is competitive, even if the competition between workers is friendly.
- **Hierarchical Culture:** This culture is hierarchical and very traditional. An outsider could easily figure out who is in what role and at what level. People both value and compete for power.

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