

# Find Your Fit

A corporate culture is the behavior that results when a group arrives at a set of - generally unspoken and unwritten - rules for working together. Here are six general categories used to identify corporate cultures as defined by Kay Daly in *Career World Magazine*.

1. **Follow the Leader:** All decisions come from the top. Employees follow directions and seldom provide input.
2. **Follow the Process:** There is an established way of doing things that never varies; and when questions arise, that process provides answers.
3. **Competitive:** The attitude toward the employee is what have you done for me lately? Ambitious workers vie for attention and rewards.
4. **Harmonious:** Employees and employers share ideas, negotiation and come to consensus. Everyone has a say.
5. **The Customer is Always Right:** Practices shift frequently because pleasing the customer is the top concern.
6. **What Else is Possible:** Employees are explorers, and the leader does not define what can or should be done.

Finding a good job includes finding a culture that fits your personality. Practice matching the following job applicants to the culture that fits him/her best.

**Jena** has gone to the state finals as a tennis player and is used to pushing herself to do her very best. She prefers to work alone and works hard to earn a high GPA. Company culture fit: \_\_\_\_\_

**Ricardo** is well organized and likes a clearly defined daily routine. He sets his study schedule and adheres to it. He doesn't like the pressure of making too many decisions, and likes to know what to expect in his workday. Company culture fit: \_\_\_\_\_

**Eileen** is very social and likes to hear what everyone thinks. She is the first to organize study groups in her classes. She can always be counted on to help out the struggling classmate. Company culture fit: \_\_\_\_\_

**Tu** is quiet and unassuming but his quick mind is always thinking of new ways to do things. While in school he has participated in a number of different science projects and invented some pretty cool things. Company culture fit: \_\_\_\_\_

What kind of company culture would be the best one for **you**? Explain why. \_\_\_\_\_

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For additional information on corporate cultures and clues to detecting the right one for you, go to [wblconnections.com](http://wblconnections.com) and click on *Finding the Best Places to Work*.