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Understand your company's compliance culture

To change your company culture, you first need to understand what it currently is and why.

Company culture is defined as how you do what you do in the workplace, including formal and informal systems. At its core, company culture is how things get done around the workplace. At the individual level, culture is an amalgamation of customs, beliefs, and values...

Customs

Observable behaviors define your business' culture, as people modify to fit the perceived norm. Behaviors can easily become a custom and "the way we do things around here".

Customs can usually be easily identified and addressed through education and factual observation.

Values

These are intrinsic to an individual's personality. They're the product of upbringing and personal experiences, reflecting core personality traits, such as honesty, making them almost impossible to change — especially over a short period of time.

Values are exceptionally difficult to change. Instead, customs can be framed to resonate with values to encourage adoption.

Beliefs

These are internal to an individual and therefore not directly observable. They can change over time, but it's usually a long process.

Once customs are aligned with the correct process, beliefs will start to change.

Make the right changes in the right way

Find out more about effective techniques for transforming your EHS compliance culture by reading our article, **6 tips to create a culture of EHS compliance** today.

Read the article