

# Reflecting on organisational culture



## How much staff turnover is occurring?

High staff turnover can often be a sign of a toxic organisational culture, where staff do not feel supported and valued. It can also be a sign of a group of educators who make new staff feel unwelcome so new staff leave fairly quickly while this core group is allowed to behave this way.



## How many issues are occurring with staff?

When employees feel controlled they often find ways to push back such as not doing their job well, showing up late, taking longer breaks, calling in sick, causing issues with other staff. If this is happening a lot then it could be a sign that your practices are not supporting staff and their needs.



## Are staff given a voice and included in decisions?

When you do not have a voice in decisions and everything happens to you instead of with you, it can be disheartening and lead to disengagement from the workplace. On the other hand this can also lead to staff making their voices heard by dominating discussions and showing controlling actions.



## Does management role model expectations?

When everyone is expected to behave in certain ways, yet those telling you that do whatever they like, then it undermines the expectations within the team. "Do as I say, not as I do" creates a negative workplace as it supports power dynamics and inconsistencies.



## Are children not being prioritised?

The number one priority of educators should be the safety and wellbeing of the children. When staff are engaged in a toxic organisational culture they focus on themselves, and enter into fight or flight. This often results in more incidents with the children as they are not having their needs met by educators.