**Farming With My Team**

**Workplace Culture conversations**

Workplace culture refers to the code of behaviours or conduct that exists in a workplace – it is a demonstration of actual behaviour rather than a rule book to be followed. It can be summed as “The way things are done around here.”

You can get a feel for what the culture is like in a workplace and how it aligns or differs from what people think it should be, by asking farm workers directly about their experience. You can then reflect on what this means and whether you need to make any changes to how culture is lived (and therefore demonstrated) in the workplace.

Four elements that shape workplace culture include:

1. The who: Leaders offer support for their workers, creating a warm and inviting environment where all feel included and appreciated.
2. The why: Leaders inspire their workers to work together toward a compelling vision that is worthy of their best efforts.
3. The what: Leaders direct their workers with clear expectations, promoting confidence through times of change.
4. The how: Leaders consult with their workers to ensure they are equipped with the structure and resources needed for an efficient workflow

On the next page are a series of conversations starters to explore how culture appears to your farm workers.

Use these prompts to start a dialog with your farm workers and reflect on what this means for the culture that exists and the culture you wish to create.

Supporting workers

* To what extent do I cultivate a team spirit on-farm
* To what extent do I identify your personal needs
* To what extent do I recognise your efforts and those of other farm workers
* To what extent do I assimilate new workers

Inspiring workers

* To what extent do I build rapport with farm workers
* To what extent do I ease tensions during conflict
* To what extent do I find opportunities for workers to work together
* To what extent do I rally farm workers around a cause

Directing workers

* To what extent do I establish clear expectations
* To what extent do I evaluate individual performance on-farm
* To what extent do I exercise control over farm processes
* To what extent do I guide workers during times of change

Consulting with workers

* To what extent do I consult farm workers to address quality concerns
* To what extent do I consult farm workers to align resources with needs
* To what extent do I consult farm workers to determine who does what
* To what extent do I consult farm workers to integrate their perspectives