





# **CULTURE AT WORK**

New research by FTI Consulting and Mine The Gap highlights the critical importance of office and workplace cultures in cultivating, developing and protecting most companies' biggest investment: their people.

Work-Life Balance and Welcoming Office Culture Named as **Most Desired Company Values:** 



cited work-life balance as one of the most attractive values to have at their companies.



of women cited a welcoming environment, comradery and connectivity among ocolleagues as one of their top values, while only **37%** cited financial perks.

#### Top Reasons for Women Professionals Leaving Their Current Workplace:



feeling undervalued



compensation below industry average, or salary not aligned with the salaries of peers doing the same work



another company offered more pay and responsibility



the inability to maintain work-life balance

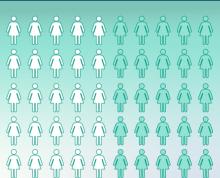


communication with management

#### **Women Professionals Experience Discrimination or** Gendered Micro-Aggressions in Substantial Numbers:

Approximately **half of women** professionals report:

- Receiving ineffective feedback from managers;
- Being paid less than industry counterparts;
- Not being promoted, despite meeting all of the criteria;
- Being expected to clean up after office functions; and
- Being expected to be the designated note-taker during a meeting.



### Strong Support for a Culture of Respect and Accountability in the Workplace:



of women said it is important for companies to create a culture that does not tolerate inappropriate or offensive language that makes employees feel uncomfortable and for those companies to establish formal accountability protocols for those who break policy.





of women professionals expressed a strong positive response for this idea, rating it as "extremely important."

# **Support for Incorporating Gender-Inclusivity within Company's Mission and Goals:**



incorporating gender-inclusivity within the company's brand, mission statement or stated goals and actions.

of women support companies





of women in the technology industry share this sentiment.



**Ability to Change Workplace Culture:** 

# Most Professionals

culture at their workplace.





