

JOB HUNTING: VALUES & CULTURE



Finding the right job isn't just about the role or salary - it's about culture and values.

A workplace that aligns with your principles helps you thrive, innovate, and make an impact.

At Cox Purtell, we believe values and culture are the foundation for success.

Look for workplaces that:

- Respect and support their people
- Encourage growth and learning
- Foster collaboration and innovation
- Create meaningful impact

FINDING THE RIGHT FIT THROUGH CULTURE AND VALUES

When looking for a new role, it's important to go beyond the job description.

Take time to understand a company's values and culture-how they operate, what they prioritise, and how they treat their people. A strong alignment between your own values and those of your employer can make the difference between a job that simply pays the bills and a career that energises and inspires you every day.

Look for workplaces where respect, accountability, collaboration, and growth aren't just words on a wall, they're lived experiences.

WHAT ARE YOUR VALUES?

What moments in your career or life have made you feel proud, energised, or motivated?

Identifying the values behind those experiences - like respect, growth, or collaboration- can help you find roles and workplaces where you can truly thrive.

WE ARE PASSIONATE ABOUT PEOPLE, THAT'S WHY WE DO RECRUITMENT BETTER.

VALUES & CULTURE GUIDE



Gain deeper insight into a potential employer by using our Values and Culture Guide - a practical tool designed to help you assess whether their workplace truly aligns with your own principles and priorities.



MISSION

What is the organisation's mission? How clearly is this mission defined, communicated, and embedded across the business? Consider whether it provides a compelling sense of direction, inspires employees, and aligns with your own personal values and purpose. A strong mission should not only articulate what the organisation aims to achieve but also demonstrate how your work could contribute to something meaningful and impactful.



COHESION

How do the teams operate? Look closely at how teams collaborate, communicate, and support one another to achieve shared objectives. Consider whether there is a sense of unity, mutual accountability, and trust that enables people to work effectively together. Strong cohesion means that team members understand their roles, align on priorities, and are motivated to contribute not just individually, but as part of a collective effort toward the organisation's goals.



INTEGRITY

How does the organisation demonstrate integrity? Evaluate whether honesty, fairness, and transparency are consistently evident in the organisation's actions, decisions, and communications. Consider how leaders model ethical behaviour, how employees are treated, and whether accountability is upheld at all levels. Organisations with strong integrity create trust, foster a safe and respectful environment, and ensure that their values are more than just words-they guide everyday decisions and long-term strategies.



EVERYDAY ACTIONS

Examine the behaviours, routines, and ways of working that define daily life within the organisation. Consider how consistently these actions reflect the company's stated values, influence team dynamics, and support collaboration and productivity. Everyday actions reveal the true culture in practice, showing whether the organisation fosters a positive, respectful, and inclusive environment where people are empowered to contribute, innovate, and thrive.



INCLUSION

How inclusive is the organisation? Assess how the organisation actively embraces diversity in all its forms and fosters an environment where every individual feels valued, respected, and heard. Look at whether employees from different backgrounds, experiences, and perspectives are genuinely empowered to contribute and succeed. True inclusion goes beyond representation-it creates a sense of belonging across teams and roles, encourages collaboration, and ensures that everyone can participate fully, bringing their authentic selves to the workplace.

We work together with our clients & candidates to ensure we're the most trusted and referred recruitment partner

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