



DIGITAL DOWNLOAD

Company Culture Company Policy

Because no one handed us the manual

WHAT'S INSIDE

- ✔ Policy vs culture explained
- ✔ Questions to ask employers
- ✔ What to listen for
- ✔ Red flags and green flags



READY TO USE



SIMPLE STRUCTURE



REAL EXAMPLES



NO OVERWHELM

WHY THIS MATTERS

Policies tell you what a company says. Culture tells you what it actually does.

THE SHIFT

You are allowed to interview the company too. A job should be a fit both ways.

THE PROBLEM

People only read the job posting, then discover the real workplace after they start.

USE THIS SIMPLE FORMULA



EXAMPLES

BEFORE	AFTER
"Do you have good culture?"	"How does your team handle feedback, training, and communication when things get busy?"

YOU WEREN'T SUPPOSED TO ALREADY KNOW THIS.

You are learning it now. You are not behind. You are in progress.

TRY IT YOURSELF

Write three questions that help you understand the real workplace, not just the job posting.

I want to know _____

I can ask _____

I noticed _____

**You're not behind.
You're In Progress.**



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CREATIVE STUDIO

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