

# How a company can make you a better employee

It makes sense that great companies breed great employees. Matthew Gribble, Regional Managing Director for [PageGroup](#) says, “The qualities we consider to be good are similar whether you're talking about employees or organisations - they are purposeful, driven, engaged and committed to delivering a common goal.”

It's this common goal that allows individuals and the company they work for to grow and prosper together. It's this emphasis on teamwork, combining their various skills and, hopefully, achieving shared objectives that can often provide the most rewarding experiences. This shared direction is important for all.

- **It's through unity that the best results are achieved.** “When you have synergy between company culture and employee disposition, they reinforce and strengthen each other. An employee who is motivated by a sense of purpose and who wants to be engaged will thrive in an environment that values and promotes those qualities,” Gribble says. “Organisations are also more likely to invest in developing workers who they feel exemplify the company culture, and as a result these good workers are given the tools to progress their careers.”

This company culture is at the heart of developing better employees. It can take different forms and is rarely the same from one company to another. But it easily rubs off on employees - work, in these environments, isn't a chore.

- **Different employees may seek different things from their employers.** For example, one may want more flexibility, the chance to further their study or progress one's career. An important element in building a successful company culture is a certain amount of flexibility in catering for these various needs and aspirations of individual employees.

It's part of what allows companies to get the best out of employees. If they are happy and fulfilled by their work, it stands to reason that they will perform

better. It's about looking beyond the profit and loss sheet and developing people so that they can help grow the business, but also grow as people.

“Companies should always aim to breed good people and equip their employees with the tools for career progression, allowing organisations to reap the benefits of increased engagement and loyalty, along with a higher quality workforce,” says Gribble.

- **If the glove fits.** It also makes sense for companies to employ people that they envisage fitting in with the kind of culture they are trying to cultivate. As Gribble explains, “Skills can be taught, but culture and attitude can't, so we always advise clients to hire for the right cultural fit, and it makes sense that companies are more likely to hire workers who display the qualities that they consider good.”

So, ultimately, companies breed better employees because they seek out and employ people who fit well within the kind of culture they're constantly working to cultivate. And this culture, although difficult to define and different from workplace to workplace, gets the best out of employees and ensures they work towards a shared goal together.

***Find the right company for you on [SEEK company reviews](#) today. Well, what are you waiting for?***

“Companies should always aim to breed good people and equip their employees with the tools for career progression, allowing organisations to reap the benefits of increased engagement and loyalty, along with a higher quality workforce,” says Gribble.