

## Best Places to Work from 3 Sources

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The 3 sources are: Office Life, Fast Company, and CNBC.

“4 Ways to Tell if an Employee Survey or ‘Best Places to Work’ Contest is Bogus,” according to [Office Life](#) on June 29th, 2021 who said: “Your employees are the only ones who will give you an unbiased answer. To recap, here’s what you should look for:

- A completely free-of-charge process or one that has a minimal application fee
- A credible name or organization like a newspaper or magazine.
- A survey that doesn’t ask super invasive questions related to your company’s income and employees’ demographics.
- (Avoid) a call for personal responses from your employees.

“Workplace cultures in which a person feels as though they truly belong there” is different from mere diversity and is a key to being a best place to work according to [Fast Company](#).

- Specifically, the “inclusion” part of that formula doesn’t go far enough. A better vision is one that adds a “B”... for “belonging.”
- The idea of inclusion, obviously enough, is centered around including or welcoming everyone in your existing group.
- New arrivals might see quiet indications that your organization is a place “for them.” Or, they might not. So what are the messages you’re sending? Do you have all-day kegs on tap? The “tech bro” culture, rife with foosball, ping pong, late-night work sessions, and after-work happy hours, that permeates so many businesses, especially here in start-up-heavy Boston, can feel a lot like frat culture. And that’s a culture that can be exclusionary to many people.

[CNBC](#): “These are the 5 biggest signs of a toxic workplace. Researchers analyzed 1.4 million Glassdoor reviews from nearly 600 major U.S. companies and found employees describe toxic workplaces in five main ways: non-inclusive, disrespectful, unethical, cutthroat and abusive.”

Notice that in every article is a commonality. The commonality is toward or away from a sense of community. Loquate is a charity whose core strength is community building.

Loquate defines sense of community as an environment characterized by togetherness and sharing as opposed to cool detachment. The leaders in the environment know the members and go out of their way to be helpful. Though the members are quite diverse, personal diversity is celebrated for its contribution. There is a sense of group loyalty and group support. The atmosphere is cohesive. The environment is a community.

- Loquate's 10 minute survey measures community and is completely free of charge. It may be administered periodically to measure community over time. It was developed for Loquate by Dr. C. Robert Pace and his colleagues at UCLA.
- **Smart® Grants Deliver Community**  
Smart® Grants build life-skills for employees who volunteer in the community. This leads to increased motivation and well being by satisfying innate needs, and increased sense of community in every small group of which the employee is a part. And by Certification the employee earns extra pay!

**Incredible Value.** Loquate only wants to help. Any community where you have freedom to live your deepest beliefs in harmony with all, is a best place to live/work.

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*The greater the corporate community, the higher the volunteer's perception of well-being coming from the corporation.*

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