

THE HR MISFIT

Breaking rules. Building workplaces.



THE RANT

Everyone loves to throw the word culture around like it's confetti. "Protect the culture." "Fix the culture." "We need a culture committee!" Here's the truth: culture isn't a ping-pong table or free snacks. It's how people treat each other when no one's watching. And here's the kicker — slapping the word "culture" on a slide deck doesn't change behavior. If your managers avoid tough conversations, if trust is low, if employees are burnt out — no mural, mission statement, or pizza party is going to fix that. Culture is a byproduct. It's the result of leadership, systems, accountability, and yes — actual human connection. Stop trying to "manage culture." Start managing the things that create it.

[Continued...](#)



MIC DROP

"A business leader's job is to create great teams that do amazing work on time. That's it. That's the job of management."

*~Patty McCord,
former Netflix
Executive*

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COACHING CORNER

Think you don't need coaching?

Most people wait until they're drowning before asking for help.

Coaching isn't about fixing what's broken — it's about getting further, faster, without the burnout.

Ready to stop treading water?

Let's Connect!



Hi
I'm Ami!

FLIP THE SCRIPT

So, how do you test for culture fit **when you're the candidate?**

- **Ask:** "What behaviors get rewarded here? What gets people recognized and promoted?"
- **Watch:** If leaders talk values or if they talk outcomes.
- **Red Flags:** Vague answers, bragging about "we're a family," or skirting questions about turnover.

Don't be sold by the mural. Look for the behavior. That's the culture.