What to include in your New Hire Culture Pack

If one of your core values is...	Include information about...
Agility	• Policies and practices that support quick decisions • Change management communication • Real-world examples of adapting to past challenges (e.g. COVID-19)
Community service/giving	• Organizational charitable giving • Policies around time off for volunteering and community action • Employee resource groups (ERGs) focused on community support
Diversity, equity, inclusion and belonging (DEIB)	• DEIB-specific ERGs • Pay equity and promotion policies • Reducing bias in decision-making • Promoting inclusive language and behavior
Entrepreneurship	• Skill building programs • Mentoring opportunities • Career pathing
Flexibility	• Remote and hybrid arrangements • Flexible work schedules • PTO and other leave policies
Health and wellness	• Benefit offerings • Mental health supports • Other efforts, such as company-wide shutdowns, floating holidays, birthdays off, etc
Transparency and honesty	• Examples of transparent communication from past events
Teamwork and collaboration	• Functional and cross-functional teams • Benefits of collaborative effort • Soft skills training to enhance benefits