Exploring Concepts and Definitions

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We often encounter words or phrases that mean different things to different people. We often believe we understand the fullness of this disagreement. However, there are many meaning disagreements that completely escape analysis. It is the understanding of these meaning disagreements and their connection to corporate culture that leads to a better working environment.

Take a moment to consider terms or words you encounter daily or weekly in your work situation. Make a list of those words. What is the meaning of the word or phrase commonly held in current culture. What is the dictionary meaning? What are some examples of how this word or phrase is used as it relates to rules, policies, or law? What are the workplace expectations of this word? How do the disconnected meanings appear in or hinder corporate culture? I have inserted an example below to guide your responses. Some other words have been listed that appear to have differing definitions and expectations within organizational documents. Please feel free to add words or phrases from your work experience.

Please fill in the content as completely as possible. Add more terms as needed or identified.

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| **Word** | **Connotative**  | **Denotative** | **Rules** | **Expectations** | **Corporate Culture** |
| Example: ProbationThis is a sample of what probation meant to another organization.  | Term of employment consideration | Release of an offender from detention, subject to a period of good behaviour under supervision. The process or period of testing or observing the character or abilities of a person in a certain role | Probation is of a determined length and may be extended. May be terminated without process.  | Exemplary behaviour, performance, and deliverables despite being new, onboarding, developing new relationships, navigating new culture, and life adjustments.  | Watch yourself, everyone is watching. Keep your head down. Don’t step out of line. Toe the line. Don’t be controversial. People will mistrust you until you get through probation.  |
| Inclusion |  |  |  |  |  |
| Diversity |  |  |  |  |  |
| Equity |  |  |  |  |  |
| Equality |  |  |  |  |  |
| Accessibility |  |  |  |  |  |
| Probation |  |  |  |  |  |
| Community |  |  |  |  |  |
| Member |  |  |  |  |  |
| Membership |  |  |  |  |  |
| Association |  |  |  |  |  |
| Board |  |  |  |  |  |
| University |  |  |  |  |  |
| Indigenous |  |  |  |  |  |
| BIPOC |  |  |  |  |  |
| LGBTQ2S |  |  |  |  |  |
| Agreement |  |  |  |  |  |
| Supervision |  |  |  |  |  |
| Supervisor |  |  |  |  |  |
| Academic |  |  |  |  |  |
| Non-academic |  |  |  |  |  |
| Alternative academic |  |  |  |  |  |
| Just (or fair) |  |  |  |  |  |
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