Characteristics of healthy organizational cultures. Organizations should strive for what is considered a “healthy” organizational culture in order to increase productivity, growth, efficiency and reduce employee turnover and other counterproductive behavior. A variety of characteristics describe a healthy culture, including:

- Acceptance and appreciation for diversity. An adaptive culture translates into organizational success; it is characterized by managers paying close attention to all of their constituencies, especially customers, initiating change when needed, and taking risks. Constructive Cultures are where people are encouraged to be in communication with their co-
workers, and work as teams, rather than only as individuals. This is "Modern Theories of Organizational Communication", chapter 4 from the book An Introduction to Organizational Communication (index.html) (v. 0.0). This book is licensed under a Creative Commons by-nc-sa 3.0 (http://creativecommons.org/licenses/by-nc-sa/3.0/) license. Yet by expanding your view of "organization" and "communication," you can better understand the often bewildering and messy realities of everyday life on the job. Modern theories of organizational communication—the subject of this chapter—are driven by a recognition that "real life" in the workplace seldom conforms to such ideals as smoothly operating hierarchies and clearly transmitted messages. For example, has your boss ever yelled at you?