

Corporate Culture & Character Part 2: Character vs. Culture

In this edition I would like to share the perspective of another writer, Andrew on the topic that I contextualized for the corporate world as follows:

Culture is societal whereas character is individualistic. Culture is the ideas, customs, and social behaviour of a particular organization; Character is the mental and moral qualities distinctive to an individual. Culture is an identity; Character is a quality.

These two terms seem to have some difference between them though they appear to be same as far as the delineation of their meaning is concerned. Culture is the result of a movement in an organization. Culture is a system of building identity. It is a process to live in an organization. Culture is a factor that may even differ within an organization from unit to unit. Organizational Culture is influenced by many factors such as marketplace culture, economy, faiths and religious beliefs of the leaders.

The mental and ethical traits that make-up a person is called character. It is to be remembered that we imbibe character not for others to see it. On the contrary character resides even when not seen. Character is determined by our action of doing the right thing. Bad character is characterized by an action that is bad in nature. Good character is characterized by the performance of an action that is beneficial and good in nature. It is quite interesting to note that everyone in the world is endowed with character. It has nothing to do with race or religion or even culture for that matter. Character is above everything including culture. It transcends education and sex too. Sometimes the word character is used in the sense of a quality, especially a good quality. The usage goes as 'He has character'. It means he has good qualities about him. Hence character is associated with anything that is good.

The difference between character and culture is that character is determined by our action of doing the right thing, whereas culture is a system of building identity. May what we do be guided by the Holy Spirit and not the culture of our age.

Have a great and testimony-filled month.

