



Culture Assessment Example

Prepared by
Barrett Values Centre

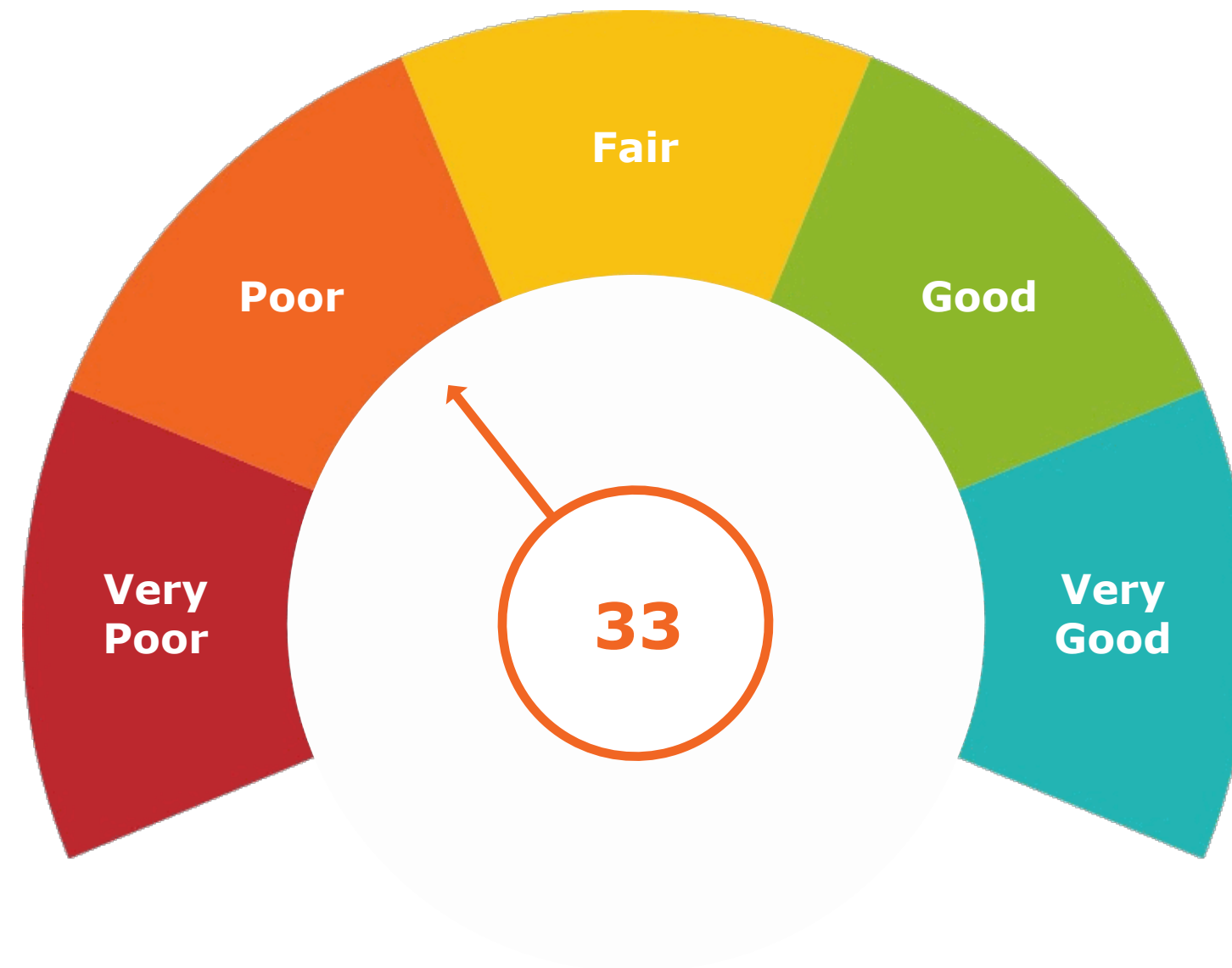
Culture Score

Overall Group
105 participants

This is the benchmark metric reflecting the health and strength of a culture.

The score is based on matches, Cultural Entropy[®] and balance between the levels.

Global Average: 50
Industry Average: 50



Summary of Results

Overall Group
105 participants

Alignment

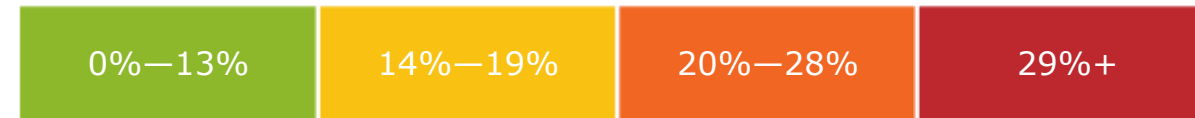
Personal & Current Culture Matches

0 **Very Poor**
People are not able to bring themselves to work.

Current & Desired Culture Matches

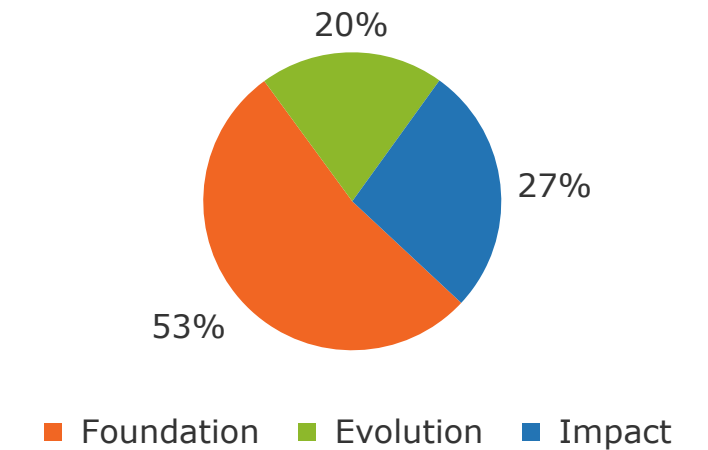
2 **Poor**
Group wants to see changes or new direction.

Cultural Entropy® Score



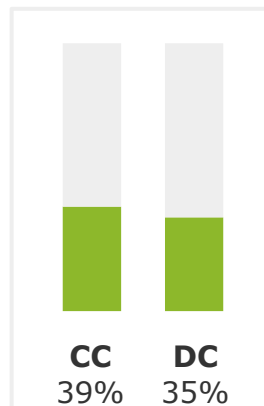
22% Requiring Focus

Balance Index

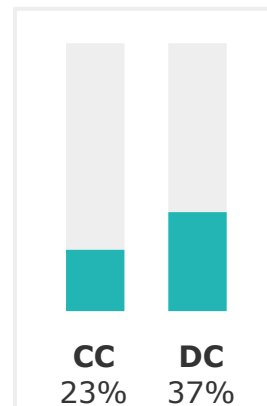


Organisational Perspectives

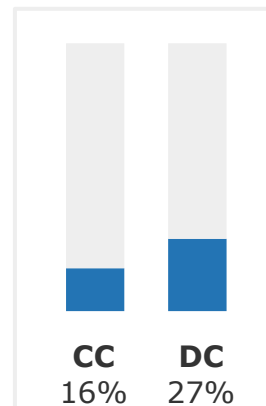
Process



People



Purpose



Potentially Limiting Values

3 Fear is a factor in how this group operates or is managed

confusion
bureaucracy
silos mentality







New Values to Focus On

efficiency	professionalism
employee fulfilment	quality
fairness	trust
financial stability	
long-term perspective	

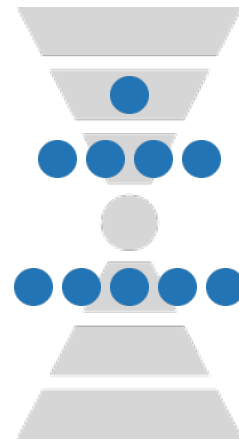
Overall Group Results





Overall Group
105 participants

- 7 Contribution
- 6 Collaboration
- 5 Alignment
- 4 Evolution
- 3 Performance
- 2 Relationships
- 1 Viability

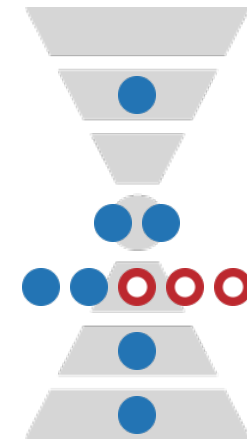
-  Positive Value
-  Potentially Limiting
-  **PV & CC**
0 Matches
-  **PV & DC**
4 Matches
-  **CC & DC**
2 Matches
-  **PV, CC & DC**
0 Matches






Personal Values (PV)



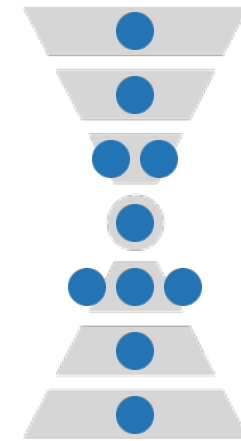
VALUE	VOTES	LEVEL
 fairness	50	5
making a difference	42	6
logic	40	3
commitment	37	5
 efficiency	35	3
cooperation	34	5
 quality	34	3
experience	33	3
achievement	29	3
 trust	29	5







Current Culture Values (CC)



VALUE	VOTES	LEVEL
brand image	56	3
 teamwork	42	4
 customer satisfaction	34	2
results orientation	31	3
 confusion	29	3
 bureaucracy	27	3
customer collaboration	26	6
goals orientation	24	4
profit	24	1
 silo mentality	24	3

Desired Culture Values (DC)




VALUE	VOTES	LEVEL
financial stability	42	1
long-term perspective	42	7
 customer satisfaction	39	2
 fairness	36	5
 efficiency	34	3
 teamwork	31	4
employee fulfilment	30	6
 quality	30	3
professionalism	28	3
 trust	28	5

Values Jumps

Overall Group
105 participants

Types of Jumps

 **Existing**
In CC and DC now
Call to strengthen

 **New Values**
In Desired Culture










 **Emerging**
Not in Desired Culture

Values

CC

DC

Jump

financial stability		16	42	26
employee fulfilment		5	30	25
long-term perspective		19	42	23
efficiency		13	34	21
fairness		17	36	19
trust		9	28	19
personal growth		5	24	19
positive attitude		11	27	16
leading by example		9	25	16
professional growth		6	22	16

Cultural Entropy[®] Report

Overall Group
105 participants

1 Viability

6%
of total
votes

POTENTIALLY LIMITING VALUES	VOTES
cost reduction	20
control	15
short-term focus	11
caution	10
job insecurity	7
exploitation	5

2 Relationships

4%
of total
votes

POTENTIALLY LIMITING VALUES	VOTES
empire building	11
internal competition	11
manipulation	9
blame	6

3 Performance

12%
of total
votes

POTENTIALLY LIMITING VALUES	VOTES
confusion	29
bureaucracy	27
silos mentality	24
hierarchy	17
long hours	12
information hoarding	9
power	6

0%—13%

14%—19%

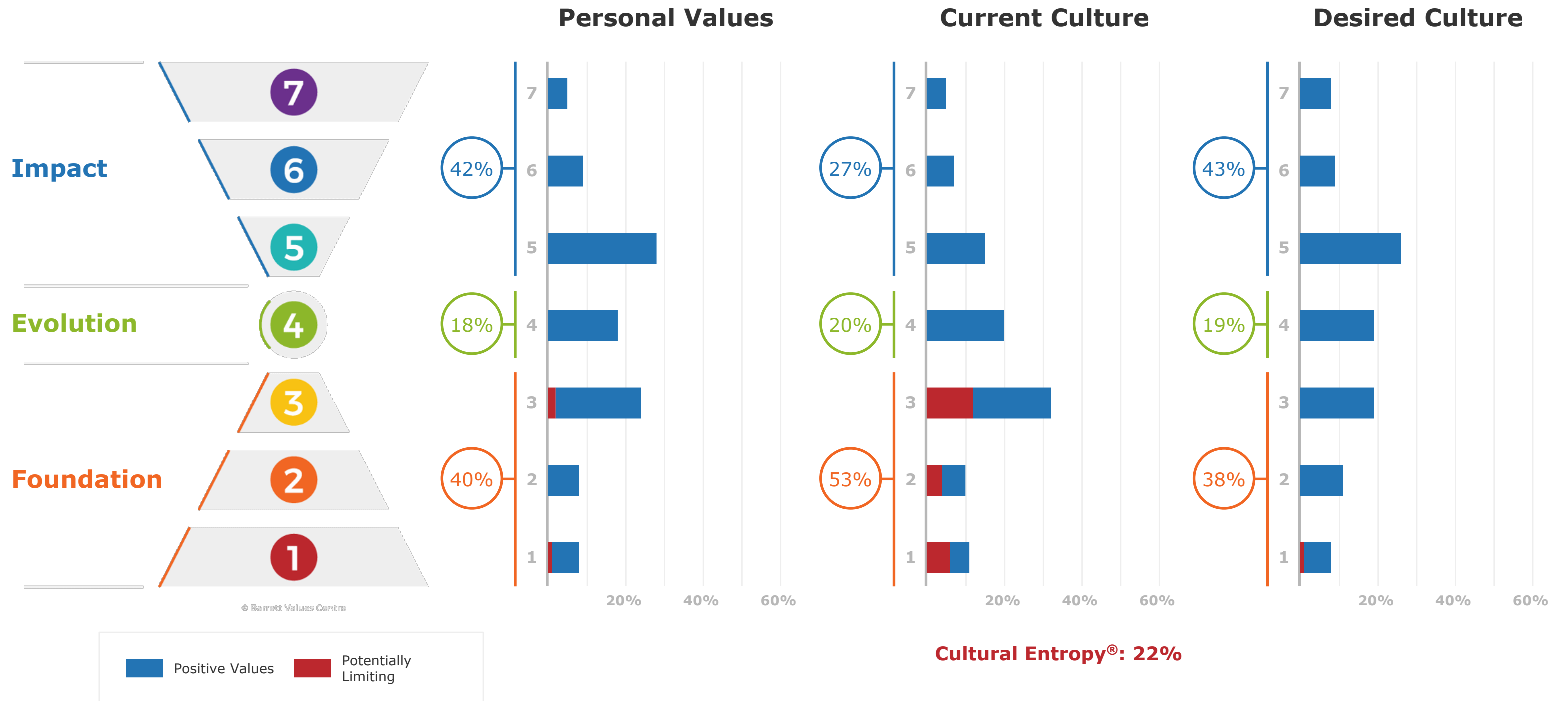
20%—28%

29%+

▲
22%

Balance Index

Overall Group
105 participants



Expansive View

Overall Group
105 participants

7 Contribution
6 Collaboration
5 Alignment
4 Evolution
3 Performance
2 Relationships
1 Viability

Positive

I = Individual
R = Relationship
O = Organisational
S = Societal

Potentially Limiting

I = Individual
R = Relationship
O = Organisational
S = Societal

Personal Values

I**R****S** = 6-3-1 **I****R****S** = 0-0-0

VALUE	VOTES	LEVEL
fairness	50	R 5
making a difference	42	S 6
logic	40	I 3
commitment	37	I 5
efficiency	35	I 3
cooperation	34	R 5
quality	34	I 3
experience	33	I 3
achievement	29	I 3
trust	29	R 5
accountability	28	R 4
professional growth	28	I 3
personal growth	27	I 4
continuous learning	26	I 4
creativity	26	I 5
family	26	R 2
balance (home/work)	24	I 4
positive attitude	24	I 5
honesty	23	I 5
personal fulfilment	23	I 6

Current Culture Values

I**R****O****S** = 0-1-6-0 **I****R****O****S** = 0-0-3-0

VALUE	VOTES	LEVEL
brand image	56	O 3
teamwork	42	R 4
customer satisfaction	34	O 2
results orientation	31	O 3
confusion	29	O 3
bureaucracy	27	O 3
customer collaboration	26	O 6
goals orientation	24	O 4
profit	24	O 1
silos mentality	24	O 3
achievement	23	I 3
professionalism	23	O 3
continuous learning	22	O 4
commitment	21	I 5
cost reduction	20	O 1
global leadership	20	O 7
productivity	20	O 3
cooperation	19	R 5
long-term perspective	19	O 7

Desired Culture Values

I**R****O****S** = 0-3-7-0 **I****R****O****S** = 0-0-0-0

VALUE	VOTES	LEVEL
financial stability	42	O 1
long-term perspective	42	O 7
customer satisfaction	39	O 2
fairness	36	R 5
efficiency	34	O 3
teamwork	31	R 4
employee fulfilment	30	O 6
quality	30	O 3
professionalism	28	O 3
trust	28	R 5
positive attitude	27	I 5
leading by example	25	R 5
information sharing	24	O 4
open communication	24	R 2
personal growth	24	I 4
innovation	23	O 4
professional growth	22	O 3
brand image	21	O 3
cooperation	21	R 5
employee recognition	20	R 2

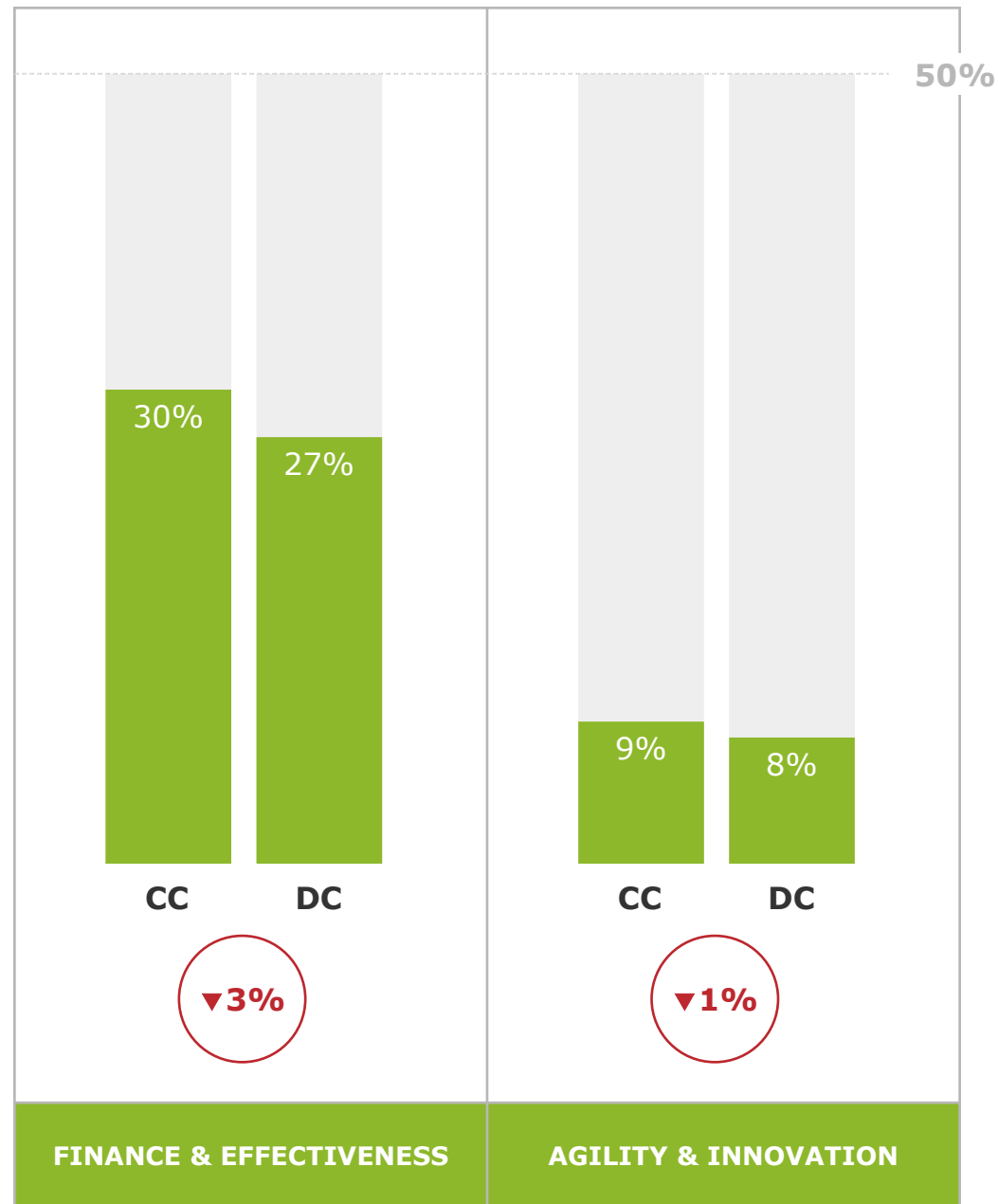
Organisational Perspectives

Positive Values Distribution

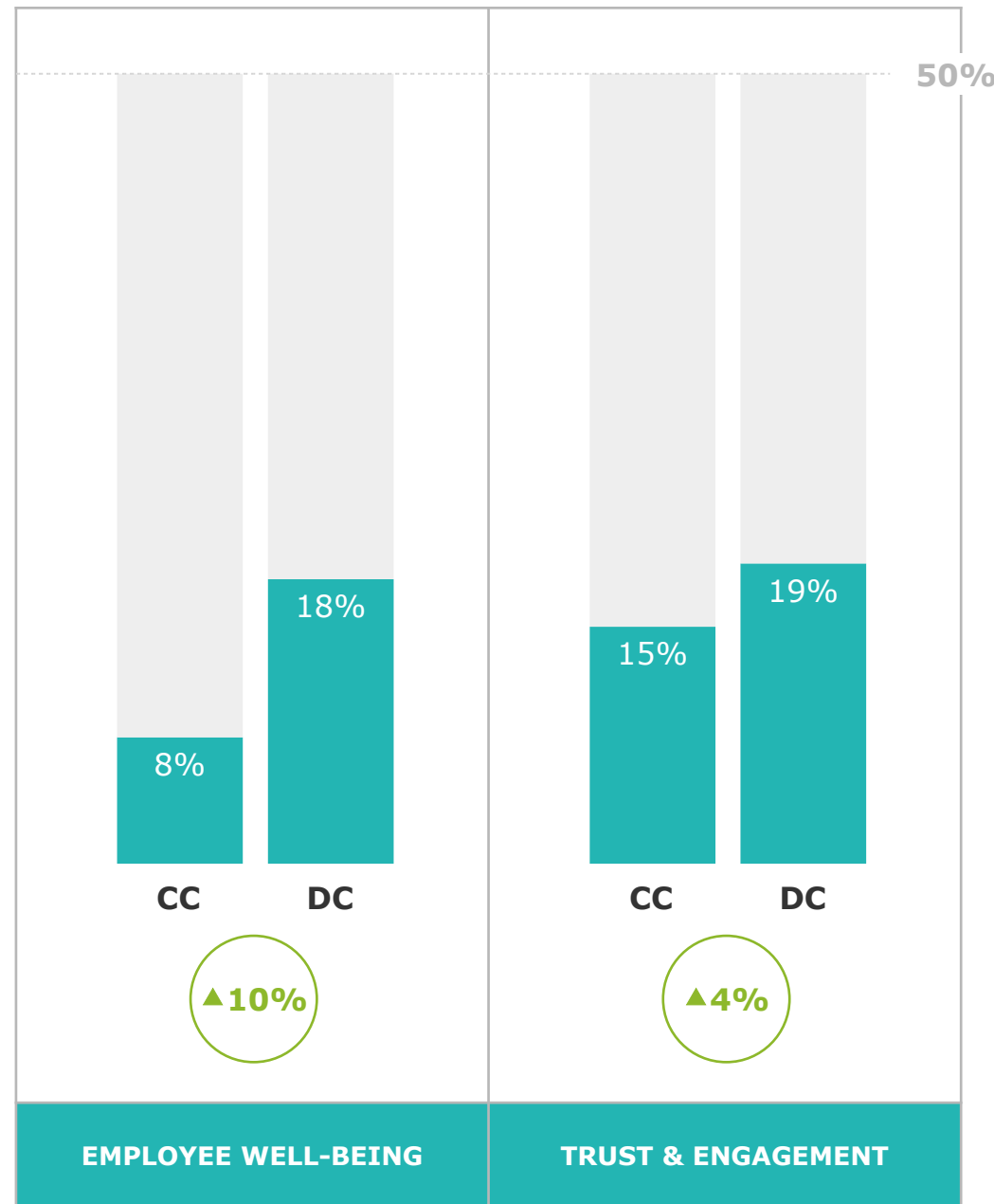
Overall Group

105 participants

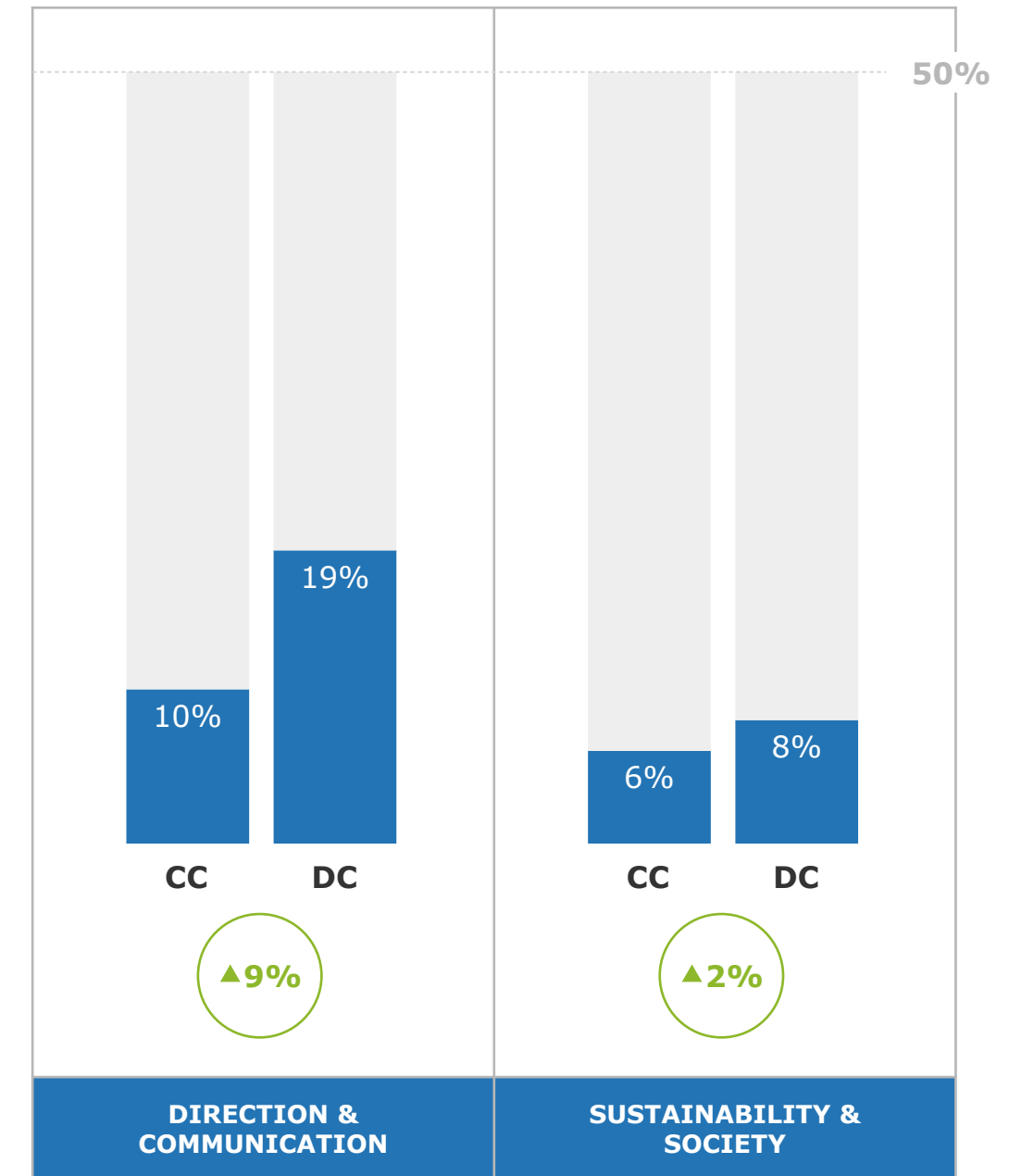
Process



People



Purpose



Organisational Perspectives

Overall Group
105 participants

	Process		People		Purpose	
	FINANCE & EFFECTIVENESS	AGILITY & INNOVATION	EMPLOYEE WELL-BEING	TRUST & ENGAGEMENT	DIRECTION & COMMUNICATION	SUSTAINABILITY & SOCIETY
Desired Culture + Values Jumps	<u>customer satisfaction</u> <u>quality</u> <u>professionalism</u> <u>financial stability</u> <u>efficiency</u>		<u>fairness</u> personal growth professional growth	<u>teamwork</u> <u>employee fulfilment</u> <u>trust</u>	positive attitude leading by example	<u>long-term perspective</u>
Current Culture	brand image customer satisfaction results orientation bureaucracy goals orientation profit	customer collaboration		teamwork silo mentality	confusion	
Cultural Entropy® 22%	5%	1%	2%	8%	5%	1%