



# Small Group Assessment Example

**Prepared by**  
Barrett Values Centre

# Culture Score

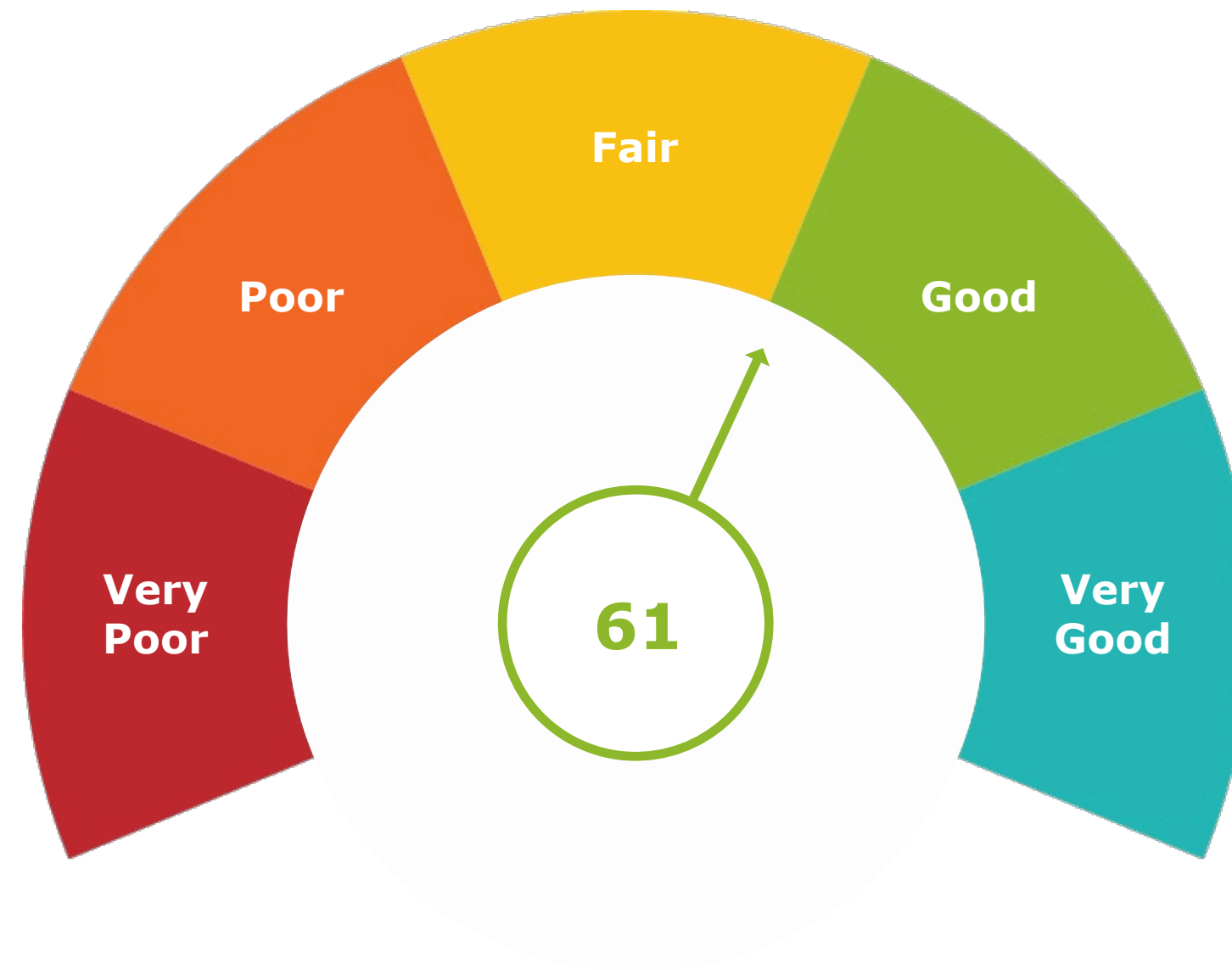
## Small Group Assessment Example

12 participants

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

The score is based on matches, Cultural Entropy<sup>®</sup> and balance between the levels.

**Global Average: 49**  
**Industry Average: 46**



# Summary of Results

## Small Group Assessment Example

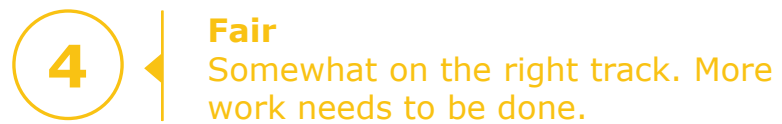
12 participants

### Alignment

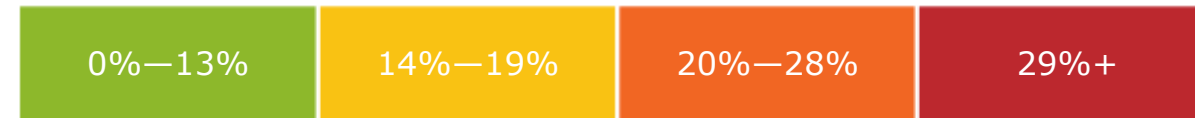
#### Personal & Current Culture Matches



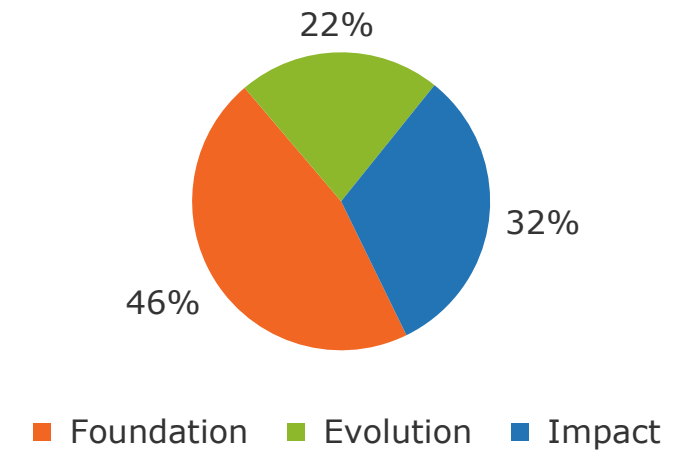
#### Current & Desired Culture Matches



### Cultural Entropy® Score

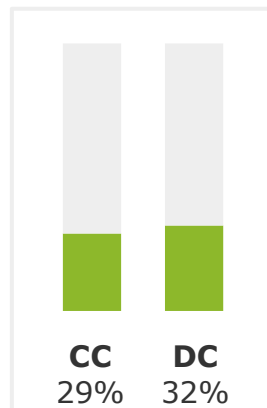


### Balance Index

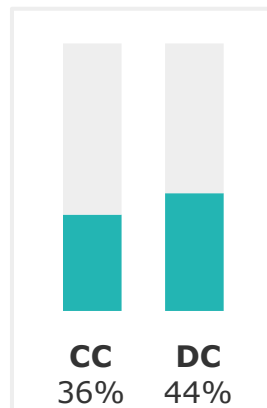


### Organisational Perspectives

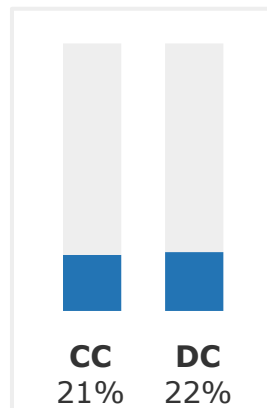
#### Process



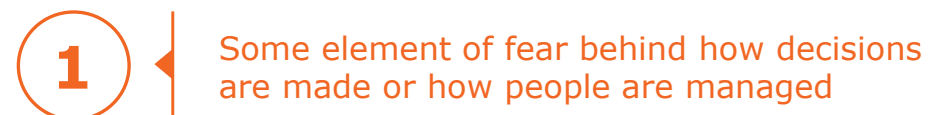
#### People



#### Purpose



### Potentially Limiting Values



cost reduction

### New Values to Focus On

coaching/ mentoring  
cross group collaboration  
customer satisfaction  
excellence  
shared vision







teamwork

# Overall Group Results

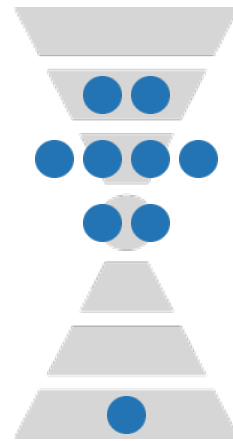
## Small Group Assessment Example





12 participants

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

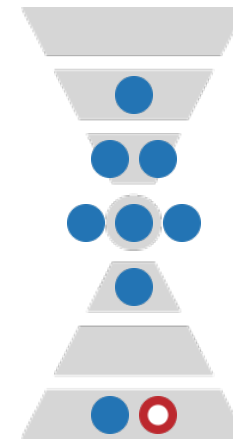
-  Positive Value
-  Potentially Limiting
-  **PV & CC**  
2 Matches
-  **PV & DC**  
1 Match
-  **CC & DC**  
3 Matches
-  **PV, CC & DC**  
1 Match








### Personal Values (PV)



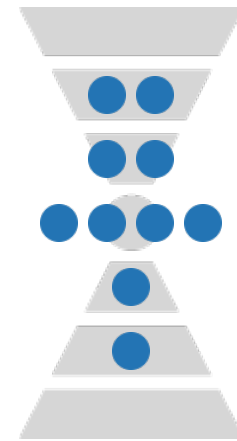
VALUE	VOTES	LEVEL
 <b>accountability</b>	8	4
honesty	6	5
integrity	6	5
fairness	5	5
balance (home/work)	4	4
 <b>coaching/ mentoring</b>	4	6
making a difference	4	6
 <b>positive attitude</b>	4	5
 <b>safety</b>	4	1






### Current Culture Values (CC)



VALUE	VOTES	LEVEL
 <b>safety</b>	8	1
environmental awareness	6	6
 <b>commitment</b>	5	5
 <b>continuous improvement</b>	5	4
results orientation	5	3
 <b>accountability</b>	4	4
 cost reduction	4	1
 <b>goals orientation</b>	4	4
 <b>positive attitude</b>	4	5

### Desired Culture Values (DC)



VALUE	VOTES	LEVEL
 <b>accountability</b>	11	4
 <b>coaching/ mentoring</b>	7	6
 <b>continuous improvement</b>	7	4
teamwork	7	4
 <b>goals orientation</b>	6	4
cross group collaboration	5	6
 <b>commitment</b>	4	5
customer satisfaction	4	2
excellence	4	3
shared vision	4	5

# Values Jumps

## Small Group Assessment Example

12 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

accountability		4	11	7
coaching/ mentoring		2	7	5
teamwork		3	7	4
cross group collaboration		1	5	4
customer satisfaction		1	4	3
shared vision		1	4	3
innovation		0	3	3

# Cultural Entropy<sup>®</sup> Report

## Small Group Assessment Example

12 participants

### 1 Viability

9%  
of total  
votes

POTENTIALLY LIMITING VALUES	VOTES
cost reduction	4
caution	3
job insecurity	2
control	1
short-term focus	1

### 2 Relationships

1%  
of total  
votes

POTENTIALLY LIMITING VALUES	VOTES
blame	1

### 3 Performance

4%  
of total  
votes

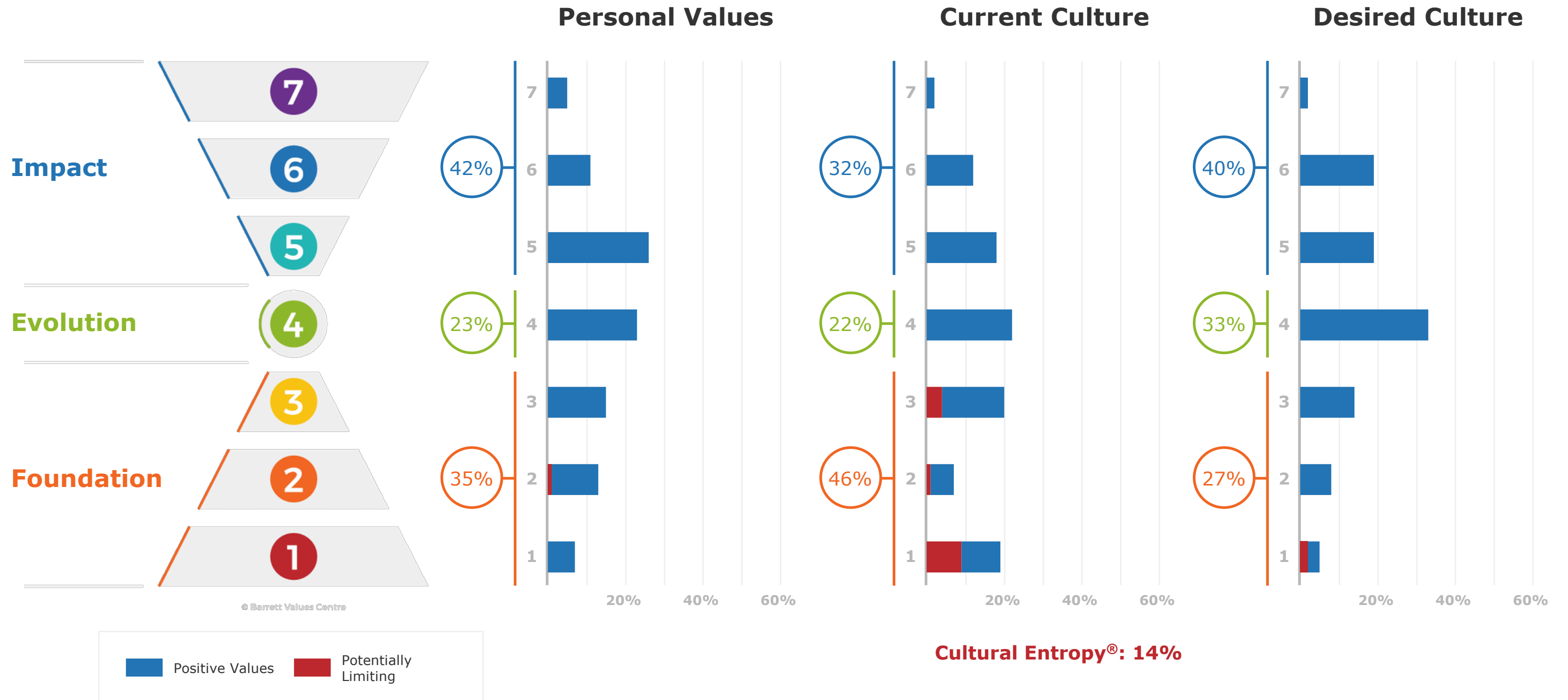
POTENTIALLY LIMITING VALUES	VOTES
confusion	2
silos mentality	2
information hoarding	1



# Balance Index

## Small Group Assessment Example

12 participants



# Expansive View

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

IRS = 5-3-1   
 IRS = 0-0-0

VALUE	VOTES	LEVEL
accountability	8	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">R</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">4</span>
honesty	6	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">I</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">5</span>
integrity	6	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">I</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">5</span>
fairness	5	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">R</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">5</span>
balance (home/work)	4	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">I</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">4</span>
coaching/ mentoring	4	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">R</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">6</span>
making a difference	4	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">S</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">6</span>
positive attitude	4	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">I</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">5</span>
safety	4	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">I</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">1</span>

## Current Culture Values

IROS = 2-1-4-1   
 IROS = 0-0-1-0

VALUE	VOTES	LEVEL
safety	8	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">O</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">1</span>
environmental awareness	6	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">S</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">6</span>
commitment	5	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">I</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">5</span>
continuous improvement	5	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">O</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">4</span>
results orientation	5	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">O</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">3</span>
accountability	4	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">R</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">4</span>
cost reduction	4	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">O</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">1</span>
goals orientation	4	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">O</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">4</span>
positive attitude	4	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">I</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">5</span>
caution	3	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">I</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">1</span>
confidence	3	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">I</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">3</span>
experience	3	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">I</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">3</span>
information sharing	3	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">O</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">4</span>
respect	3	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">R</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">2</span>
teamwork	3	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">R</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">4</span>

## Small Group Assessment Example

12 participants

## Desired Culture Values

IROS = 2-3-5-0   
 IROS = 0-0-0-0

VALUE	VOTES	LEVEL
accountability	11	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">R</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">4</span>
coaching/ mentoring	7	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">R</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">6</span>
continuous improvement	7	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">O</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">4</span>
teamwork	7	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">R</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">4</span>
goals orientation	6	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">O</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">4</span>
cross group collaboration	5	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">O</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">6</span>
commitment	4	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">I</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">5</span>
customer satisfaction	4	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">O</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">2</span>
excellence	4	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">I</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">3</span>
shared vision	4	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">O</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">5</span>
efficiency	3	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">O</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">3</span>
empowerment	3	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">R</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">4</span>
environmental awareness	3	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">S</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">6</span>
innovation	3	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">O</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">4</span>
leadership development	3	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">O</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">6</span>
open communication	3	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">R</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">2</span>
safety	3	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">O</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">1</span>
shared values	3	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">O</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">5</span>



# Organisational Perspectives

Positive Values Distribution

Small Group Assessment Example

12 participants



# Organisational Perspectives

## Small Group Assessment Example

12 participants

	Process		People		Purpose	
	FINANCE & EFFECTIVENESS	AGILITY & INNOVATION	EMPLOYEE WELL-BEING	TRUST & ENGAGEMENT	DIRECTION & COMMUNICATION	SUSTAINABILITY & SOCIETY
<b>Desired Culture</b> + <b>Values Jumps</b>	<u>goals orientation</u> <u>excellence</u> <u>customer satisfaction</u>	<u>continuous improvement</u> innovation	<u>coaching/ mentoring</u>	<u>commitment</u> <u>accountability</u> <u>teamwork</u> <u>cross group collaboration</u>	<u>shared vision</u>	
<b>Current Culture</b>	results orientation cost reduction goals orientation	continuous improvement	safety	commitment accountability	positive attitude	environmental awareness
<b>Cultural Entropy®</b> <b>14%</b>	<b>3%</b>	<b>3%</b>	<b>2%</b>	<b>3%</b>	<b>2%</b>	<b>1%</b>