



Aligned Example

Prepared by
Barrett Values Centre

Culture Score

Aligned Example

521 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: 49
Regional Average: 48
Industry Average: 44



Summary of Results

Aligned Example

521 participants

Alignment

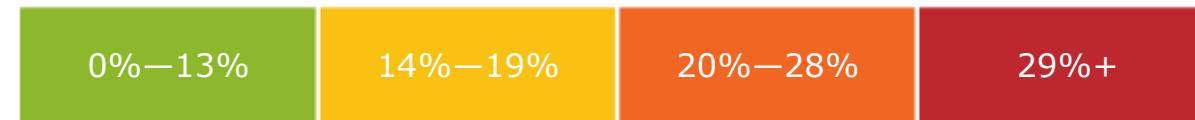
Personal & Current Culture Matches

1 **Fair**
People are somewhat able to bring themselves to work.

Current & Desired Culture Matches

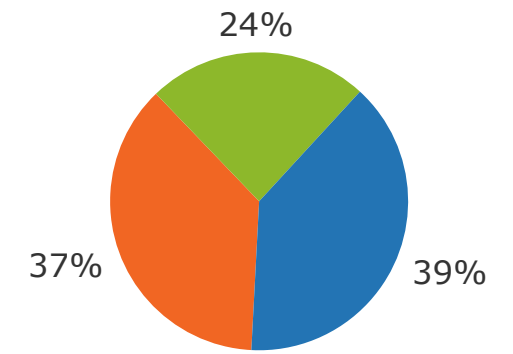
7 **Very Good**
Excellent, strong, healthy culture.

Cultural Entropy® Score



6% Healthy Functioning

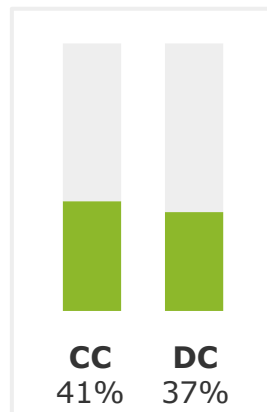
Balance Index



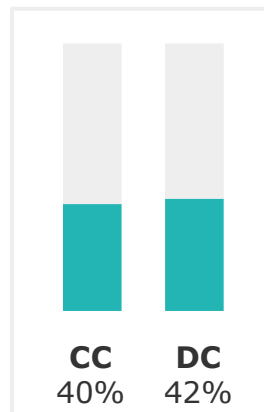
Foundation Evolution Purpose

Organisational Perspective

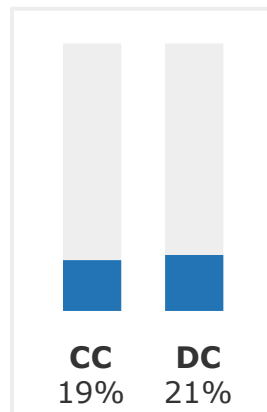
Process



People



Purpose



Potentially Limiting Values

0 This group does not operate from the basis of fear.

New Values to Focus On

balance (home/work)
continuous improvement
entrepreneurial
employee engagement
employee recognition

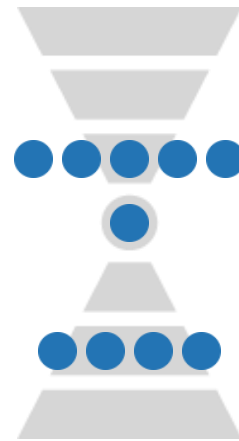
innovation
teamwork

Overall Group Results

Aligned Example

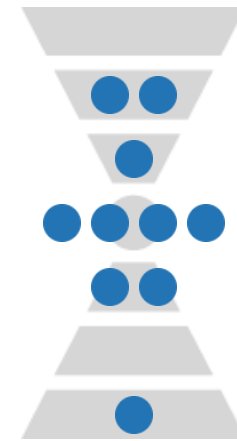
521 participants

Personal Values (PV)



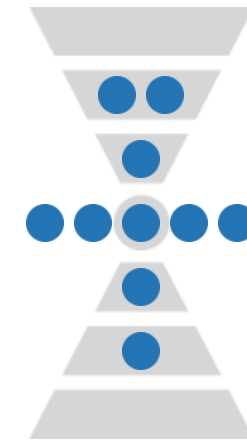
| VALUE | VOTES | LEVEL |
|----------------------------|-------|-------|
| humour/ fun | 207 | 5 |
| balance (home/work) | 202 | 4 |
| family | 173 | 2 |
| honesty | 166 | 5 |
| fairness | 161 | 5 |
| positive attitude | 160 | 5 |
| supporting others | 145 | 2 |
| commitment | 143 | 5 |
| caring | 140 | 2 |
| respect | 133 | 2 |

Current Culture Values (CC)



| VALUE | VOTES | LEVEL |
|-------------------------------|-------|-------|
| client collaboration | 217 | 6 |
| well-being | 207 | 6 |
| balance (home/work) | 198 | 4 |
| teamwork | 151 | 4 |
| continuous improvement | 135 | 4 |
| innovation | 135 | 4 |
| financial stability | 127 | 1 |
| professionalism | 127 | 3 |
| trust | 121 | 5 |
| professional growth | 120 | 3 |

Desired Culture Values (DC)



| VALUE | VOTES | LEVEL |
|-------------------------------|-------|-------|
| professional growth | 237 | 3 |
| balance (home/work) | 228 | 4 |
| well-being | 201 | 6 |
| employee engagement | 186 | 5 |
| employee recognition | 181 | 2 |
| continuous improvement | 175 | 4 |
| innovation | 150 | 4 |
| teamwork | 150 | 4 |
| client collaboration | 149 | 6 |
| entrepreneurial | 127 | 4 |

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

Positive Value

Potentially Limiting

PV & CC
1 Matches

PV & DC
1 Matches

CC & DC
7 Matches

PV, CC & DC
1 Matches

Values Jumps

Aligned Example

521 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

| | | | | |
|------------------------|--|-----|-----|-----|
| professional growth | | 120 | 237 | 117 |
| employee recognition | | 106 | 181 | 75 |
| employee engagement | | 112 | 186 | 74 |
| adaptability | | 52 | 118 | 66 |
| entrepreneurial | | 64 | 127 | 63 |
| coaching/ mentoring | | 52 | 105 | 53 |
| trust | | 26 | 74 | 48 |
| continuous improvement | | 135 | 175 | 40 |
| leading by example | | 40 | 75 | 35 |
| long-term perspective | | 85 | 117 | 32 |

Cultural Entropy[®] Report

Aligned Example
521 participants

1 Viability

1%
of total
votes

| POTENTIALLY LIMITING VALUES | VOTES |
|-----------------------------|-------|
| cost reduction | 35 |
| control | 18 |
| caution | 10 |
| short-term focus | 8 |
| job insecurity | 5 |
| exploitation | 2 |

2 Relationships

2%
of total
votes

| POTENTIALLY LIMITING VALUES | VOTES |
|-----------------------------|-------|
| empire building | 29 |
| favouritism | 23 |
| internal competition | 21 |
| lack of support | 21 |
| blame | 8 |
| exclusion / isolation | 8 |
| manipulation | 2 |

3 Performance

3%
of total
votes

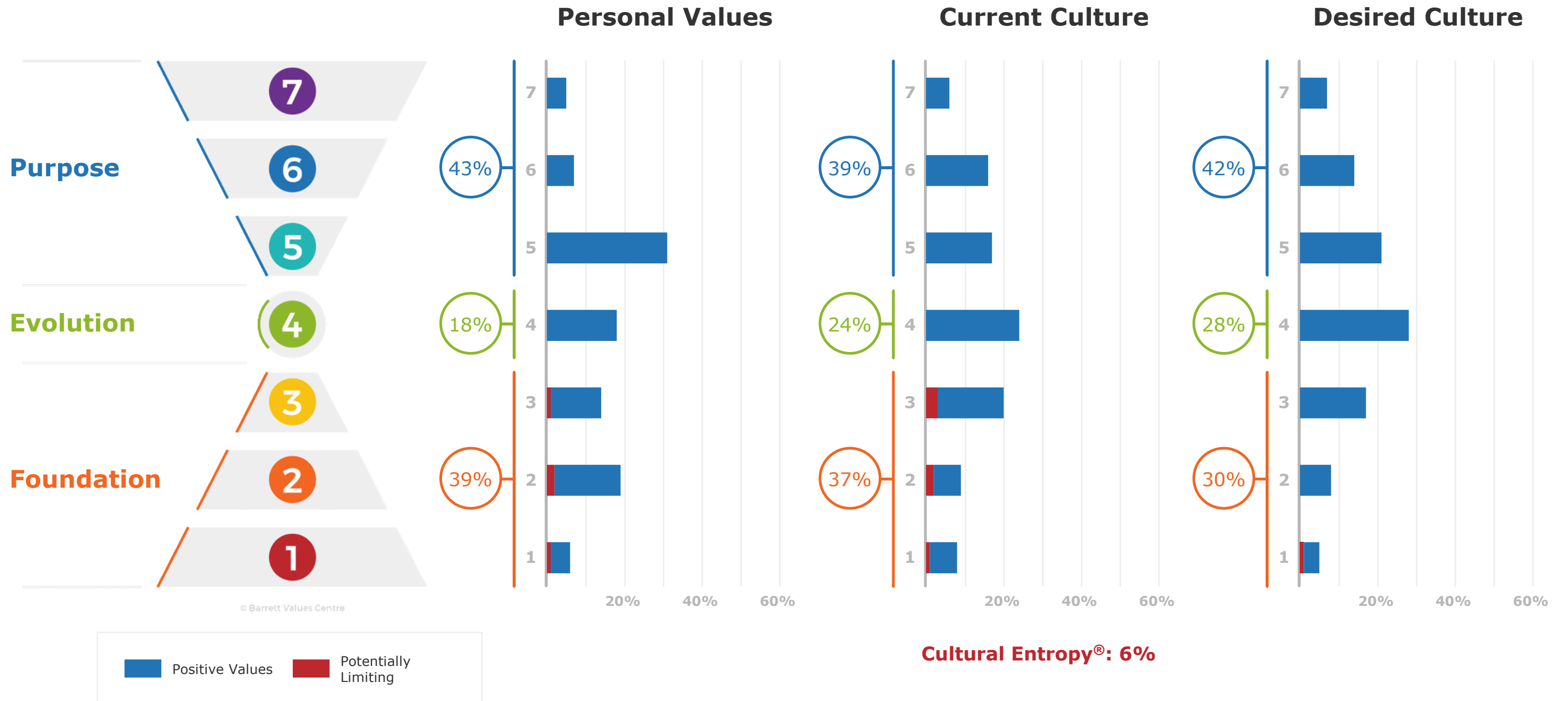
| POTENTIALLY LIMITING VALUES | VOTES |
|-----------------------------|-------|
| hierarchy | 44 |
| long hours | 37 |
| bureaucracy | 18 |
| silo mentality | 17 |
| power | 9 |
| confusion | 8 |
| information hoarding | 6 |



▲
6%

Balance Index

Aligned Example
521 participants



Expansive View

Aligned Example

521 participants

Personal Values

ⓐⓑⓓ = 5-5-0 ⓐⓑⓓ = 0-0-0

| VALUE | VOTES | LEVEL |
|------------------------|-------|-------|
| humour/ fun | 207 | ⓐ 5 |
| balance (home/work) | 202 | ⓐ 4 |
| family | 173 | ⓑ 2 |
| honesty | 166 | ⓐ 5 |
| fairness | 161 | ⓑ 5 |
| positive attitude | 160 | ⓐ 5 |
| supporting others | 145 | ⓑ 2 |
| commitment | 143 | ⓐ 5 |
| caring | 140 | ⓑ 2 |
| respect | 133 | ⓑ 2 |
| friendship | 132 | ⓑ 2 |
| integrity | 130 | ⓐ 5 |
| ambition | 114 | ⓐ 3 |
| emotional intelligence | 113 | ⓐ 5 |
| enthusiasm | 106 | ⓐ 5 |
| efficiency | 102 | ⓐ 3 |
| continuous learning | 92 | ⓐ 4 |
| being liked | 91 | ⓑ 2 |
| trust | 89 | ⓑ 5 |
| compassion | 86 | ⓑ 7 |

Current Culture Values

ⓐⓑⓓ = 0-1-9-0 ⓐⓑⓓ = 0-0-0-0

| VALUE | VOTES | LEVEL |
|------------------------|-------|-------|
| client collaboration | 217 | ⓐ 6 |
| well-being | 207 | ⓐ 6 |
| balance (home/work) | 198 | ⓐ 4 |
| teamwork | 151 | ⓑ 4 |
| continuous improvement | 135 | ⓐ 4 |
| innovation | 135 | ⓐ 4 |
| financial stability | 127 | ⓐ 1 |
| professionalism | 127 | ⓐ 3 |
| trust | 121 | ⓐ 5 |
| professional growth | 120 | ⓐ 3 |
| achievement | 118 | ⓐ 3 |
| employee engagement | 112 | ⓐ 5 |
| organisational growth | 111 | ⓐ 1 |
| employee recognition | 106 | ⓑ 2 |
| charitable | 105 | ⓓ 6 |
| humour/ fun | 101 | ⓐ 5 |
| open communication | 100 | ⓑ 2 |
| quality | 99 | ⓐ 3 |
| positive attitude | 96 | ⓐ 5 |
| collaboration | 92 | ⓑ 6 |

Desired Culture Values

ⓐⓑⓓ = 0-2-8-0 ⓐⓑⓓ = 0-0-0-0

| VALUE | VOTES | LEVEL |
|------------------------|-------|-------|
| professional growth | 237 | ⓐ 3 |
| balance (home/work) | 228 | ⓐ 4 |
| well-being | 201 | ⓐ 6 |
| employee engagement | 186 | ⓐ 5 |
| employee recognition | 181 | ⓑ 2 |
| continuous improvement | 175 | ⓐ 4 |
| innovation | 150 | ⓐ 4 |
| teamwork | 150 | ⓑ 4 |
| client collaboration | 149 | ⓐ 6 |
| entrepreneurial | 127 | ⓐ 4 |
| trust | 125 | ⓐ 5 |
| adaptability | 118 | ⓐ 4 |
| long-term perspective | 117 | ⓐ 7 |
| excellence | 112 | ⓐ 3 |
| financial stability | 112 | ⓐ 1 |
| coaching/ mentoring | 105 | ⓑ 6 |
| open communication | 104 | ⓑ 2 |
| quality | 94 | ⓐ 3 |
| collaboration | 90 | ⓑ 6 |
| future generations | 90 | ⓓ 7 |

7 Contribution

6 Collaboration

5 Alignment

4 Evolution

3 Performance

2 Relationships

1 Viability

Positive

ⓐ = Individual

ⓑ = Relationship

ⓐ = Organisational

ⓓ = Societal

Potentially Limiting

ⓐ = Individual

ⓑ = Relationship

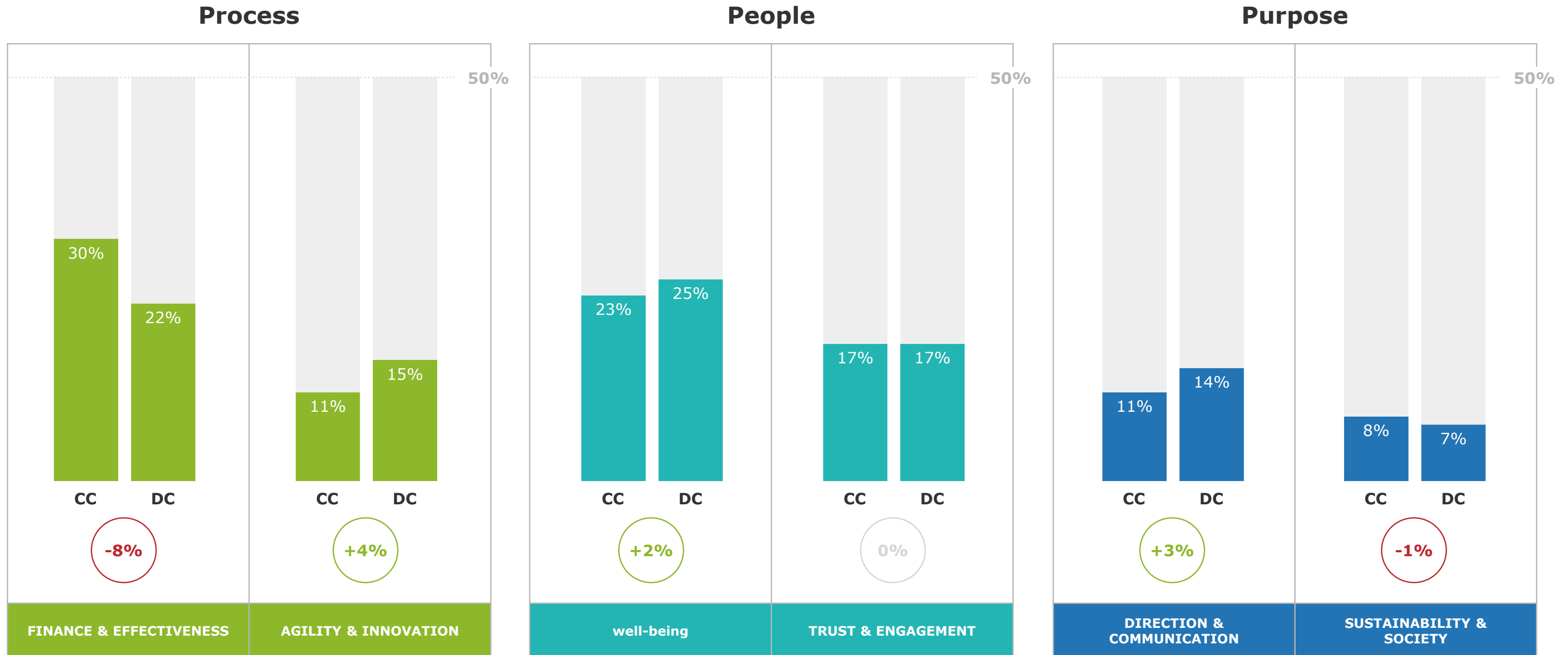
ⓐ = Organisational

ⓓ = Societal

Organisational Perspective

Aligned Example

521 participants



Organisational Perspective

Aligned Example

521 participants

| | Process | | People | | Purpose | |
|--|--|--|---|--|---|--------------------------|
| | FINANCE & EFFECTIVENESS | AGILITY & INNOVATION | well-being | TRUST & ENGAGEMENT | DIRECTION & COMMUNICATION | SUSTAINABILITY & SOCIETY |
| Desired Culture + Values Jumps | <u>client collaboration</u> | <u>innovation</u> <u>continuous improvement</u> <u>entrepreneurial</u> adaptability | <u>balance (home/work)</u> <u>well-being</u> <u>employee recognition</u> coaching/ mentoring | <u>teamwork</u> <u>employee engagement</u> trust | leading by example long-term perspective | |
| Current Culture | client collaboration financial stability professionalism | continuous improvement innovation | well-being balance (home/work) | teamwork | | |
| Cultural Entropy[®] 6% | 2% | 1% | 0% | 2% | 1% | 0% |