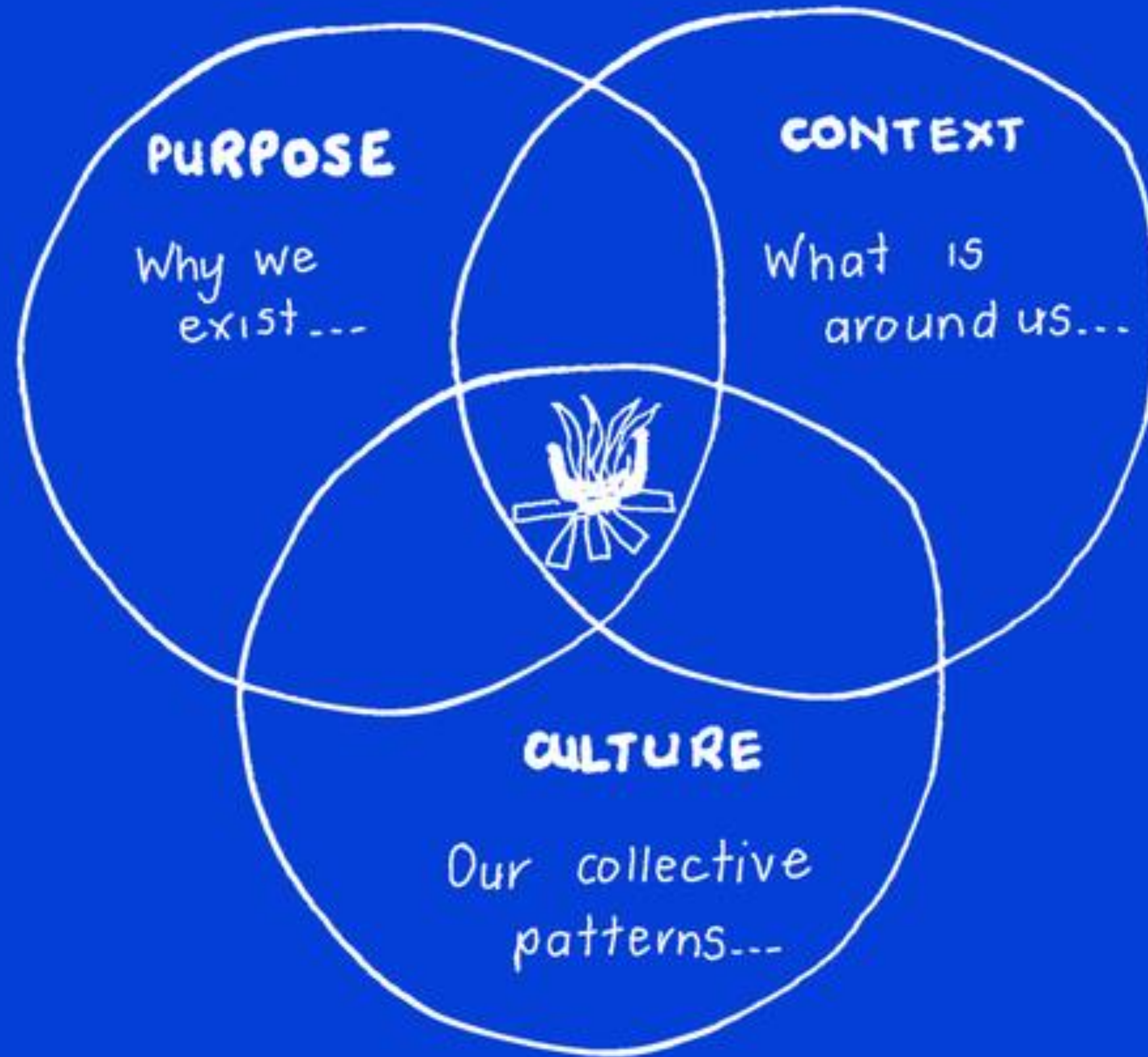




Culture Clues



Unveiling Predictive Power in
your Organisation



What is culture?

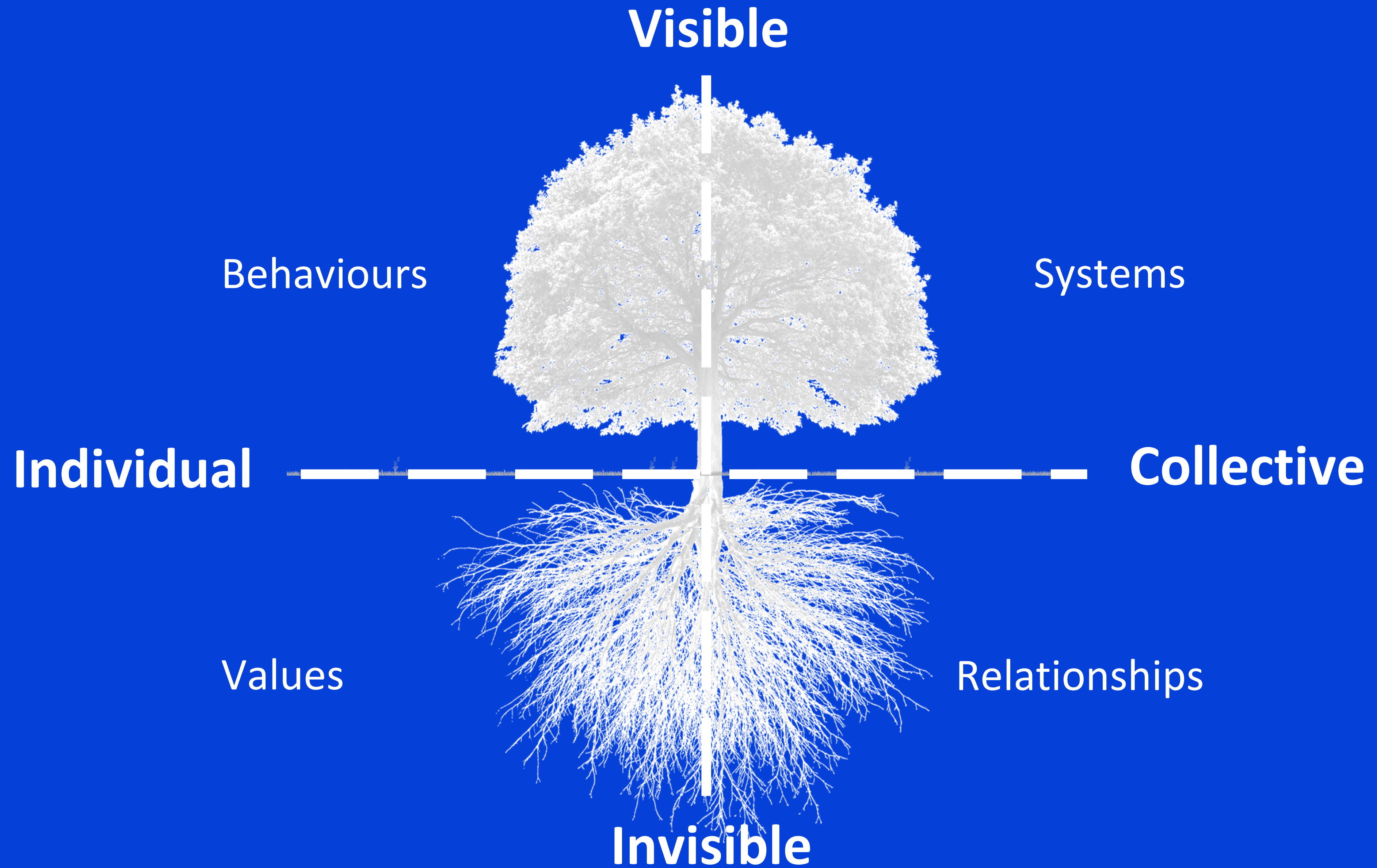
The collective patterns created by people.

Made up of visible behaviours and invisible forces that both enable and constrain organisational potential.

Remember: We are part of a complex living social system!

“We see the world not as it is, but as we are.”

- Anais Nin



Values.

The root system of culture...

The predictive power of values



Barrett Culture Model [®]

Contribution

7

Living Purpose
Creating New Futures, Long-Term Perspective,
Social Responsibility, Vision

Collaboration

6

Cultivating Communities
Community Involvement, Mentoring/Coaching,
Leadership Development, Partnership

Alignment

5

Authentic Expression
Commitment, Honesty, Integrity, Positive Attitude,
Transparency, Trust

Evolution

4

Courageously Evolving
Adaptability, Diversity, Empowerment, Risk-Taking,
Teamwork, Transformation

Performance

3

Achieving Excellence
Best Practices, Competence, Productivity, Quality,
Results Orientation

Relationships

2

Building Relationships
Customer Satisfaction, Family, Friendship,
Listening, Respect

Viability

1

Ensuring Stability
Financial Security, Health, Profit, Safety

Cultural Entropy[®]

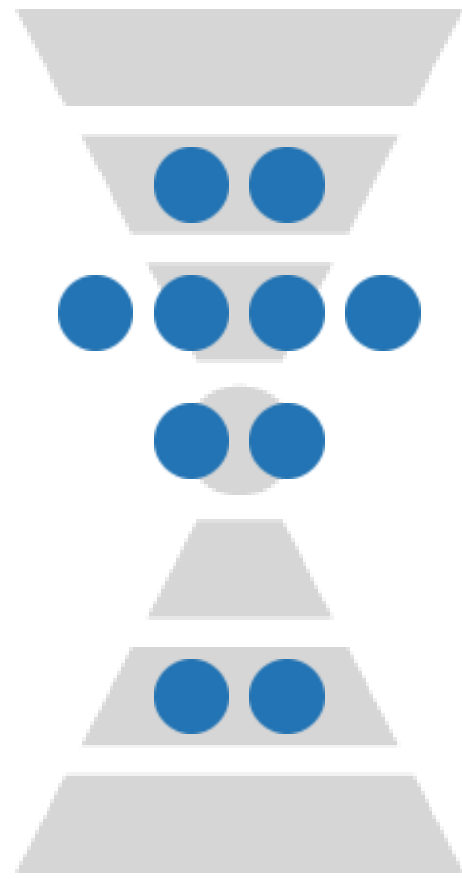
1. Viability	2. Relationships	3. Performance
Lack of resources	Blame	Hierarchy
Short term focus	Internal competition	Confusion
Job insecurity	Manipulation	Bureaucracy
Control	Empire building	Wasted resources
Change averse	Isolation	Silo mentality
Cautious	Dishonesty	Information hoarding
Trauma	Bullying	Long hours
Exploitation	Seeking approval	Power

Which of these could be your culture handbrakes!

Overall Group Results

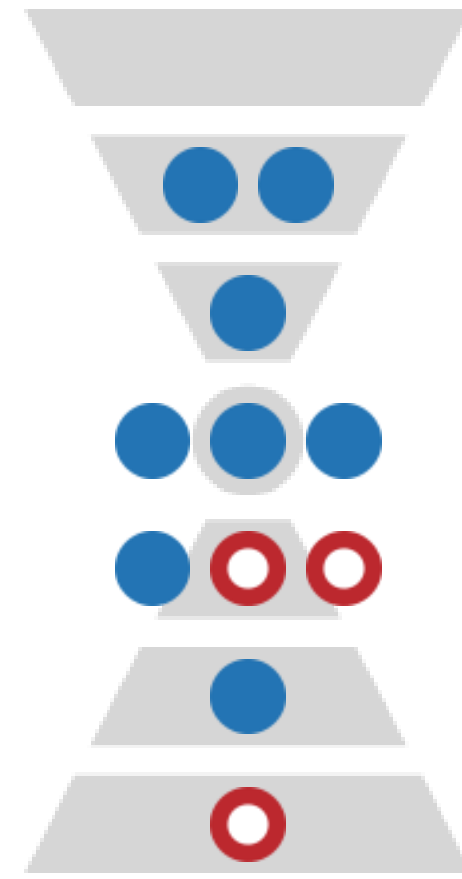
- 7 Contribution
- 6 Collaboration
- 5 Alignment
- 4 Evolution
- 3 Performance
- 2 Relationships
- 1 Viability

Personal Values (PV)



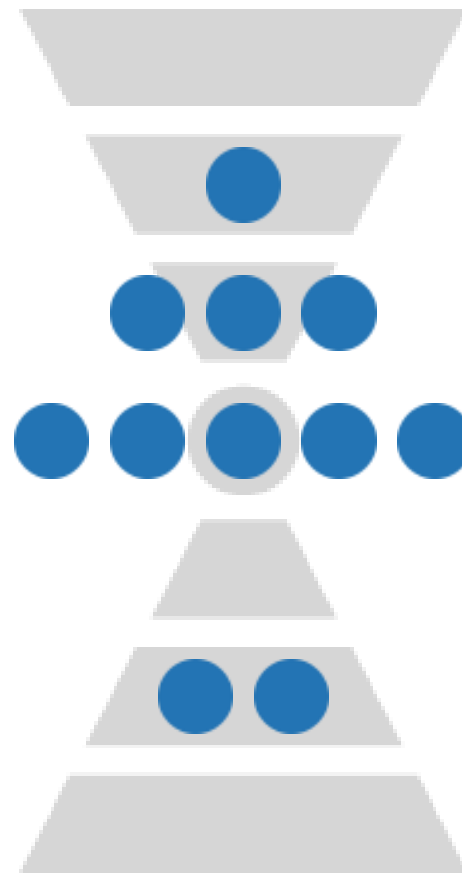
VALUE	VOTES	LEVEL
family	132	2
balance (home/work)	124	4
honesty	124	5
accountability	115	4
humour/ fun	108	5
respect	99	2
empathy	96	6
better together	93	5
trust	93	5
make a difference	92	6

Current Culture Values (CC)



VALUE	VOTES	LEVEL
community focus	169	6
customer satisfaction	135	2
bureaucracy	109	3
better together	106	5
grow & improve	96	4
make a difference	94	6
teamwork	93	4
balance (home/work)	88	4
public good	87	3
hierarchy	86	3
lack of resources	86	1

Desired Culture Values (DC)

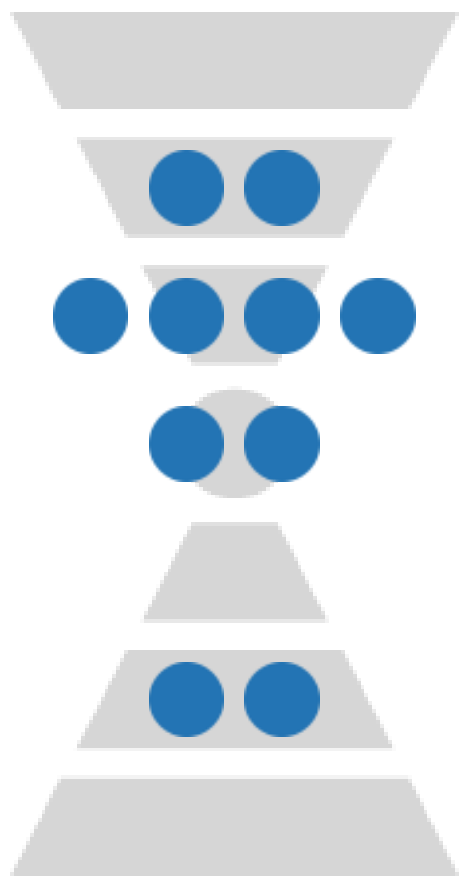


VALUE	VOTES	LEVEL
accountability	173	4
continuous improvement	127	4
balance (home/work)	120	4
better together	120	5
community focus	106	6
open communication	95	2
grow & improve	89	4
teamwork	87	4
leading by example	83	5
employee recognition	78	2
trust	78	5

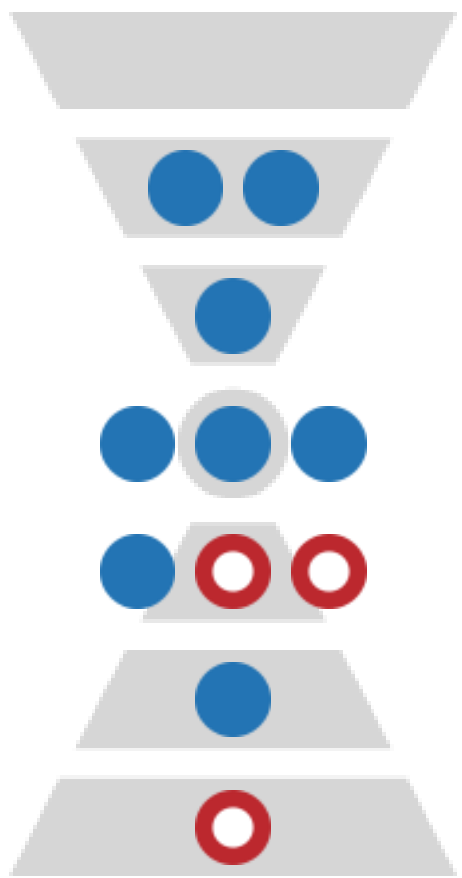
Focus #1 - Inspiring for the Future

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

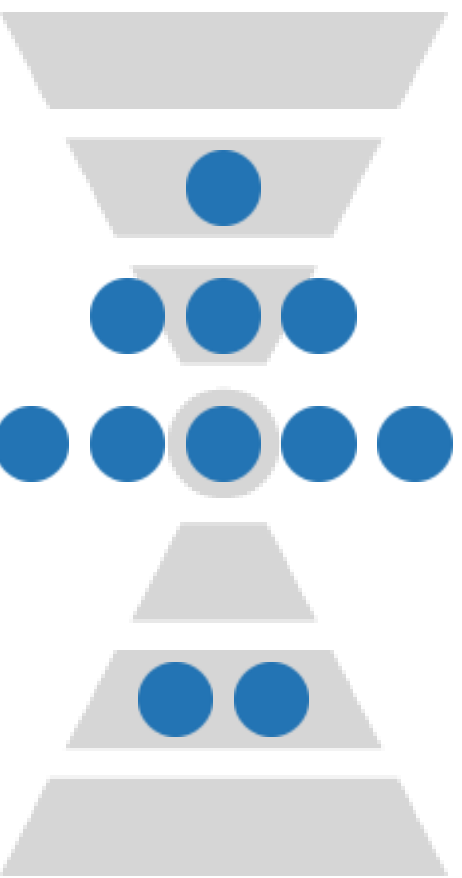
Personal Values (PV)



Current Culture Values (CC)



Desired Culture Values (DC)



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

VALUE	VOTES	LEVEL
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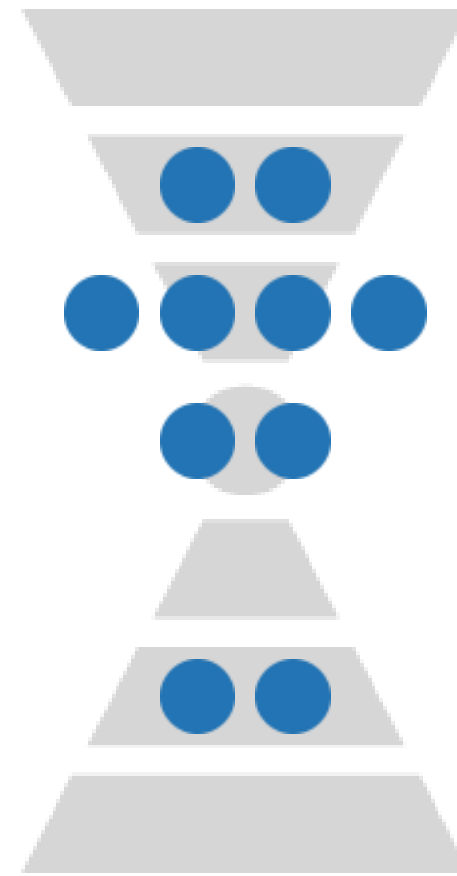
VALUE	VOTES	LEVEL
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public good	87	3
○ hierarchy	86	3
○ lack of resources	86	1

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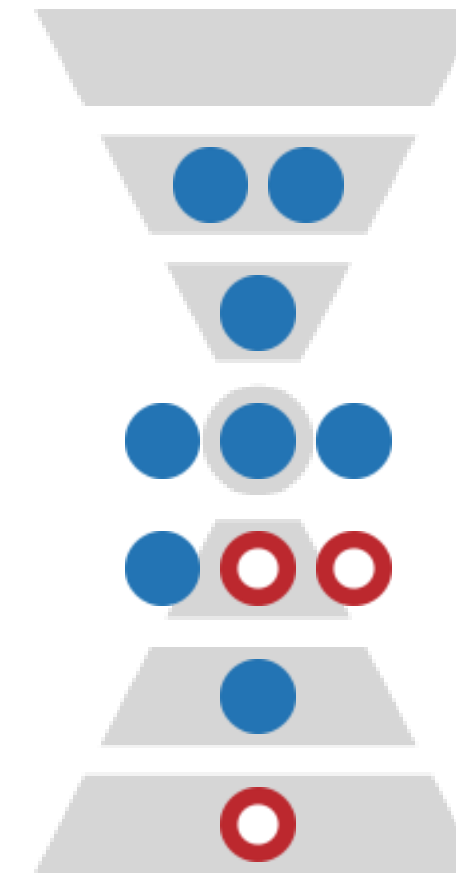
Focus #2 - Releasing Handbrakes

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

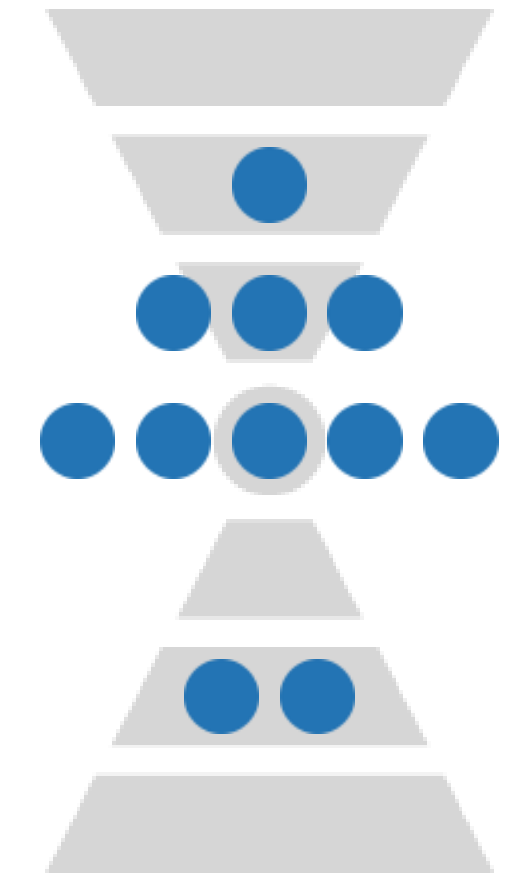
Personal Values (PV)



Current Culture Values (CC)



Desired Culture Values (DC)



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

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Culture Clues Conclusion

1. Culture is a complex living system that requires intentional effort and resources
2. Unveiling the values illuminates pathways for action
3. Engaging your people to focus on the major few creates impact

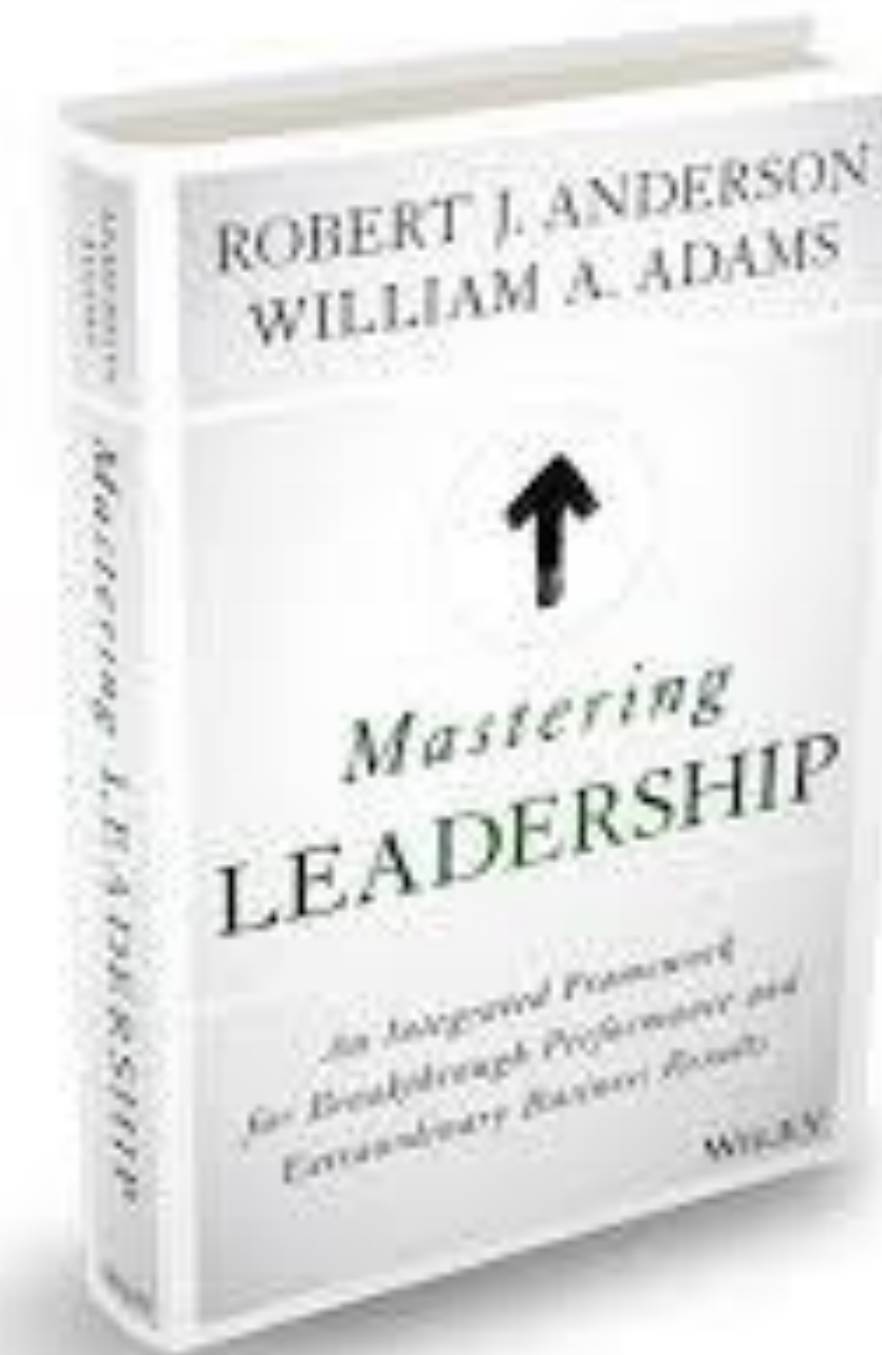
“Nothing happens until you move.”

- Anon

Recommended Reading



An Everyone Culture
Kegan & Lahey



Mastering Leadership
Anderson & Adams