# ORGANIZATIONAL CULTURE
# TEN VALUES

Numerous values define an organization's culture.  The following are some of those values.  Based on your perspective, what score (10-0) would you give your organization?

Focus_____(Your Team, Total Organization)

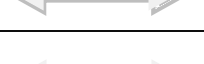| Team Score | Org Score | 10 Points | 5 Points | 0 Points |
|---|---|---|---|---|
| | | Pride in organization |  | Ashamed of organization |
| | | Can do |  | Can't do |
| | | Customer focus |  | Self focus |
| | | Goal oriented |  | Lack of goals |
| | | Management supports staff |  | Management doesn't support staff |
| | | Staff supports management |  | Staff doesn't support management |
| | | Team focus |  | Self focus |
| | | Input encouraged on decisions |  | Top – down decision making |
| | | Well organized |  | Disorganized |
| | | Positive attitudes |  | Negative attitudes |
| Total Team | Total Org | | | |

| | |
|---|---|
| 100 – 80 Points | A positively charged organization<br>• People encouraged to participate<br>• Staff input is desired<br>• Team oriented culture<br>• Mutual support among staff and management |
| 79 – 60 Points | Generally positive organizational culture<br>• Variability in team leadership from team oriented to top-down<br>• Input is valued on some decisions<br>• People are generally supportive of each other |
| 59 – 40 Points | Bifurcated culture positive versus negative is ongoing debate<br>• Division among key leaders<br>• Problem employees seek issues to divide teams |
| 39 - Below | Negativity charged culture<br>• Us versus Them paradigm<br>• Lack of trust<br>• Gossipers and negative people rule |