



Example Group

LTVA

Prepared by
Barrett Values Centre

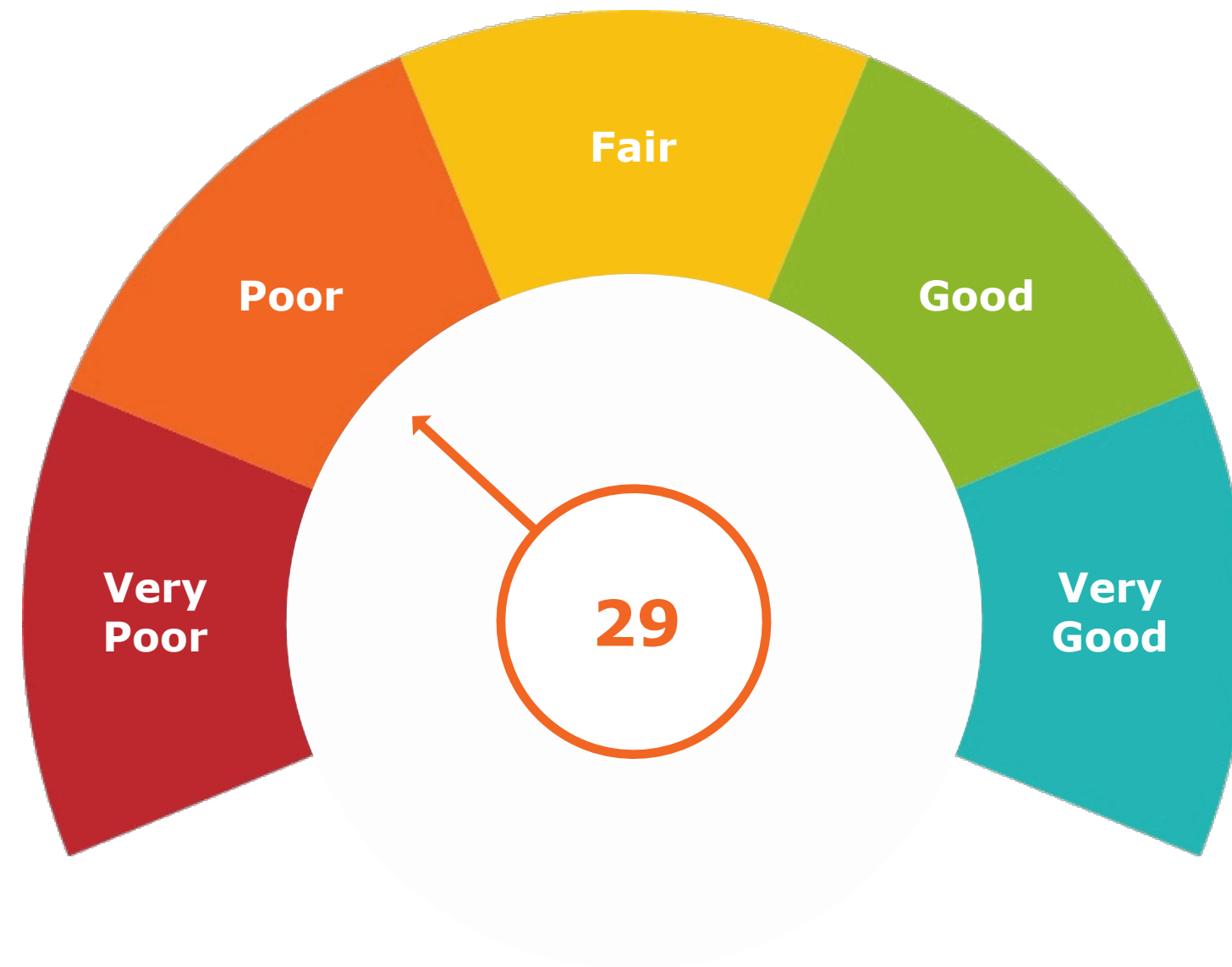
Culture Score

Group
7 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: 51
Industry Average: 58



Summary of Results

Group
7 participants

Alignment

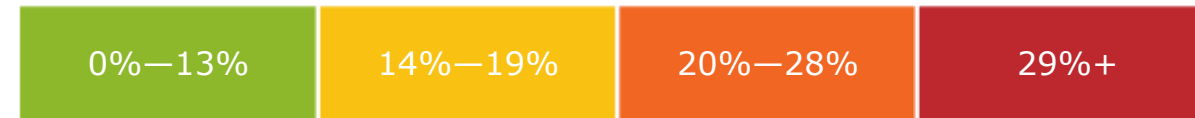
Leadership & Current Culture Matches

2 Fair
Leaders are somewhat able to utilise their strengths at work.

Current & Desired Culture Matches

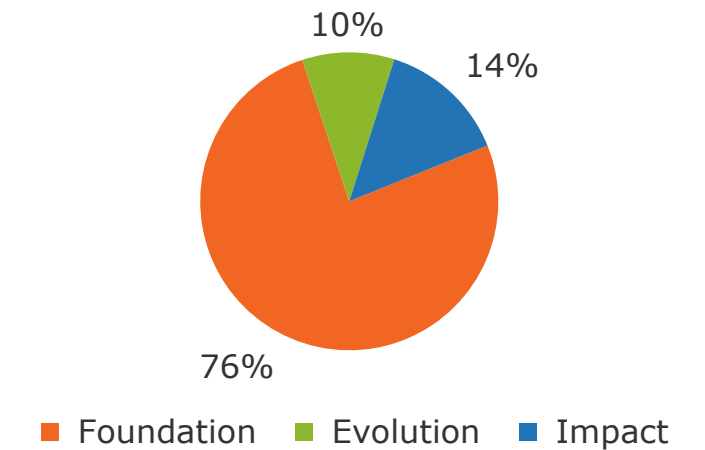
3 Fair
Somewhat on the right track. More work needs to be done.

Cultural Entropy® Score



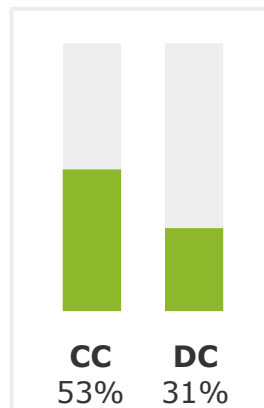
30% Notable Issues

Balance Index

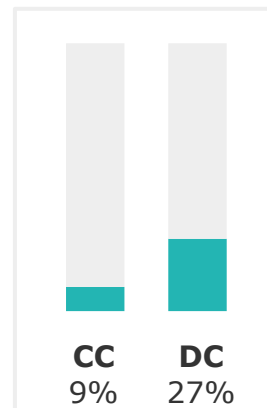


Organisational Perspectives

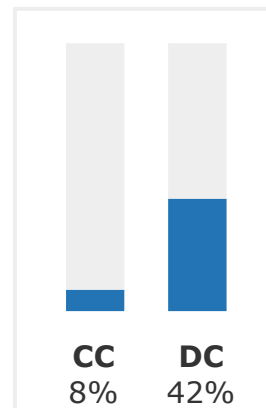
Process



People



Purpose



Potentially Limiting Values

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

short-term focus
cost reduction
internally competitive

New Values to Focus On

adaptability
collaborative working
courage
focus on sustainability
integrity

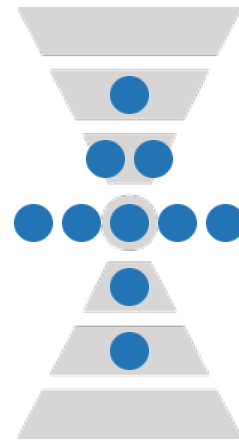
long-term perspective
open to new ideas
shared vision
trust

Overall Group Results

Group
7 participants

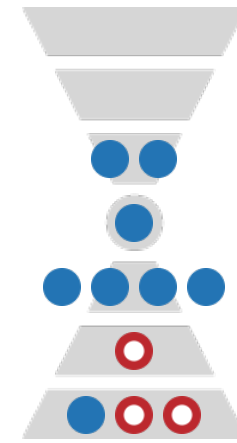
- 7 Contribution
- 6 Collaboration
- 5 Alignment
- 4 Evolution
- 3 Performance
- 2 Relationships
- 1 Viability

Leadership Values (LV)



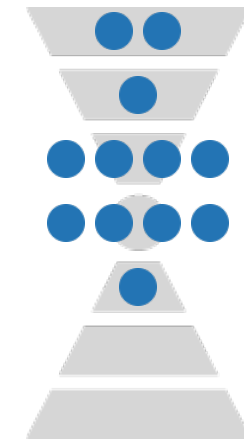
VALUE	VOTES	LEVEL
integrity	6	5
accountability	5	4
strategic thinker	5	4
business/ industry knowledge	4	4
open to new ideas	4	4
collaborative working	3	6
communication skills	3	2
continuous improvement	3	4
excellence	3	3
trust	3	5

Current Culture Values (CC)



VALUE	VOTES	LEVEL
results orientation	7	3
achievement	6	3
being the best	6	3
excellence	6	3
short-term focus	6	1
cost reduction	5	1
internally competitive	5	2
organisational growth	4	1
accountability	3	4
commitment	3	5
positive attitude	3	5

Desired Culture Values (DC)




VALUE	VOTES	LEVEL
accountability	7	4
collaborative working	6	6
long-term perspective	6	7
shared vision	6	5
excellence	5	3
focus on sustainability	5	7
open to new ideas	4	4
trust	4	5
adaptability	3	4
courage	3	4
integrity	3	5
positive attitude	3	5

- Positive Value
- Potentially Limiting
- LV & CC**
0 Matches
- LV & DC**
4 Matches
- CC & DC**
1 Match
- LV, CC & DC**
2 Matches

Values Jumps

Group
7 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

collaborative working		0	6	6
long-term perspective		0	6	6
shared vision		0	6	6
focus on sustainability		0	5	5
accountability		3	7	4
open to new ideas		0	4	4
trust		0	4	4
adaptability		0	3	3
courage		0	3	3
integrity		1	3	2
wisdom		0	2	2

Cultural Entropy[®] Report

Group
7 participants

1 Viability

19%
of total
votes

POTENTIALLY LIMITING VALUES	VOTES
short-term focus	6
cost reduction	5
caution	2

2 Relationships

7%
of total
votes

POTENTIALLY LIMITING VALUES	VOTES
internally competitive	5

3 Performance

4%
of total
votes

POTENTIALLY LIMITING VALUES	VOTES
confusion	1
hierarchy	1
long hours	1

0%—13%

14%—19%

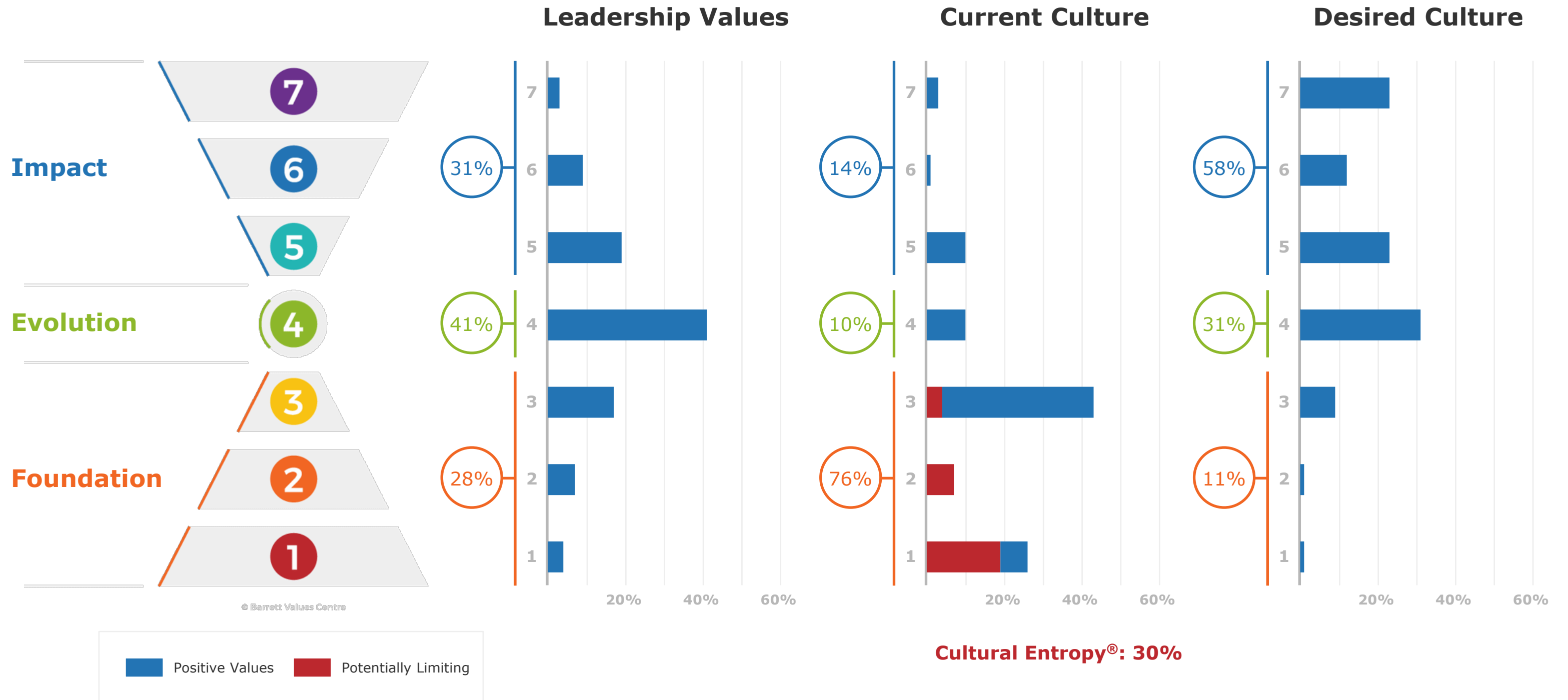
20%—28%

29%+

▲
30%

Balance Index

Group
7 participants



Expansive View

Group
7 participants

Leadership Values

①②③④ = 5-4-1-0 ①②③④ = 0-0-0-0

VALUE	VOTES	LEVEL
integrity	6	①⑤
accountability	5	②④
strategic thinker	5	①④
business/ industry knowledge	4	①④
open to new ideas	4	①④
collaborative working	3	②⑥
communication skills	3	②②
continuous improvement	3	③④
excellence	3	①③
trust	3	②⑤
accessible	2	②②
achievement	2	①③
ambition	2	①③
drive and determination	2	①④
goals orientation	2	③④
positive attitude	2	①⑤
results orientation	2	③③
self-discipline	2	①①

Current Culture Values

①②③④ = 4-1-3-0 ①②③④ = 0-1-2-0

VALUE	VOTES	LEVEL
results orientation	7	③③
achievement	6	①③
being the best	6	③③
excellence	6	①③
short-term focus	6	③①
cost reduction	5	③①
internally competitive	5	②②
organisational growth	4	③①
accountability	3	②④
commitment	3	①⑤
positive attitude	3	①⑤
caution	2	①①
continuous improvement	2	③④

Desired Culture Values

①②③④ = 6-3-2-1 ①②③④ = 0-0-0-0

VALUE	VOTES	LEVEL
accountability	7	②④
collaborative working	6	②⑥
long-term perspective	6	③⑦
shared vision	6	③⑤
excellence	5	①③
focus on sustainability	5	④⑦
open to new ideas	4	①④
trust	4	②⑤
adaptability	3	①④
courage	3	①④
integrity	3	①⑤
positive attitude	3	①⑤
wisdom	2	①⑦

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

Positive

- ① = Individual
- ② = Relationship
- ③ = Organisational
- ④ = Societal

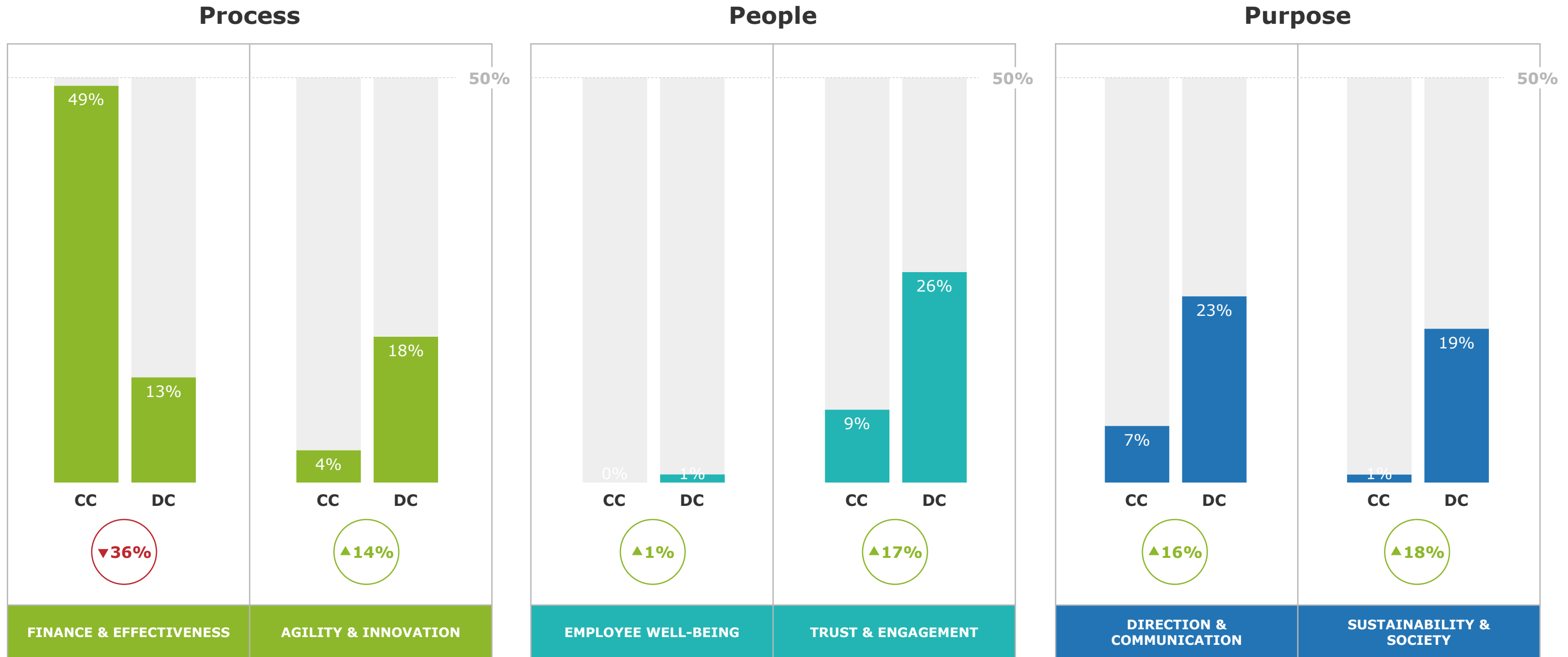
Potentially Limiting

- ① = Individual
- ② = Relationship
- ③ = Organisational
- ④ = Societal

Organisational Perspectives

Positive Values Distribution

Group
7 participants



Organisational Perspectives

Group
7 participants

	Process		People		Purpose	
	FINANCE & EFFECTIVENESS	AGILITY & INNOVATION	EMPLOYEE WELL-BEING	TRUST & ENGAGEMENT	DIRECTION & COMMUNICATION	SUSTAINABILITY & SOCIETY
Desired Culture + Values Jumps	<u>excellence</u>	<u>open to new ideas</u> <u>adaptability</u> <u>courage</u>		<u>accountability</u> <u>collaborative working</u> <u>trust</u>	<u>positive attitude</u> <u>shared vision</u> <u>integrity</u>	<u>long-term perspective</u> <u>focus on sustainability</u> wisdom
Current Culture	results orientation achievement being the best excellence cost reduction organisational growth			internally competitive accountability commitment	positive attitude	short-term focus
Cultural Entropy® 30%	7%	3%	1%	7%	3%	9%