

Culture Survey

Culture is the shared beliefs and values that guide thinking and behaviour. Based on the Circumplex Model from Human Synergistics Inc., the Organizational Culture Inventory (OCI) is a reliable, quantitative picture of what attitudes and behaviours are encouraged or discouraged in an organization and what people believe it takes to fit in and to succeed. Developed with the University of Chicago Business School, it has been used in 1000's of companies worldwide.

SPECIFICALLY, THE OCI...

- Describes shared values and beliefs, what is expected and rewarded, and the managerial philosophies and beliefs shaping people's behaviours.
- Profiles Actual (current culture) and Ideal (vision of the preferred future).
- Measures 12 different styles of thinking and behaviour organized into 3 primary culture types – Constructive, Aggressive and Passive-Defensive.

Identifies the present level of healthy attributes such as initiative, collaboration, service excellence, **and** sense of autonomy, and identifies or pre-empts limiting attitudes such as complacency, bureaucratic inertia, unhealthy internal competitiveness and change fatigue.

In addition, the Culture Profile delivers several important benefits:

- Deep insight into the culture's entrenched attitudes and behaviours influencing results and relationships.
- A quantitative and qualitative picture to serve as an objective "conversation starter" for teams at all levels; a common, simple point of reference to talk about and improve on "the way we work around here".
- Tangible support for communicating the "intangibles" in vision and goals, and translating the big picture to individual day-to-day work. It helps describe strategic imperatives both in terms of the results to be achieved and the attitudes that are deemed necessary to achieve them.
- More complete awareness of subtleties and root causes behind the challenges and issues influencing other measures such as Employee or Customer Satisfaction surveys.
- A foundation for integrating varied corporate initiatives into a consistent, cohesive vision and framework.