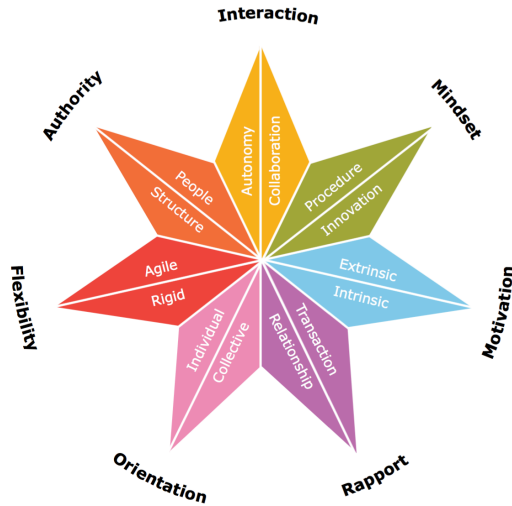


What It Is



Culture is important. It drives the performance of everyone in your organization, but it can often feel too abstract to identify and shape.

The Organizational Culture Assessment produces a typology of your organization based on our research-driven framework of the seven facets of organizational culture. Our approach emphasizes that organizational culture is never inherently “good” or “bad,” but rather can only be better or worse at supporting your organizations’ goals.

The Seven Facets of Culture each have two poles on a continuum along which every organization falls. These facets can be organized into three lenses:

Relationships:

1. **Authority:** How you make decisions – through *people* or *structure*?
2. **Rapport:** How people relate to each other – by *transaction* or by building *relationships*?
3. **Orientation:** Where you invest – in the *collective* or the *individual*?

Process:

4. **Interaction:** How you get your work done – *collaboratively* or *autonomously*?
5. **Mindset:** How you problem-solve – according to *procedure* or through *innovation*?
6. **Flexibility:** How you react to change – are you *agile* or *rigid*?

Value:

7. **Motivation:** What drives your performance – *intrinsic* or *extrinsic* drivers?