



Barrett Values Centre

TEDxPhiladelphiaED: Overall Group

Prepared by:
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Survey Questions

1) Personal Values

Please select ten of the following values/behaviors that most reflect who you are, not who you desire to become.

2) Current National Culture Values

Please select ten of the following values/behaviors that most reflect how the education system in the USA currently operates.

3) Desired National Culture Values

Please select ten of the following values/behaviors that, in your opinion, are essential for the USA Education System to achieve high performance

Demographics

1) Relationship to school/education system

- I am teacher/educator working with students
- I serve education in a non-teaching capacity
- None of the above but I did go to school at some point in my life

2) Grade of school you are mainly associated with

- Primary
- Secondary
- Tertiary

3) Type of school system are you mainly associated with

- Private
- Public
- None/Other

4) Age

- 21 and under
- 22 to 50
- 51 and over



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Personal & Current Culture Alignment – Values Matches: 0

- 3 or more. People are able to bring themselves to work.
- 1-2. People are somewhat able to bring themselves to work.
- 0. People are not able to bring themselves to work. Look to blue values in Desired Culture for guidance, if any.

Current & Desired Culture Alignment – Values Matches: 0

- 6 or more. Excellent, strong, healthy culture
- 4-5, good. Group is on the right track.
- 2-3, fair. Group is somewhat on the right track. More work needs to be done.
- 0-1, poor. Group is unhappy or frustrated, wants to see changes or take a new direction.

8 - bureaucracy, authoritarian, short-term focus, cost reduction, blame, over-scheduled, confusion and control

Limiting Values:

- 0. This group does not operate from the basis of fear.
- 1-2. May be some element of fear behind how decisions are made or how people are managed.
- 3+. Fear is a factor in how this group operates or is managed.

Entropy: 58%

- Less than 10%. Healthy functioning.
- 10%-19%. Some problems requiring careful monitoring.
- 20%-29%. Significant problems requiring attention.
- 30%-39%. Crisis situation requiring immediate change
- Above 40%. High risk of implosion, bankruptcy, or failure.

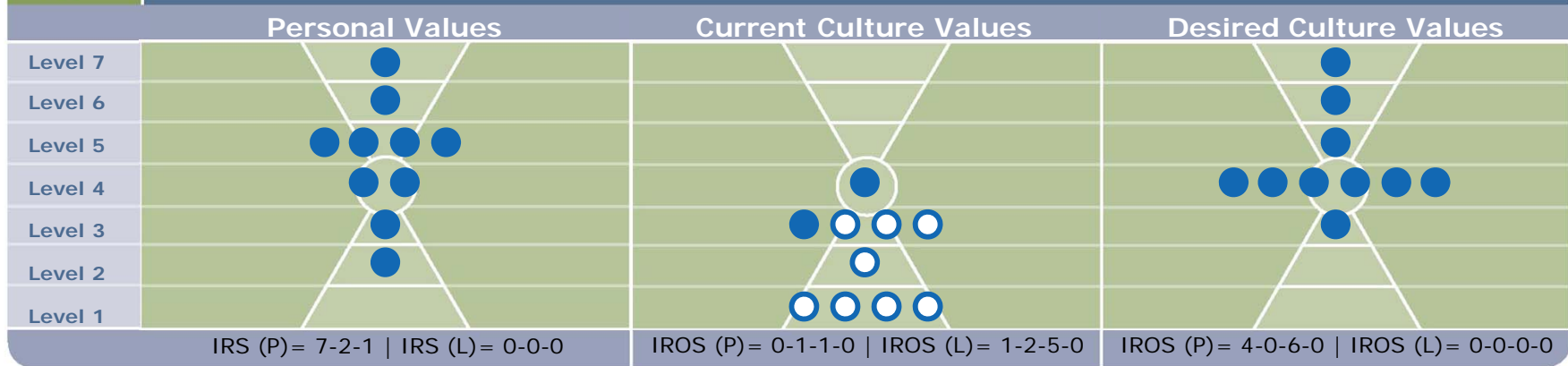
NEW VALUES TO FOCUS ON

Any values shown in blue are important to the individuals who work for the organization and are requested in the Desired Culture but are not showing in the top values of the Current Culture. How can you support your staff to bring these values and strengths to work so that they and the organization would derive further benefit from them?

Any Desired Culture values shown in black are entirely new requests. They do not show in the Personal or Current Culture. To what extent are these values positive new requests, or maybe a reaction to something that is not happening or is unhealthy in the Current Culture? What themes do you notice with these new values? Open a dialogue with these people to gain a deeper understanding.



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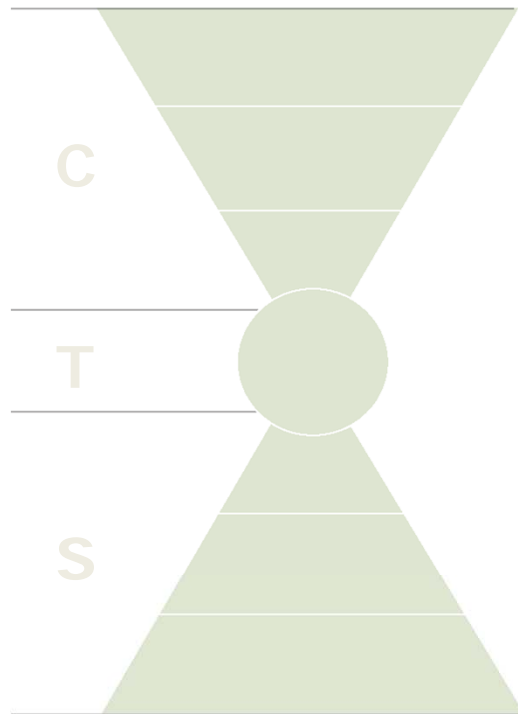


Matches	Personal Values	Current Culture Values	Desired Culture Values
	1. making a difference 34 6(S)	1. bureaucracy (L) 70 3(O)	1. innovation 42 4(I)
	2. creativity 33 5(I)	2. authoritarian (L) 48 1(I)	2. creativity 35 5(I)
	3. humor/ fun 33 5(I)	3. short-term focus (L) 46 1(O)	3. academic excellence 32 3(O)
	4. continuous learning 29 4(I)	4. cost reduction (L) 43 1(O)	4. long-term perspective 29 7(O)
	5. family 28 2(R)	5. results focus 42 3(O)	5. character development 28 4(O)
	6. professional growth 26 3(I)	6. blame (L) 40 2(R)	6. passion for learning 28 4(I)
	7. commitment 25 5(I)	7. over-scheduled (L) 40 3(O)	7. student centered 27 6(O)
	8. compassion 23 7(R)	8. accountability 36 4(R)	8. intellectual stimulation 26 4(O)
	9. enthusiasm 23 5(I)	9. confusion (L) 36 3(O)	9. adaptability 23 4(I)
	10. innovation 22 4(I)	10. control (L) 33 1(R)	10. parent involvement 23 4(O)

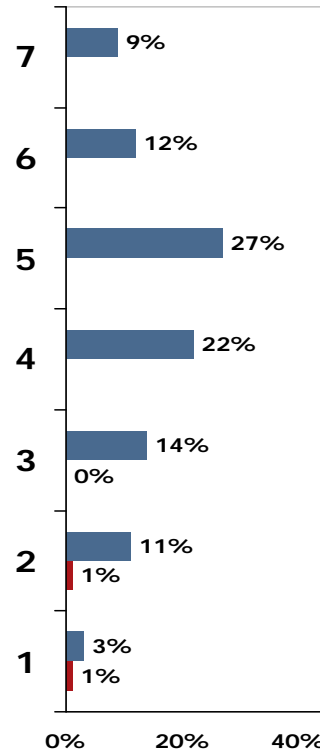
Black Underline = PV & CC Orange = CC & DC P = Positive L = Potentially Limiting I = Individual O = Organizational
 Orange = PV, CC & DC Blue = PV & DC (white circle) R = Relationship S = Societal



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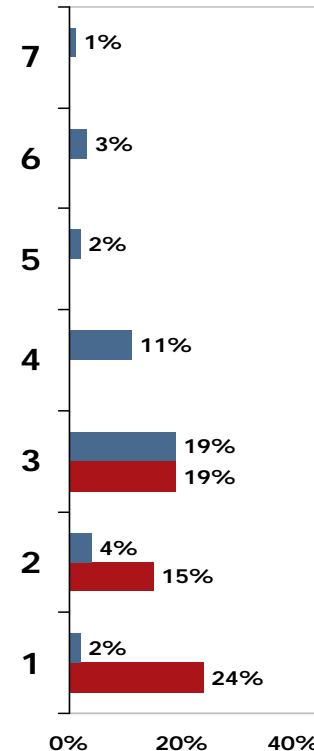


Personal Values



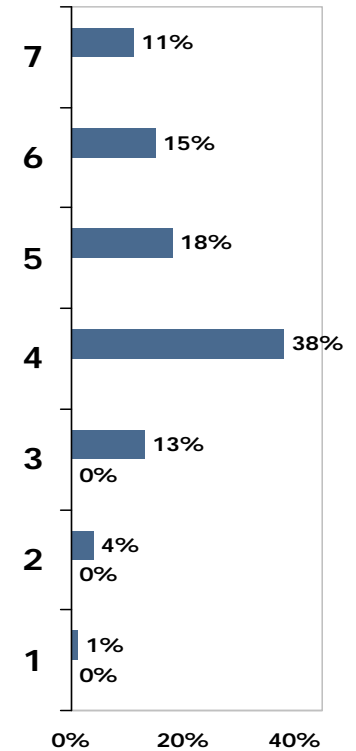
CTS = 48-22-30
Entropy = 2%

Current Culture Values



CTS = 6-11-83
Entropy = 58%

Desired Culture Values



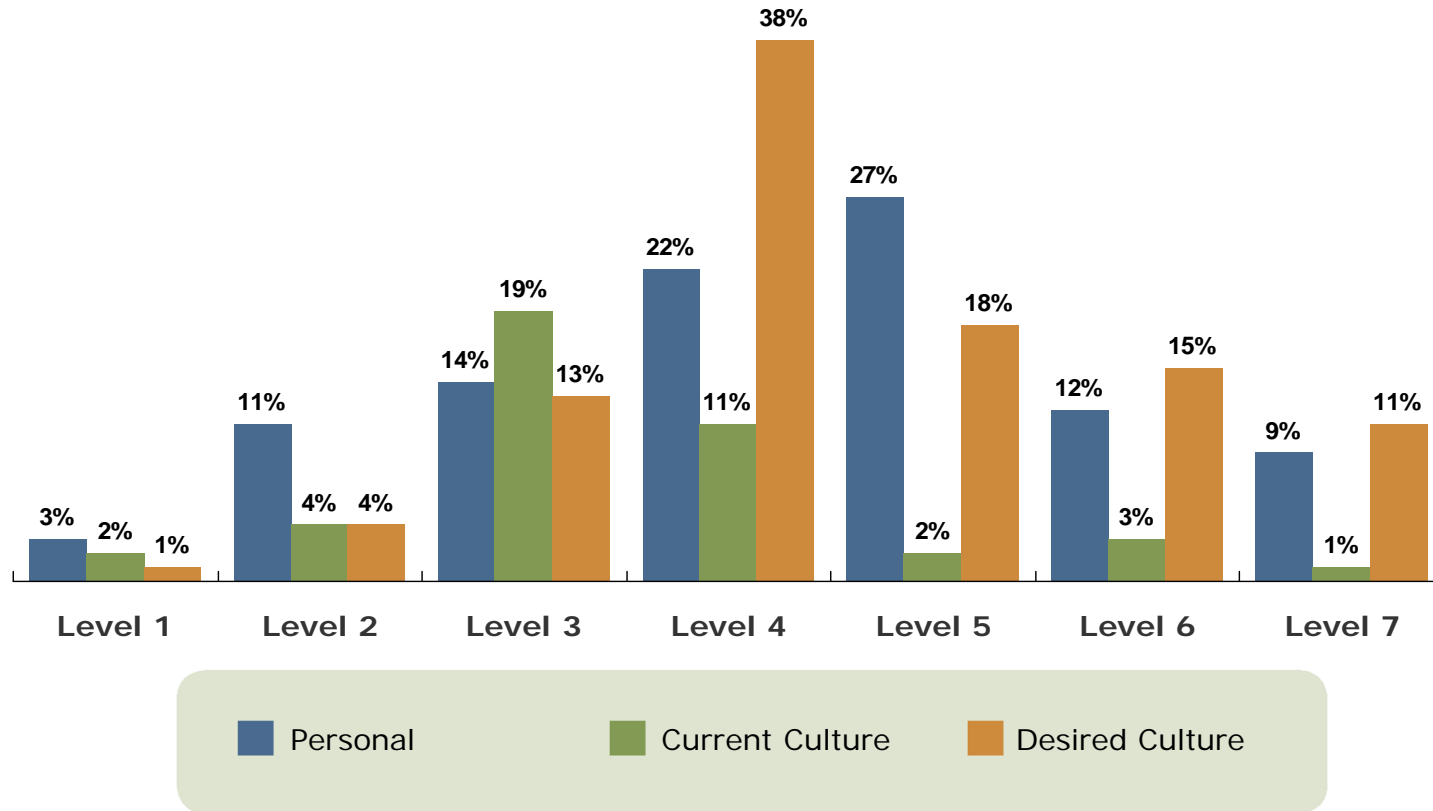
CTS = 44-38-18
Entropy = 0%

C = Common Good
 T = Transformation
 S = Self-Interest

■ Positive Values
 ■ Potentially Limiting Values

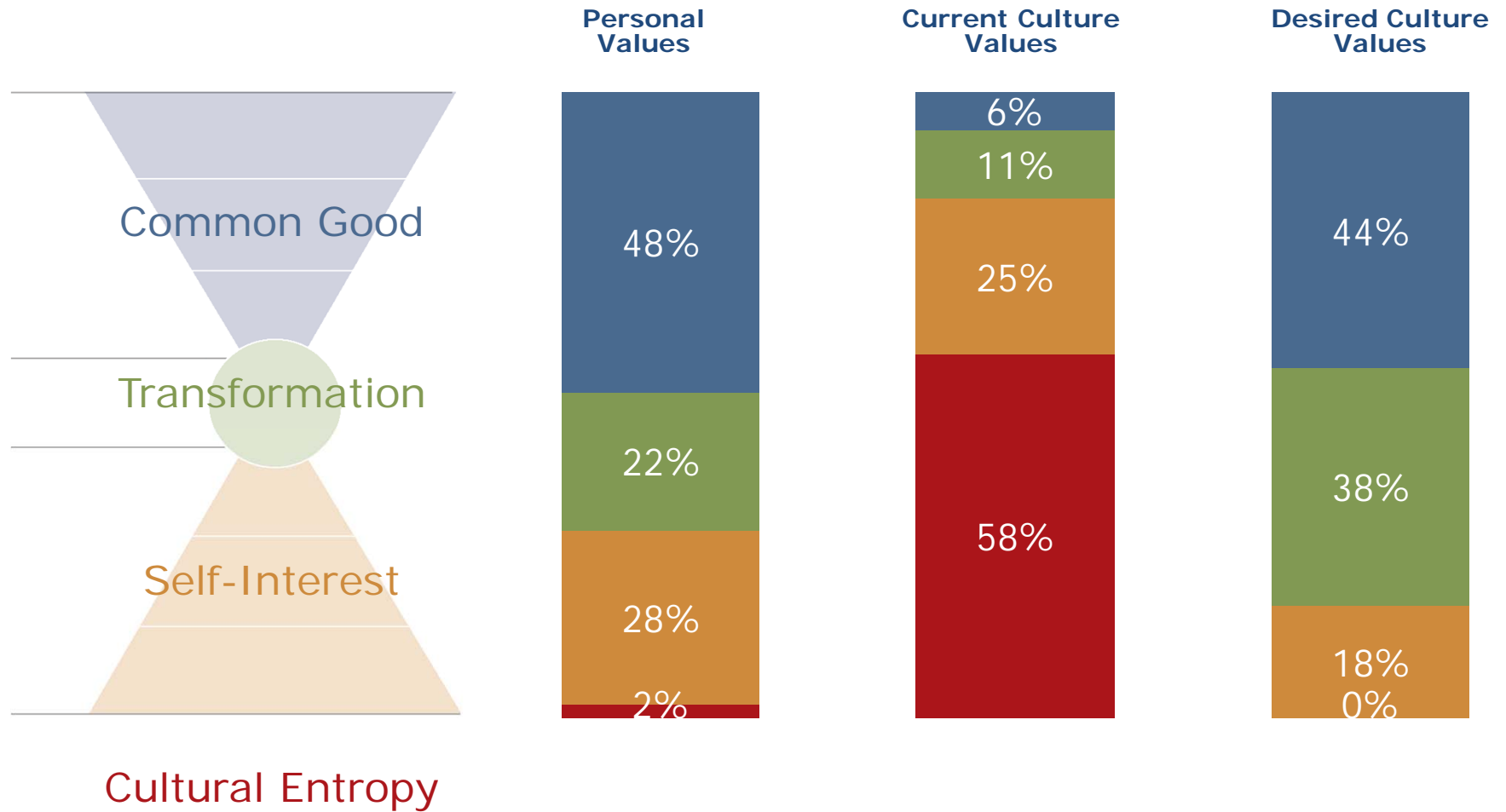


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Entropy Report

This depicts the number of potentially limiting values per level in the Current Culture that were chosen by the survey participants. These represent all the potentially limiting values that were chosen and so may not be included in the top ten values on the Values Plot. Potentially limiting values are found only at levels 1, 2 and 3. This is a reflection of the degree of disorder within a system.

Level	Potentially Limiting Values (votes)	Percentage Entropy
3	bureaucracy (70) over-scheduled (40) confusion (36) cheating (7) status (7)	160 out of 323: 19% of total votes
2	blame (40) tradition (25) internal competition (23) manipulation (17) parent interference (11) lying (10)	126 out of 161: 15% of total votes
1	authoritarian (48) short-term focus (46) cost reduction (43) control (33) bullying (16) caution (13) exploitation (12)	211 out of 229: 24% of total votes
Total	497 out of 860	58% of total votes

This is an alarmingly high level of entropy indicating potential financial collapse. Immediate consideration should be given to cultural and structural transformation, and leadership development. It is important to reduce the level of entropy to 5%-10% to improve performance.



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Values Jumps

A value jump occurs when there are more votes for a value in the Desired Culture than in the Current Culture. Listed below are the values with the largest increase in votes. The values in **bold** are represented in the Desired Culture.

Value	Current Culture Votes	Desired Culture Votes	Jump
innovation	1	42	41
creativity	0	35	35
long-term perspective	1	29	28
character development	2	28	26
intellectual stimulation	0	26	26
passion for learning	3	28	25
student centered	4	27	23
adaptability	0	23	23
academic excellence	10	32	22
compassion	1	19	18
parent collaboration	1	19	18