



Barrett Values Centre

Central Government Industry Report

Prepared by Barrett Values Centre

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Central Government Industry Report 2007-2014

Total number of organizations: 79

Time Period: 2007-2014

Countries represented: 19

Average Entropy:

Year	Average Entropy
2007-2014 Combined	30%
2014	34%
2013	28%
2012	28%
2011	26%
2010	36%
2009	31%
2008	27%
2007	31%

Total Number of Organisations by Current Organisational Entropy:

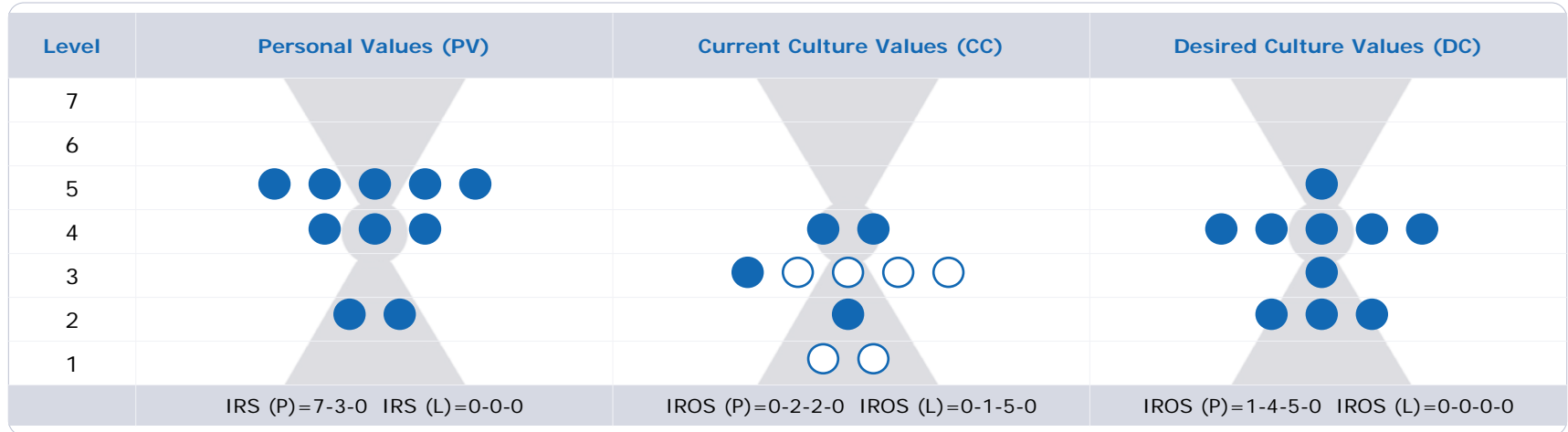
Entropy Band	Number of Organisations
0-10%	5
11-20%	11
21-30%	26
31-40%	19
41% or more	18

Industry Reports are a composite view of a specific industry using results collected from Cultural Values Assessments over time.

The values data represents the most commonly occurring top values. Percentages associated with values denote the percentage of assessments in a given industry where that value appeared among the top values.



Consolidated Cultural Data – Central Government 2007-2014



Matches
 PV - CC 1
 CC - DC 3
 PV - DC 3

honesty	86%	5(I)	bureaucracy (L)	80%	3(O)	<u>accountability</u>	71%	4(R)
<u>commitment</u>	67%	5(I)	hierarchy (L)	51%	3(O)	continuous improvement	71%	4(O)
integrity	62%	5(I)	cost reduction (L)	46%	1(O)	<u>teamwork</u>	57%	4(R)
<u>accountability</u>	59%	4(R)	confusion (L)	38%	3(O)	open communication	49%	2(R)
respect	56%	2(R)	results orientation	38%	3(O)	professionalism	43%	3(O)
humour/ fun	54%	5(I)	<u>customer satisfaction</u>	37%	2(O)	<u>balance (home/work)</u>	42%	4(O)
responsibility	51%	4(I)	<u>accountability</u>	35%	4(R)	information sharing	42%	4(O)
positive attitude	47%	5(I)	silos mentality (L)	35%	3(O)	<u>customer satisfaction</u>	38%	2(O)
<u>balance (home/work)</u>	46%	4(I)	<u>teamwork</u>	35%	4(R)	employee recognition	35%	2(R)
family	44%	2(R)	control (L)	34%	1(R)	<u>commitment</u>	34%	5(I)

Black Underline = PV & CC
 Orange = PV, CC & DC

Orange = CC & DC
 Blue = PV & DC

P = Positive
 L = Potentially Limiting (white circle)

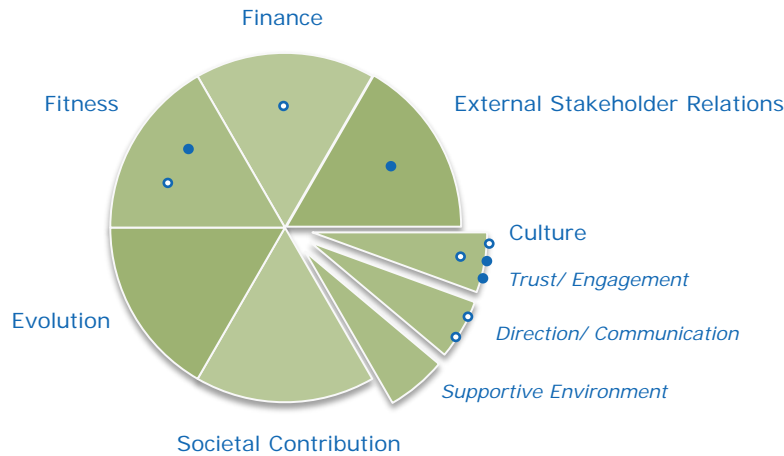
I = Individual
 R = Relationship

O = Organisational
 S = Societal

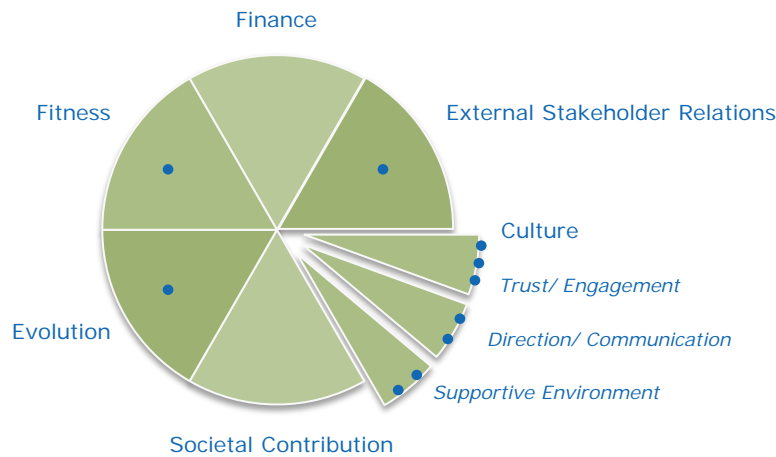


Consolidated Cultural Data – Central Government 2007-2014

Current Culture Values



Desired Culture Values



		Current Culture	Desired Culture
Finance		cost reduction (L)	
Fitness		bureaucracy (L) results orientation	professionalism
External Stakeholder Relations		customer satisfaction	customer satisfaction
Evolution			continuous improvement
Culture	Trust/Engagement	accountability control (L) silo mentality (L) teamwork	accountability commitment teamwork
	Direction/Communication	confusion (L) hierarchy (L)	information sharing open communication
	Supportive Environment		balance (home/work) employee recognition
Societal Contribution			



Consolidated Cultural Data – Central Government 2007-2014

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	Percentage of Assessments
open communication	63%
accountability	53%
employee fulfilment	52%
employee recognition	49%
coaching/mentoring	41%
information sharing	37%
continuous improvement	35%
efficiency	34%
long-term perspective	32%
trust	30%