



Barrett Values Centre

Construction Industry Report

Prepared by Barrett Values Centre

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Construction Industry Report 2007-2014

Total number of organizations: 55

Time Period: 2007-2014

Countries represented: 15

Average Entropy:

Year	Average Entropy
2007-2014 Combined	17%
2014	13%
2013	15%
2012	24%
2011	22%
2010	17%
2009	15%
2008	14%
2007	15%

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

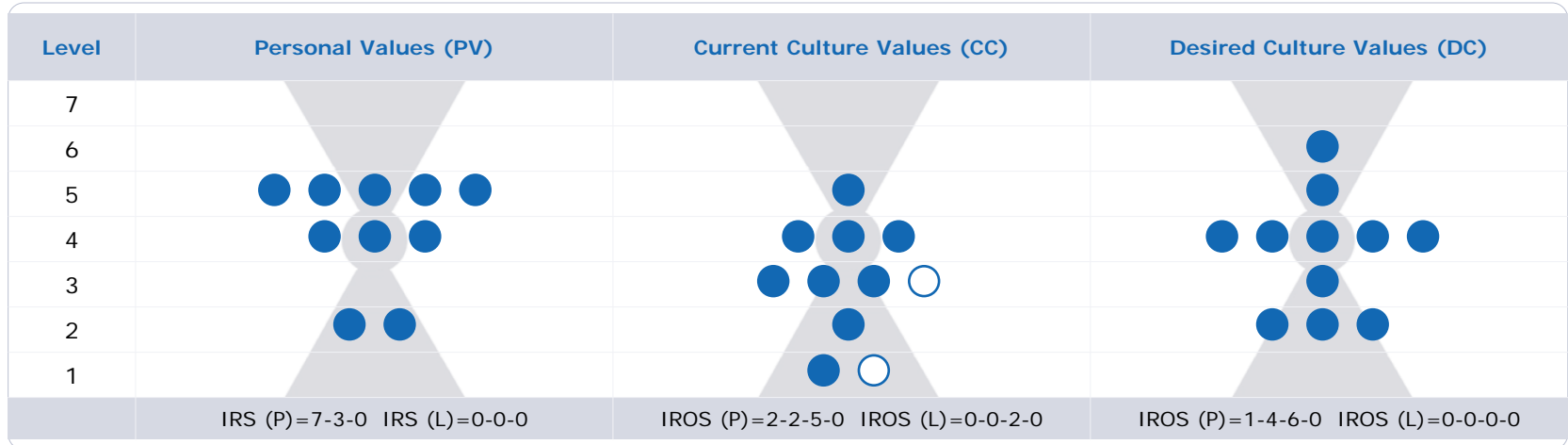
The values data represents the most commonly occurring top values. Percentages associated with values denote the percentage of assessments in a given industry where that value appeared among the top values.

Total Number of Organisations by Current Organisational Entropy:

Entropy Band	Number of Organisations
0-10%	8
11-20%	31
21-30%	12
31-40%	3
41% or more	1



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Matches
PV - CC 2
CC - DC 6
PV - DC 2

honesty	93%	5(I)	<i>teamwork</i>	60%	4(R)	<i>teamwork</i>	87%	4(R)
<u>commitment</u>	85%	5(I)	<i>customer satisfaction</i>	58%	2(O)	<u>accountability</u>	73%	4(R)
family	75%	2(R)	<u>commitment</u>	51%	5(I)	<i>continuous improvement</i>	73%	4(O)
responsibility	65%	4(I)	<i>continuous improvement</i>	49%	4(O)	<u>commitment</u>	64%	5(I)
<u>accountability</u>	58%	4(R)	cost reduction (L)	47%	1(O)	open communication	56%	2(R)
positive attitude	47%	5(I)	<u>accountability</u>	45%	4(R)	<i>customer satisfaction</i>	53%	2(O)
integrity	44%	5(I)	achievement	44%	3(I)	<i>quality</i>	45%	3(O)
respect	44%	2(R)	<i>quality</i>	44%	3(O)	employee recognition	42%	2(R)
humour/ fun	42%	5(I)	profit	38%	1(O)	leadership development	36%	6(O)
continuous learning	38%	4(I)	long hours (L)	31%	3(O)	balance (home/work)	35%	4(O)
			productivity	31%	3(O)	information sharing	35%	4(O)

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

Orange = CC & DC
Blue = PV & DC

P = Positive
L = Potentially Limiting (white circle)

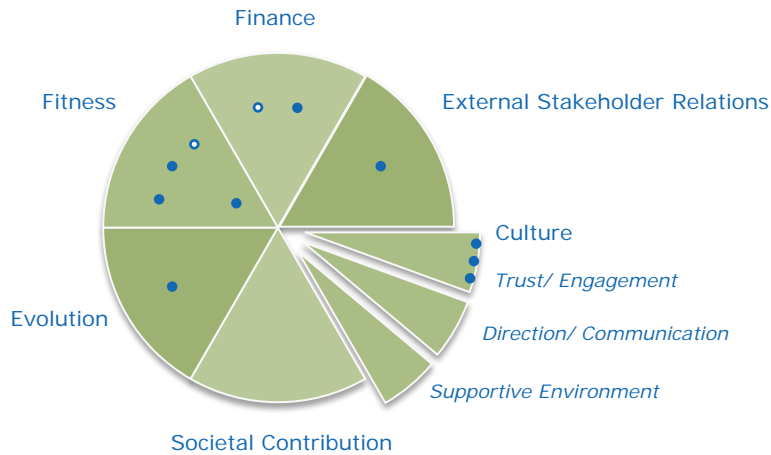
I = Individual
R = Relationship

O = Organisational
S = Societal

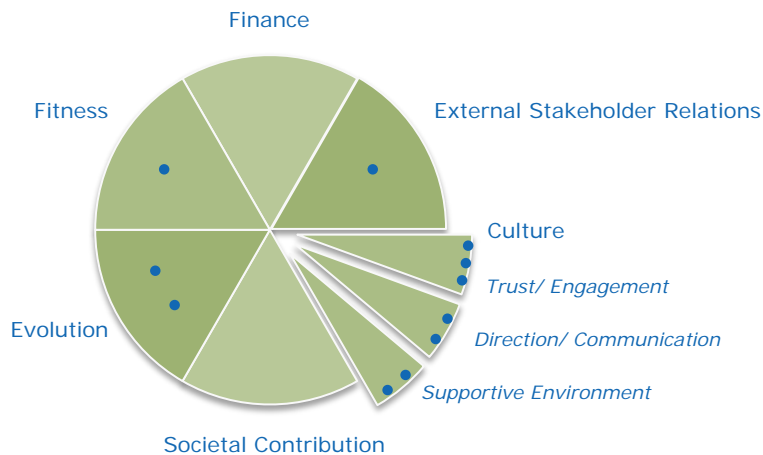


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Current Culture Values



Desired Culture Values



		Current Culture	Desired Culture
Finance		cost reduction (L)	
		profit	
Fitness		achievement	quality
		long hours (L)	
		productivity	
External Stakeholder Relations		customer satisfaction	customer satisfaction
Evolution		continuous improvement	continuous improvement
			leadership development
Culture	Trust/ Engagement	accountability	accountability
		commitment	commitment
		teamwork	teamwork
Culture	Direction/ Communication		information sharing
			open communication
Culture	Supportive Environment		balance (home/work)
			employee recognition
Societal Contribution			



Consolidated Cultural Data – Construction 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	67%
accountability	64%
employee fulfilment	60%
balance (home/work)	53%
employee recognition	53%
efficiency	49%
information sharing	49%
honesty	38%
leadership development	36%
coaching/mentoring	35%