



Barrett Values Centre

Education Industry Report

Prepared by Barrett Values Centre

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Education Industry Report 2007-2014

Total number of organizations: 82

Time Period: 2007-2014

Countries represented: 17

Average Entropy:

Year	Average Entropy
2007-2014 Combined	24%
2014	24%
2013	24%
2012	25%
2011	22%
2010	24%
2009	17%
2008	20%
2007	21%

Total Number of Organisations by Current Organisational Entropy:

Entropy Band	Number of Organisations
0-10%	10
11-20%	24
21-30%	23
31-40%	20
41% or more	5

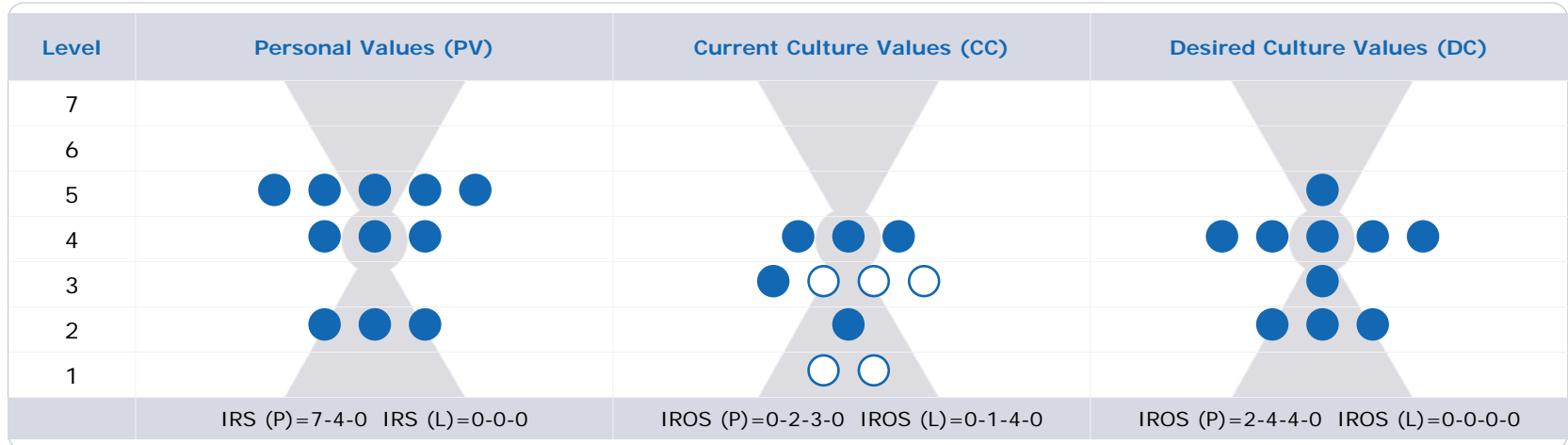
Industry Reports are a composite view of a specific industry using results collected from Cultural Values Assessments over time.

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.

The Education Industry Report includes data from both Education and University industries.



Education Industry Report 2007-2014



Matches
 PV - CC 1
 CC - DC 4
 PV - DC 2

honesty	76% 5(I)	bureaucracy (L)	59% 3(O)	<i>continuous improvement</i>	74% 4(O)
humour/ fun	73% 5(I)	<i>continuous improvement</i>	48% 4(O)	<u>accountability</u>	60% 4(R)
<u>commitment</u>	72% 5(I)	<i>student satisfaction</i>	43% 2(O)	open communication	55% 2(R)
integrity	51% 5(I)	hierarchy (L)	41% 3(O)	<i>teamwork</i>	55% 4(R)
<u>accountability</u>	50% 4(R)	<i>teamwork</i>	39% 4(R)	<i>student satisfaction</i>	49% 2(O)
family	50% 2(R)	cost reduction (L)	37% 1(O)	information sharing	48% 4(O)
responsibility	44% 4(I)	confusion (L)	29% 3(O)	employee recognition	43% 2(R)
caring	43% 2(R)	control (L)	29% 1(R)	adaptability	37% 4(I)
respect	41% 2(R)	results orientation	29% 3(O)	<u>commitment</u>	30% 5(I)
continuous learning	39% 4(I)	<u>accountability</u>	28% 4(R)	professionalism	30% 3(O)
positive attitude	39% 5(I)				

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

Orange = CC & DC
 Blue = PV & DC

P = Positive
 L = Potentially Limiting (white circle)

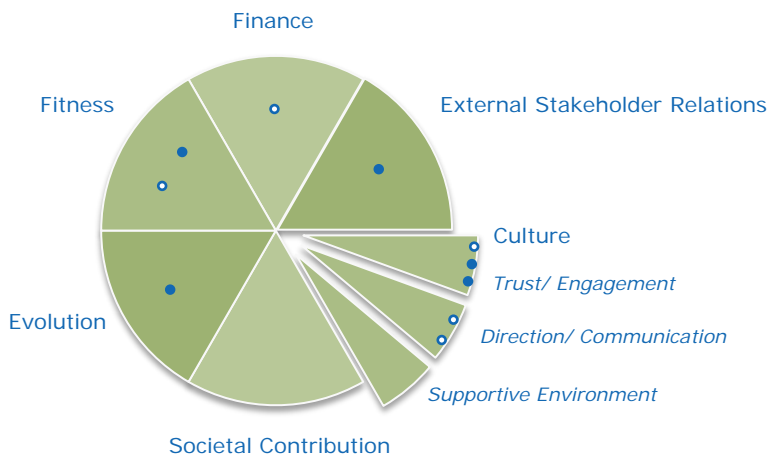
I = Individual
 R = Relationship

O = Organisational
 S = Societal

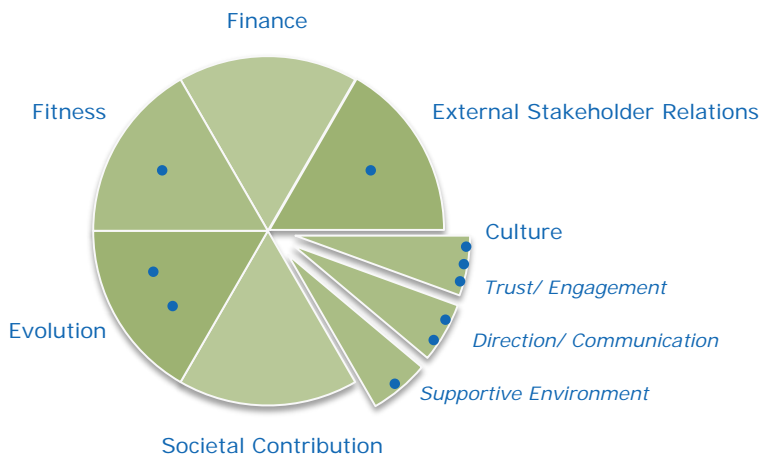


Education Industry Report 2007-2014

Current Culture Values



Desired Culture Values



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



Consolidated Cultural Data – Education 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 most common values jumps for industry organisations. The values in **bold** are also the most common Desired Culture top values.

VALUE	Percentage of Assessments
open communication	63%
employee recognition	59%
employee fulfilment	46%
accountability	44%
information sharing	39%
adaptability	37%
efficiency	34%
trust	33%
shared vision	29%
staff engagement	28%
transparency	28%