



Barrett Values Centre

Health Care Industry Report

Prepared by Barrett Values Centre

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Health Care Industry Report 2007-2014

Total number of organizations: 104

Time Period: 2007-2014

Countries represented: 17

Average Entropy:

Year	Average Entropy
2007-2014 Combined	21%
2014	18%
2013	24%
2012	26%
2011	18%
2010	23%
2009	15%
2008	18%
2007	23%

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

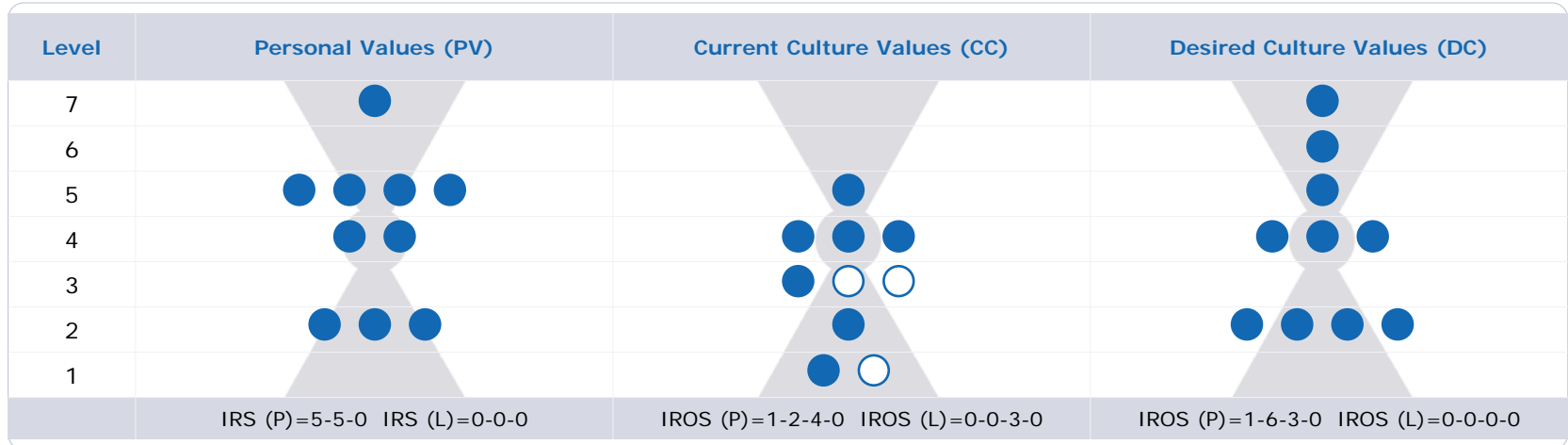
The values data represents the most commonly occurring top values. Percentages associated with values denote the percentage of assessments in a given industry where that value appeared among the top values.

Total Number of Organisations by Current Organisational Entropy:

Entropy Band	Number of Organisations
0-10%	14
11-20%	47
21-30%	21
31-40%	16
41% or more	6



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Matches

PV - CC 2
CC - DC 5
PV - DC 4

honesty	85% 5(I)	<i>customer satisfaction</i>	63% 2(O)	<i>teamwork</i>	75% 4(R)
respect	68% 2(R)	<i>teamwork</i>	58% 4(R)	<i>continuous improvement</i>	67% 4(O)
<u><i>accountability</i></u>	63% 4(R)	<i>continuous improvement</i>	42% 4(O)	<u><i>accountability</i></u>	63% 4(R)
<u><i>commitment</i></u>	63% 5(I)	bureaucracy (L)	40% 3(O)	<i>customer satisfaction</i>	56% 2(O)
caring	60% 2(R)	cost reduction (L)	40% 1(O)	open communication	53% 2(R)
responsibility	56% 4(I)	<u><i>accountability</i></u>	38% 4(R)	employee recognition	40% 2(R)
humour/ fun	54% 5(I)	<u><i>commitment</i></u>	37% 5(I)	<u><i>commitment</i></u>	39% 5(I)
positive attitude	51% 5(I)	organisational growth	31% 1(O)	employee fulfilment	27% 6(O)
family	47% 2(R)	confusion (L)	24% 3(O)	respect	27% 2(R)
compassion	40% 7(R)	quality	24% 3(O)	compassion	24% 7(R)

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

Orange = CC & DC
Blue = PV & DC

P = Positive
L = Potentially Limiting (white circle)

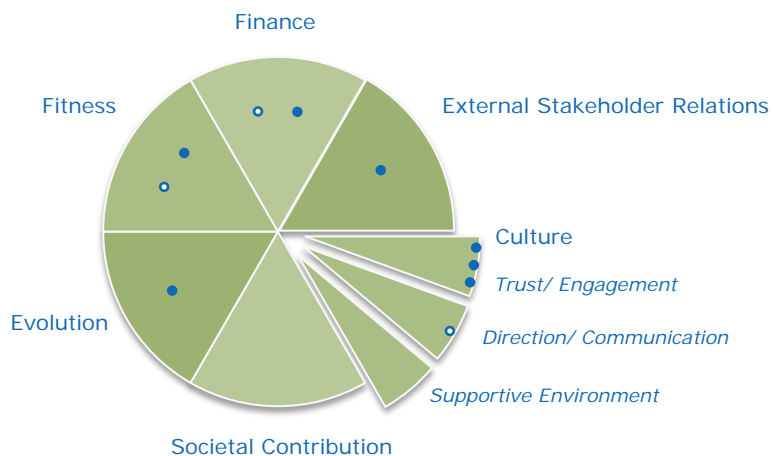
I = Individual
R = Relationship

O = Organisational
S = Societal

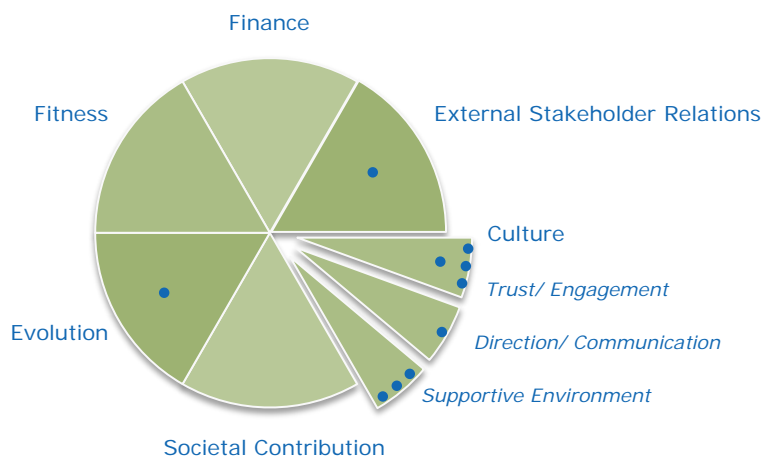


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Current Culture Values



Desired Culture Values



		Current Culture	Desired Culture
Finance		cost reduction (L)	
		organisational growth	
Fitness		bureaucracy (L)	
		quality	
External Stakeholder Relations		customer satisfaction	customer satisfaction
Evolution		continuous improvement	continuous improvement
Culture	Trust/Engagement	accountability commitment teamwork	accountability commitment employee fulfilment teamwork
	Direction/Communication	confusion (L)	open communication
	Supportive Environment		compassion employee recognition respect
Societal Contribution			



Consolidated Cultural Data – Health Care 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
employee fulfilment	60%
open communication	58%
employee recognition	52%
accountability	49%
honesty	43%
trust	34%
teamwork	32%
respect	30%
balance (home/work)	25%
coaching/mentoring	25%