



Barrett Values Centre

Non-Profit Industry Report

Prepared by Barrett Values Centre

February 2015



Non-Profit Industry Report 2007-2014

Total number of organizations: 60

Time Period: 2007-2014

Countries represented: 19

Average Entropy:

Year	Average Entropy
2007-2014 Combined	20%
2014	20%
2013	19%
2012	16%
2011	29%
2010	20%
2009	20%
2008	25%
2007	13%

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

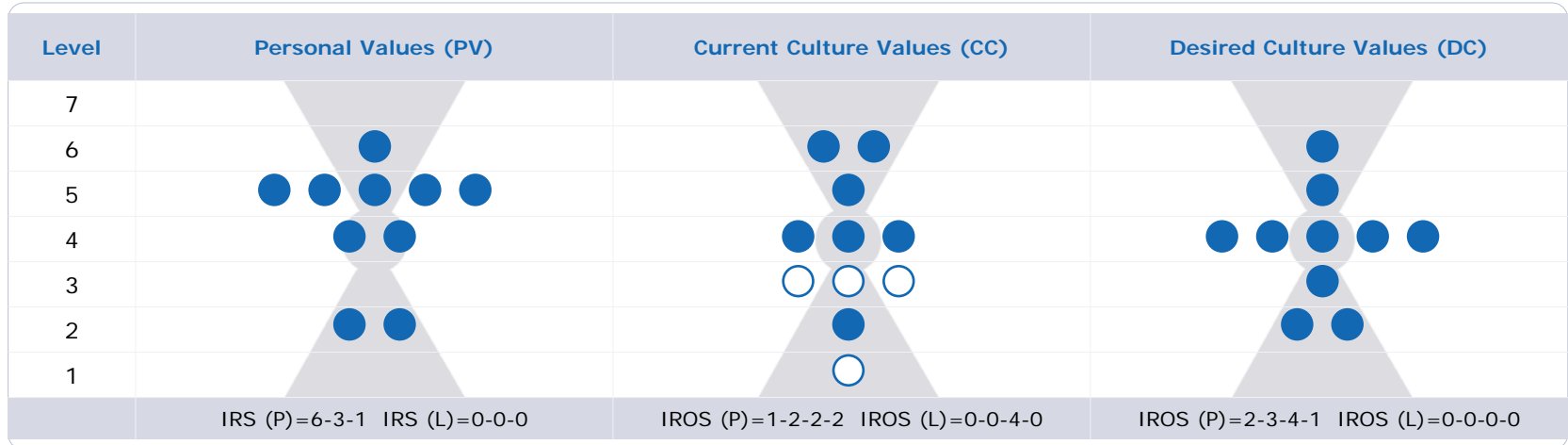
The values data represents the most commonly occurring top values. Percentages associated with values denote the percentage of assessments in a given industry where that value appeared among the top values.

Total Number of Organisations by Current Organisational Entropy:

Entropy Band	Number of Organisations
0-10%	13
11-20%	20
21-30%	19
31-40%	6
41% or more	2



Non-Profit Industry Report 2007-2014



Matches
 PV - CC 3
 CC - DC 5
 PV - DC 2

<u>honesty</u>	80%	5(I)	<u>making a difference</u>	58%	6(S)	<u>accountability</u>	73%	4(R)
humour/ fun	72%	5(I)	<u>teamwork</u>	47%	4(R)	<u>teamwork</u>	68%	4(R)
<u>commitment</u>	70%	5(I)	<u>community involvement</u>	45%	6(S)	<u>continuous improvement</u>	57%	4(O)
<u>integrity</u>	62%	5(I)	bureaucracy (L)	42%	3(O)	open communication	45%	2(R)
<u>making a difference</u>	53%	6(S)	<u>continuous improvement</u>	42%	4(O)	adaptability	42%	4(I)
responsibility	52%	4(I)	<u>commitment</u>	40%	5(I)	<u>customer satisfaction</u>	40%	2(O)
<u>accountability</u>	50%	4(R)	<u>customer satisfaction</u>	37%	2(O)	information sharing	40%	4(O)
respect	45%	2(R)	cost reduction (L)	33%	1(O)	professionalism	32%	3(O)
family	43%	2(R)	<u>accountability</u>	28%	4(R)	<u>integrity</u>	28%	5(I)
positive attitude	43%	5(I)	confusion (L)	28%	3(O)	<u>community involvement</u>	27%	6(S)
			hierarchy (L)	28%	3(O)			

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

Orange = CC & DC
 Blue = PV & DC

P = Positive
 L = Potentially Limiting (white circle)

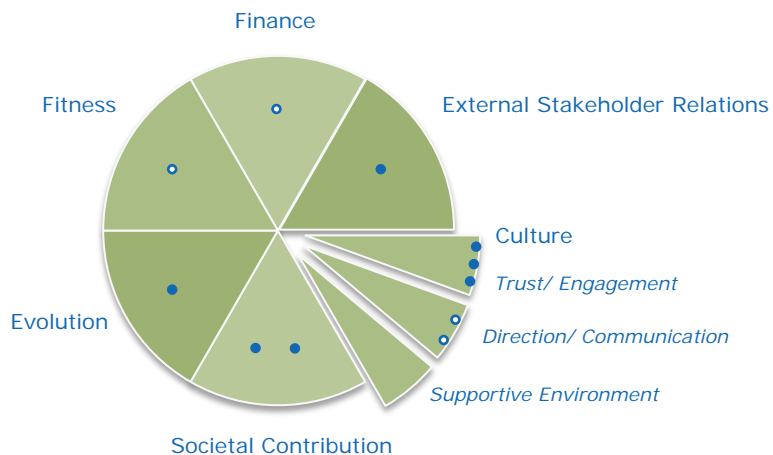
I = Individual
 R = Relationship

O = Organisational
 S = Societal

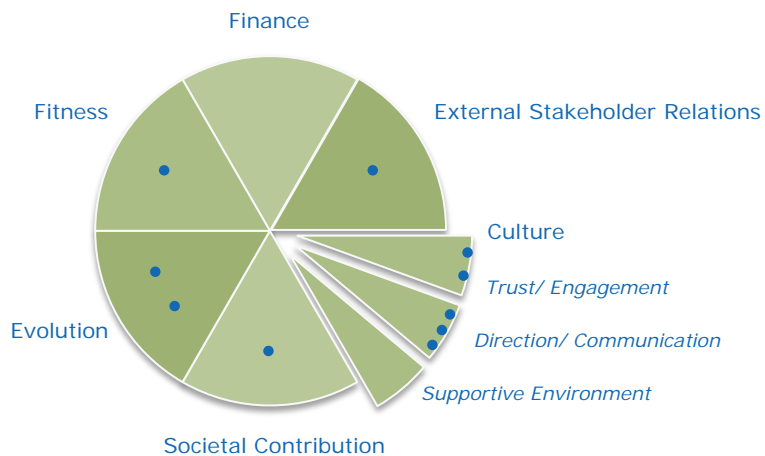


Non-Profit Industry Report 2007-2014

Current Culture Values



Desired Culture Values



		Current Culture	Desired Culture
Finance		cost reduction (L)	
Fitness		bureaucracy (L)	professionalism
External Stakeholder Relations		customer satisfaction	customer satisfaction
Evolution		continuous improvement	adaptability continuous improvement
Culture	Trust/Engagement	accountability commitment teamwork	accountability teamwork
	Direction/Communication	confusion (L) hierarchy (L)	information sharing integrity open communication
	Supportive Environment		
Societal Contribution		community involvement making a difference	community involvement



Consolidated Cultural Data – Non-Profit 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	73%
accountability	65%
trust	52%
employee fulfilment	50%
adaptability	43%
continuous improvement	33%
employee recognition	33%
transparency	33%
leadership development	32%
clarity	30%
creativity	30%