



Barrett Values Centre

## Education Industry Overview

Prepared by

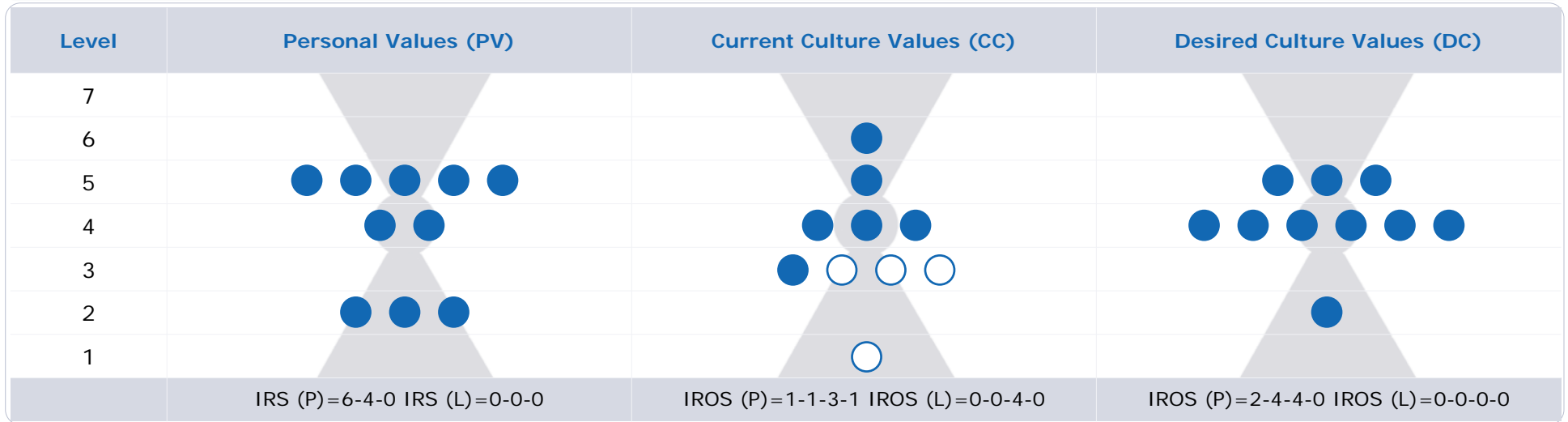
Barrett Values Centre

This industry overview is drawn up from the results of 96 assessments from 18 different countries.

The percentage numbers are calculated using a weighted average, in order to ensure each assessment is proportionately represented.



# Education Industry Overview



Matches PV - CC 1 CC - DC 3 PV - DC 1 new requests	honesty	35% 5(I)	bureaucracy (L)	25% 3(O)	<i>continuous improvement</i>	29% 4(O)
	humour/ fun	31% 5(I)	<i>teamwork</i>	23% 4(R)	<b>accountability</b>	28% 4(R)
	<u><i>commitment</i></u>	28% 5(I)	<i>continuous improvement</i>	22% 4(O)	<i>teamwork</i>	28% 4(R)
	family	27% 2(R)	confusion (L)	20% 3(O)	open communication	24% 2(R)
	respect	26% 2(R)	hierarchy (L)	20% 3(O)	information sharing	21% 4(O)
	positive attitude	26% 5(I)	making a difference	18% 6(S)	innovation	20% 4(O)
	<b>accountability</b>	25% 4(R)	results orientation	18% 3(O)	adaptability	19% 4(I)
	continuous learning	24% 4(I)	cost reduction (L)	17% 1(O)	<u><i>commitment</i></u>	19% 5(I)
	integrity	23% 5(I)	goals orientation	17% 4(O)	trust	19% 5(R)
	caring	23% 2(R)	<u><i>commitment</i></u>	16% 5(I)	shared vision	18% 5(O)
Cultural Entropy: Current Culture 24%						

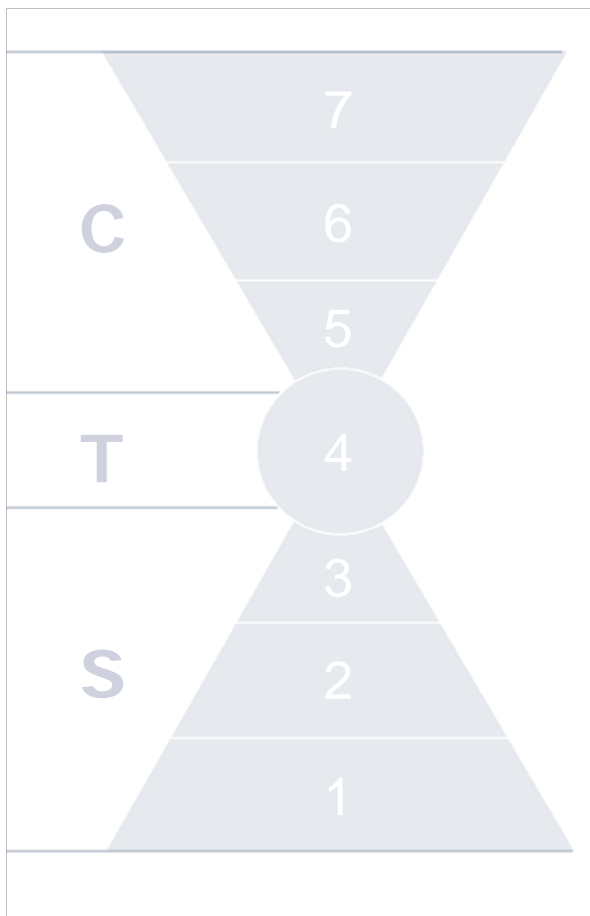
Black Underline = PV & CC  
 Orange = PV, CC & DC  
 Orange = CC & DC  
 Blue = PV & DC

P = Positive  
 L = Potentially Limiting (white circle)

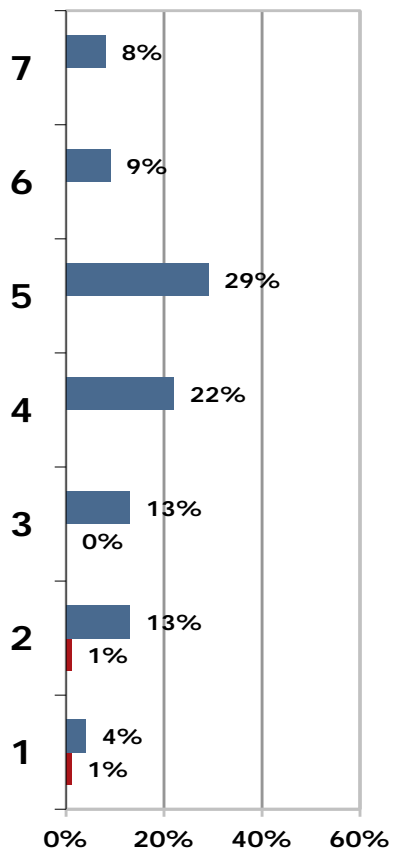
I = Individual  
 R = Relationship  
 O = Organisational  
 S = Societal



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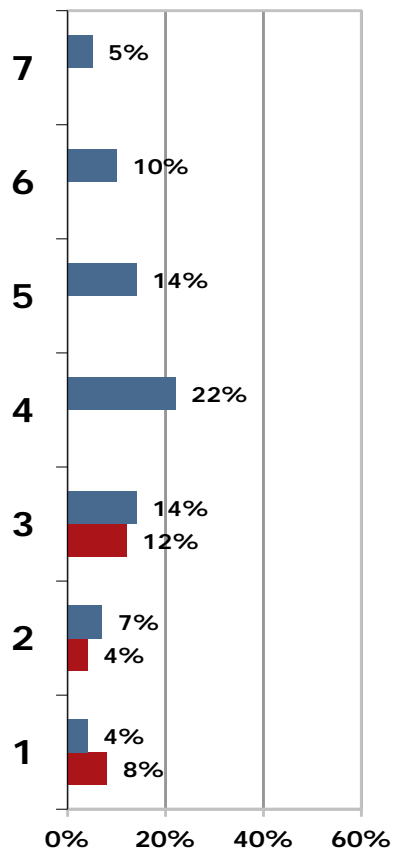


Personal Values



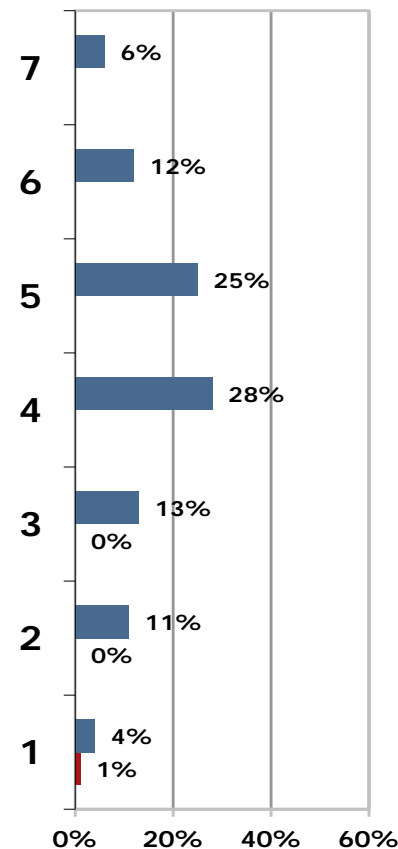
CTS = 46-22-32  
Cultural Entropy = 2%

Current Culture Values



CTS = 29-22-49  
Cultural Entropy = 24%

Desired Culture Values



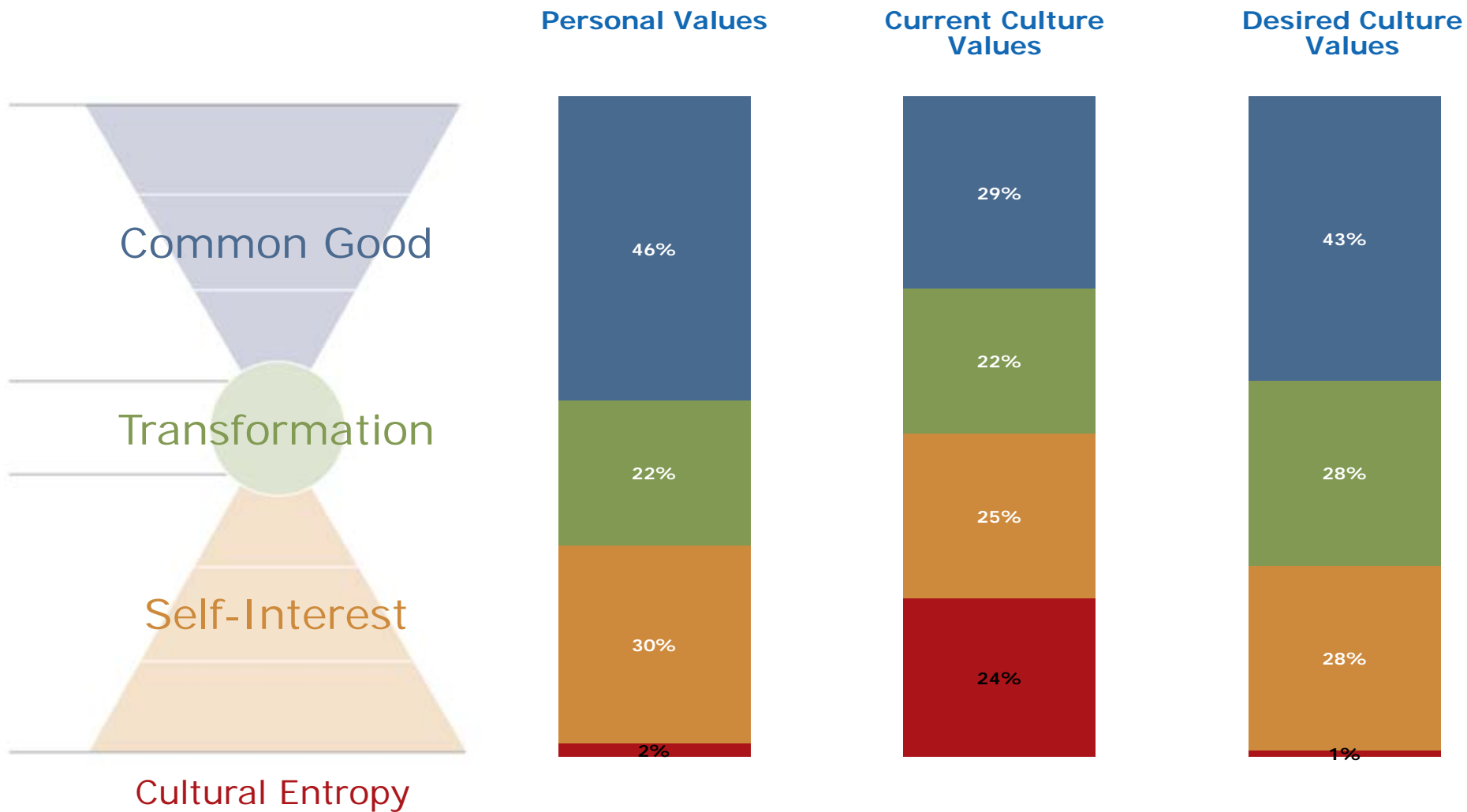
CTS = 43-28-29  
Cultural Entropy = 1%

C = Common Good  
T = Transformation  
S = Self-Interest

■ Positive Values  
■ Potentially Limiting Values



# Education Industry Overview





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## Cultural Entropy Report

Potentially limiting values reflect the degree of disorder within a system and are found only at levels 1, 2 and 3.

This table depicts the weighted average percentage of votes for Current Culture potentially limiting values by level.

The table only shows values that received 5% or more of the overall weighted average votes.

Level	Potentially Limiting Values (Votes)	Cultural Entropy %
3	bureaucracy (25%) confusion (20%) hierarchy (20%) long hours (13%) information hoarding (12%) silo mentality (12%) power (10%)	12% of total votes
2	internal competition (11%) blame (11%) manipulation (8%) empire building (7%)	4% of total votes
1	cost reduction (17%) control (16%) short-term focus (14%) job insecurity (12%) caution (10%) exploitation (5%)	8% of total votes
Total		24% of total votes

**This level of Cultural Entropy score reflects significant issues requiring cultural and structural transformation and leadership coaching.**

**It is important to reduce the Cultural Entropy score to improve performance.**



# Education Industry Overview

## 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.

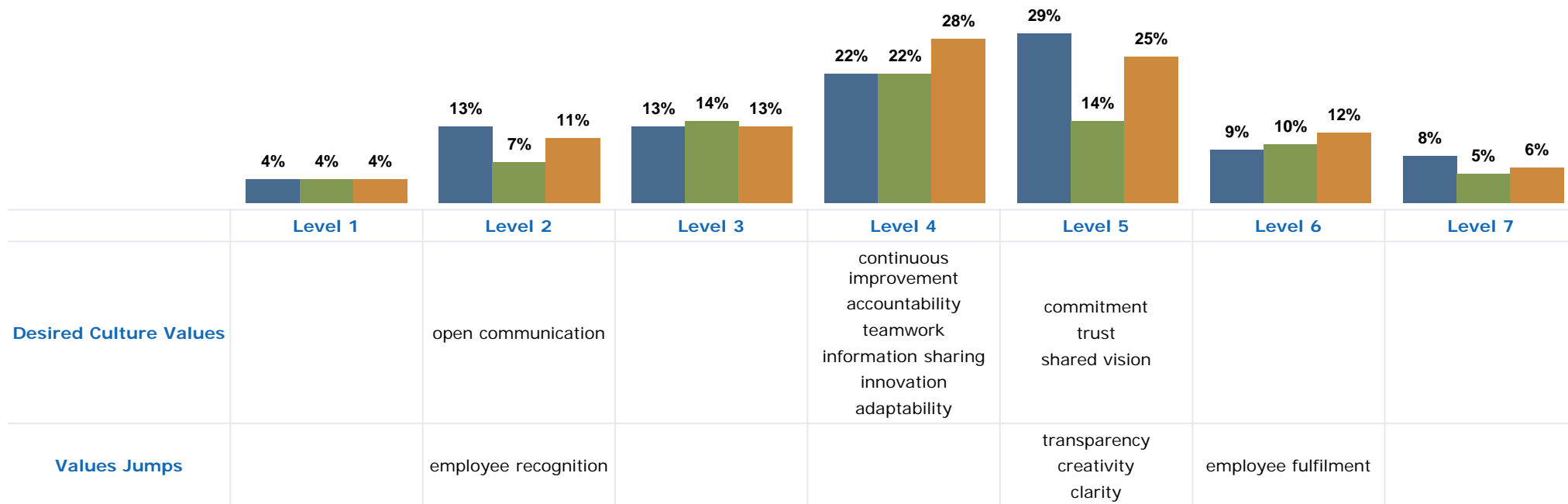
	Current Culture Votes	Desired Culture Votes	Jump
<b>open communication</b>	9%	24%	15%
<b>accountability</b>	15%	28%	13%
<b>trust</b>	7%	19%	12%
employee recognition	6%	17%	11%
<b>shared vision</b>	8%	18%	10%
employee fulfilment	2%	12%	10%
<b>information sharing</b>	12%	21%	9%
transparency	4%	13%	9%
<b>adaptability</b>	11%	19%	8%
creativity	8%	16%	8%
clarity	2%	10%	8%



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## Positive Values Distribution

This diagram shows the percentage of positive values by level. The table indicates the top Desired Culture values and Values Jumps, at the levels where more focus is requested.



Personal Values

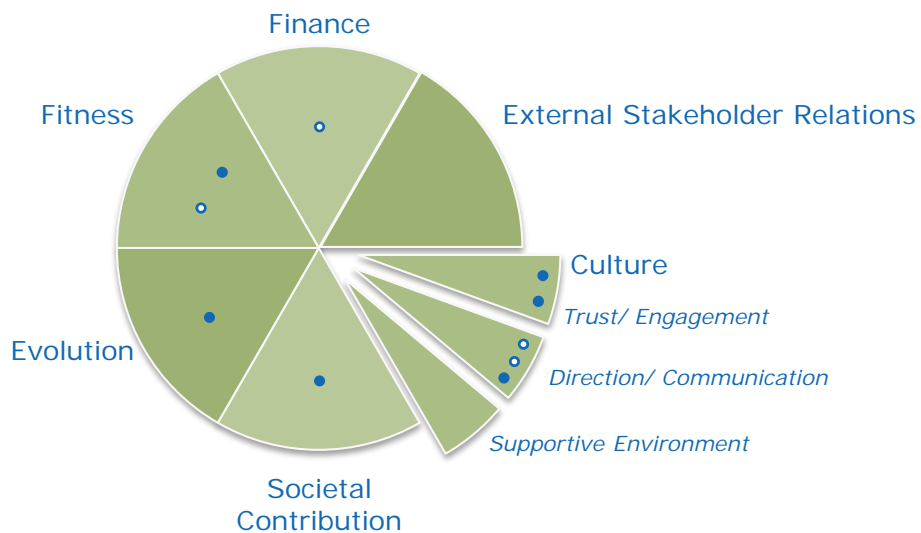
Current Culture Values

Desired Culture Values

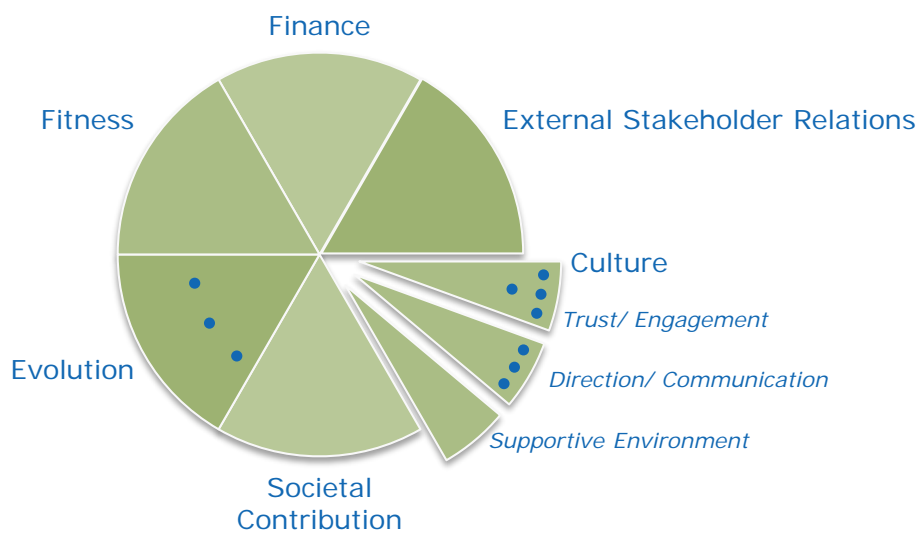


# Education Industry Overview

## Current Culture Values



## Desired Culture Values



		Current Culture	Desired Culture
Finance		cost reduction (L)	
Fitness		bureaucracy (L) results orientation	
External Stakeholder Relations			
Evolution		continuous improvement	continuous improvement innovation adaptability
Culture	Trust/Engagement	teamwork commitment	accountability teamwork commitment trust
	Direction/Communication	confusion (L) hierarchy (L) goals orientation	open communication information sharing shared vision
	Supportive Environment		
Societal Contribution		making a difference	

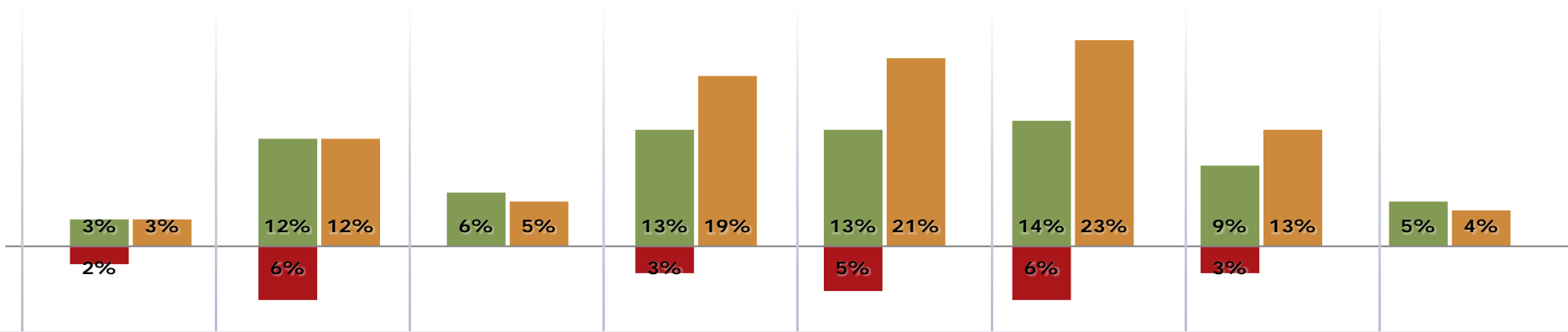




# Education Industry Overview

## BNS- Values Distribution

This diagram shows the percentage of all values across the BNS areas. The table indicates the top Desired Culture values and Values Jumps in the areas where more focus is requested, and all the potentially limiting values.



	Finance	Fitness	External Stakeholder Relations	Evolution	Trust/ Engagement	Direction/ Communication	Supportive Environment	Societal Contribution
<b>Desired Culture Values</b>				continuous improvement innovation adaptability	accountability teamwork commitment trust	open communication information sharing shared vision		
<b>Values Jumps</b>				creativity	employee fulfilment	transparency clarity	employee recognition	
<b>Potentially Limiting Values</b>	cost reduction	bureaucracy long hours internal competition empire building		short-term focus caution	control silo mentality blame power	confusion hierarchy information hoarding	job insecurity manipulation exploitation	

