



Barrett Values Centre

## Local Government Overview

Prepared by

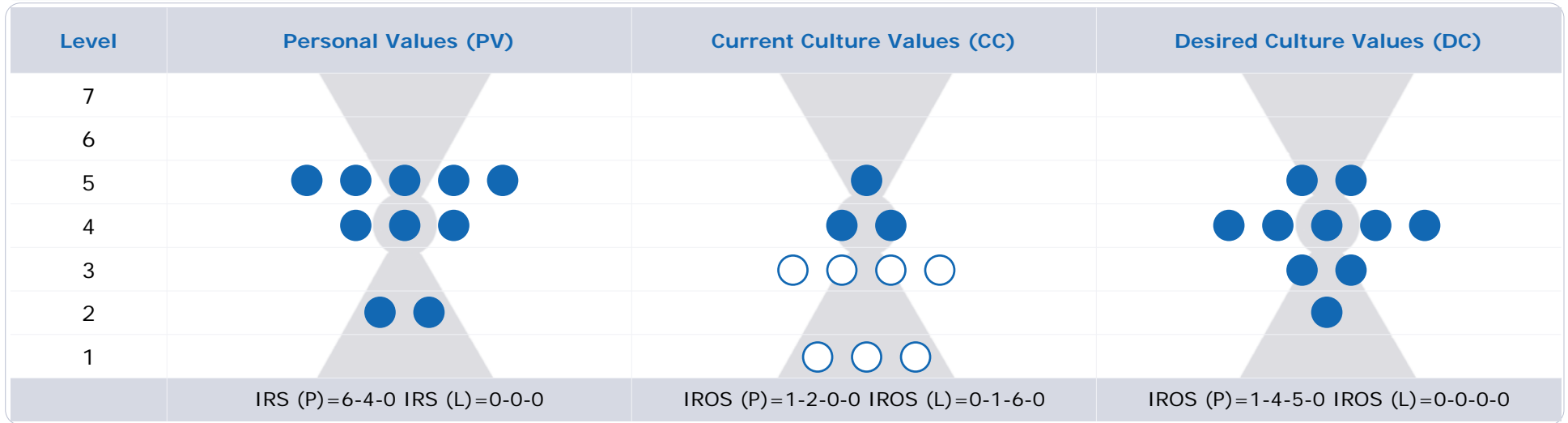
Barrett Values Centre

This industry overview is drawn up from the results of 106 assessments from 13 different countries.

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



# Local Government Overview



<b>Matches</b>	honesty	48% 5(I)	bureaucracy (L)	35% 3(O)	<u>accountability</u>	32% 4(R)
	<u>commitment</u>	40% 5(I)	confusion (L)	27% 3(O)	open communication	31% 2(R)
<b>PV - CC 2</b>	<u>accountability</u>	38% 4(R)	<u>teamwork</u>	24% 4(R)	<u>teamwork</u>	30% 4(R)
<b>CC - DC 3</b>	humour/ fun	37% 5(I)	hierarchy (L)	23% 3(O)	continuous improvement	29% 4(O)
<b>PV - DC 2 new requests</b>	positive attitude	35% 5(I)	<u>accountability</u>	23% 4(R)	<u>commitment</u>	26% 5(I)
	<u>cooperation</u>	33% 5(R)	cost reduction (L)	22% 1(O)	information sharing	26% 4(O)
<b>Cultural Entropy: Current Culture 27%</b>	respect	32% 2(R)	silo mentality (L)	22% 3(O)	efficiency	24% 3(O)
	responsibility	31% 4(I)	control (L)	21% 1(R)	<u>balance (home/work)</u>	24% 4(O)
	family	29% 2(R)	short-term focus (L)	21% 1(O)	<u>cooperation</u>	24% 5(R)
	<u>balance (home/work)</u>	27% 4(I)	<u>commitment</u>	21% 5(I)	professionalism	24% 3(O)

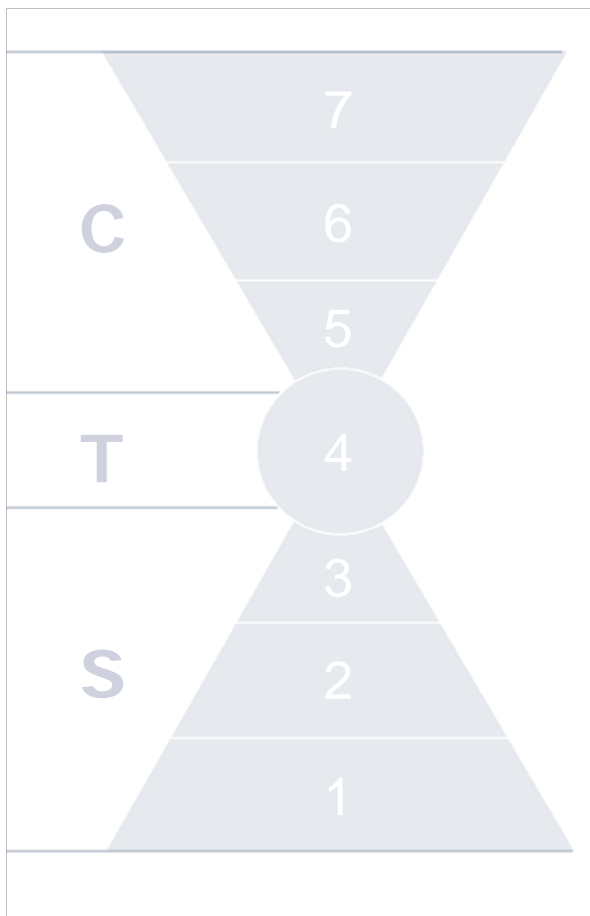
Black Underline = PV & CC  
Orange = PV, CC & DC  
Orange = CC & DC  
Blue = PV & DC

P = Positive  
 L = Potentially Limiting (white circle)

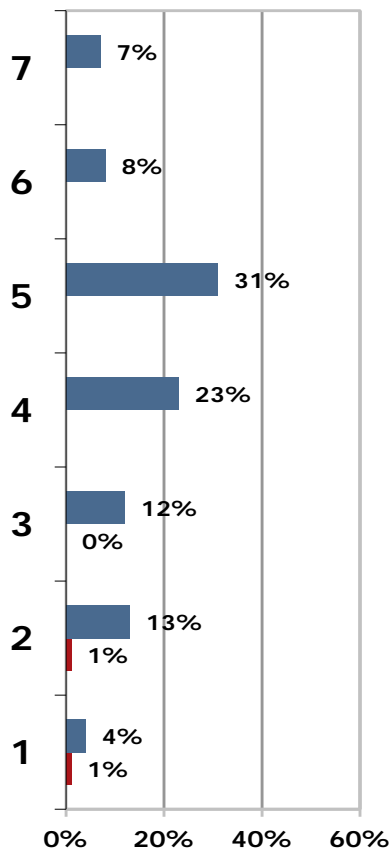
I = Individual  
 R = Relationship  
 O = Organisational  
 S = Societal



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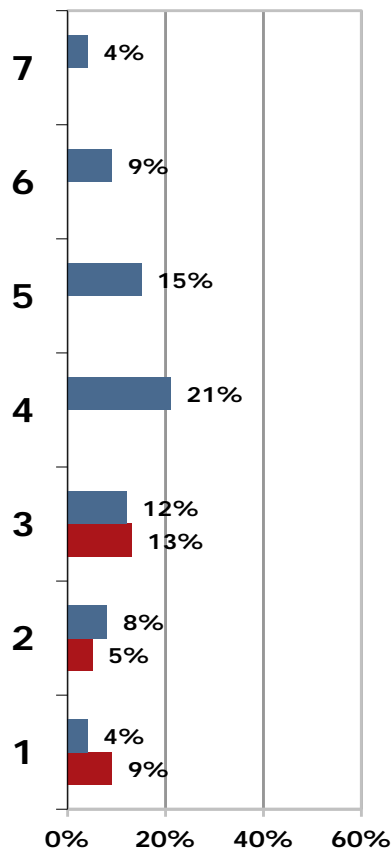


### Personal Values



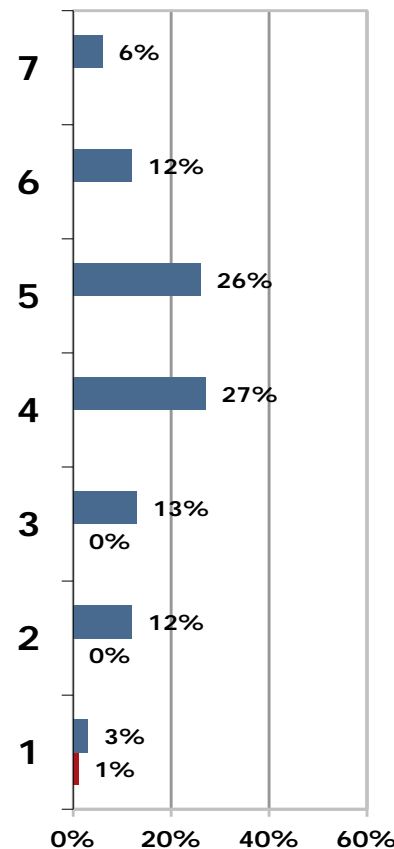
CTS = 46-23-31  
**Cultural Entropy = 2%**

### Current Culture Values



CTS = 28-21-51  
**Cultural Entropy = 27%**

### Desired Culture Values



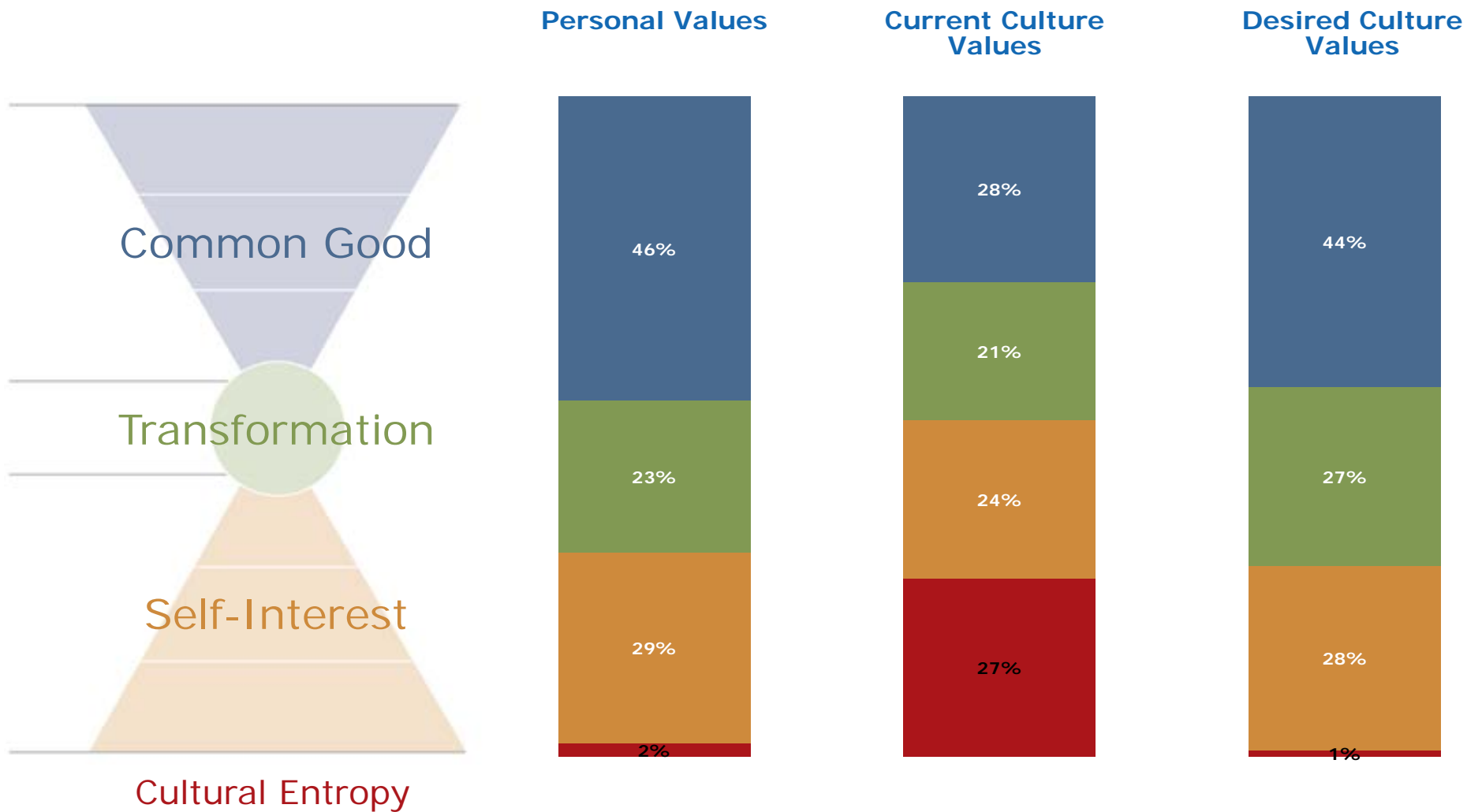
CTS = 44-27-29  
**Cultural Entropy = 1%**

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

■ Positive Values  
 ■ Potentially Limiting Values



# Local Government 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 (35%) confusion (27%) hierarchy (23%) silo mentality (22%) information hoarding (15%) long hours (12%) power (10%)	13% of total votes
2	internal competition (16%) blame (15%) empire building (11%) manipulation (9%)	5% of total votes
1	cost reduction (22%) control (21%) short-term focus (21%) caution (19%) job insecurity (11%) exploitation (5%)	9% of total votes
Total		27% 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.**



# Local Government 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.

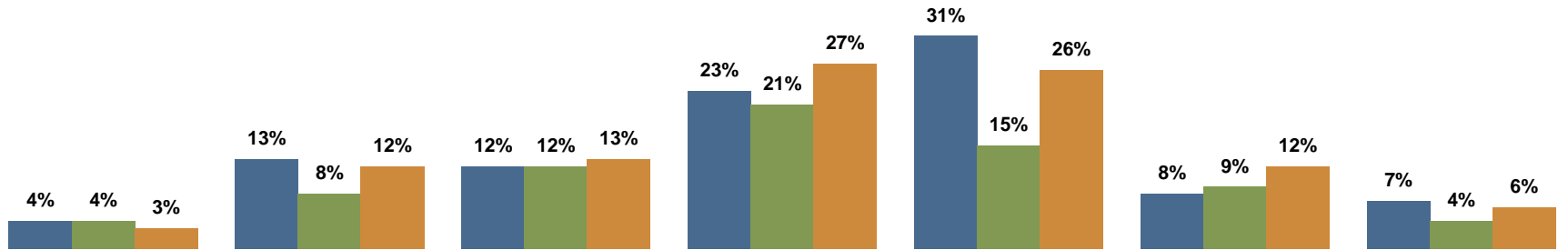
	Current Culture Votes	Desired Culture Votes	Jump
<b>open communication</b>	<b>11%</b>	<b>31%</b>	<b>20%</b>
trust	7%	21%	14%
<b>efficiency</b>	<b>10%</b>	<b>24%</b>	<b>14%</b>
long-term perspective	6%	19%	13%
clarity	3%	16%	13%
employee recognition	9%	22%	13%
employee fulfilment	3%	16%	13%
transparency	5%	18%	12%
honesty	8%	20%	12%
coaching/ mentoring	9%	21%	12%



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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.



	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
<b>Desired Culture Values</b>		open communication	efficiency professionalism	accountability teamwork continuous improvement information sharing balance (home/work)	commitment cooperation		
<b>Values Jumps</b>		employee recognition			trust clarity transparency honesty	employee fulfilment coaching/ mentoring	long-term perspective

Personal Values ■

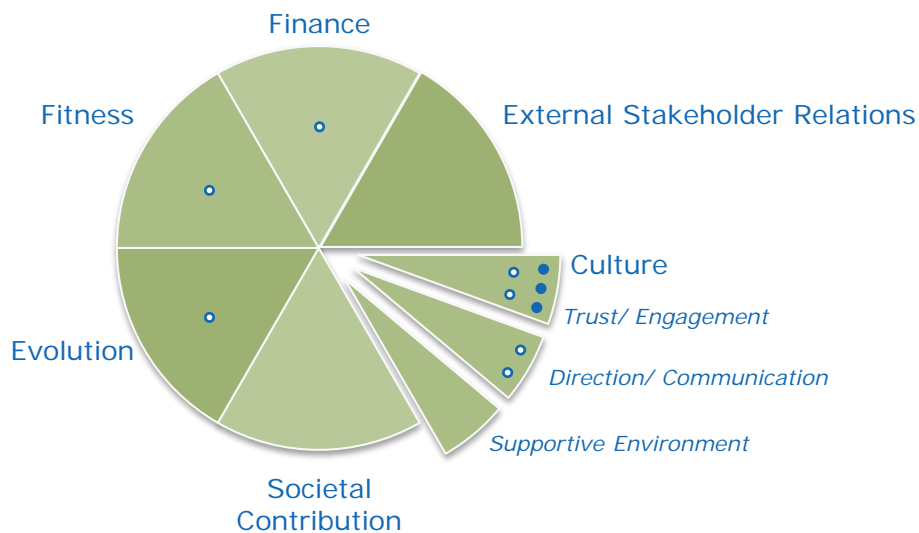
Current Culture Values ■

Desired Culture Values ■

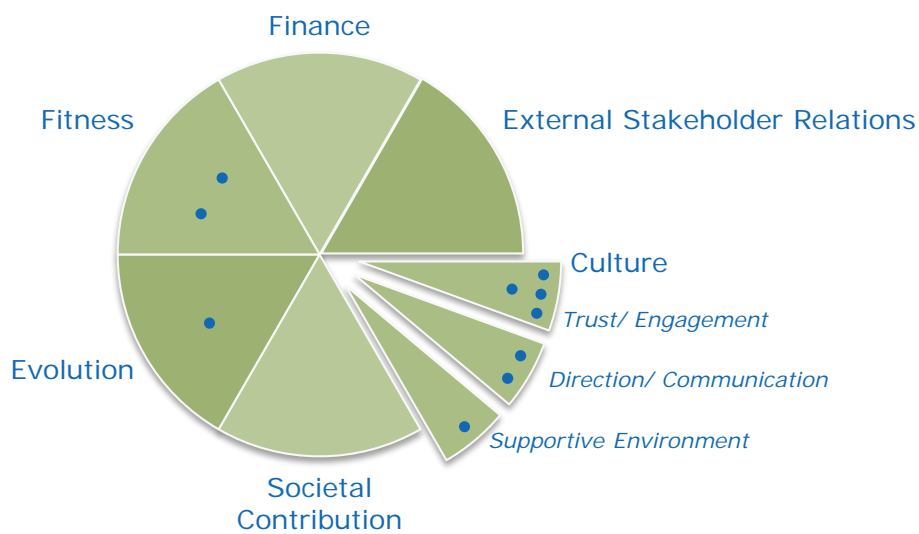


# Local Government Overview

## Current Culture Values



## Desired Culture Values



		Current Culture	Desired Culture
Finance		cost reduction (L)	
Fitness		bureaucracy (L)	efficiency professionalism
External Stakeholder Relations			
Evolution		short-term focus (L)	continuous improvement
Culture	Trust/Engagement	teamwork accountability silo mentality (L) control (L) commitment	accountability teamwork commitment cooperation
	Direction/Communication	confusion (L) hierarchy (L)	open communication information sharing
	Supportive Environment		balance (home/work)
Societal Contribution			

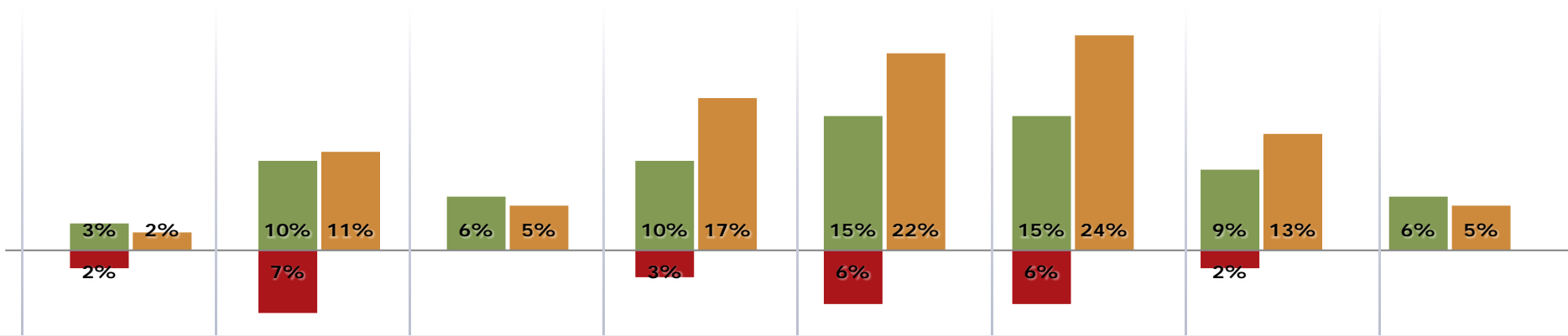




# Local Government Overview

## 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>		efficiency professionalism		continuous improvement	accountability teamwork commitment cooperation	open communication information sharing	balance (home/work)	
<b>Values Jumps</b>				long-term perspective coaching/ mentoring	trust employee fulfilment	clarity transparency honesty	employee recognition	
<b>Potentially Limiting Values</b>	cost reduction	bureaucracy internal competition long hours empire building		short-term focus caution	silos mentality control blame power	confusion hierarchy information hoarding	job insecurity manipulation exploitation	

