



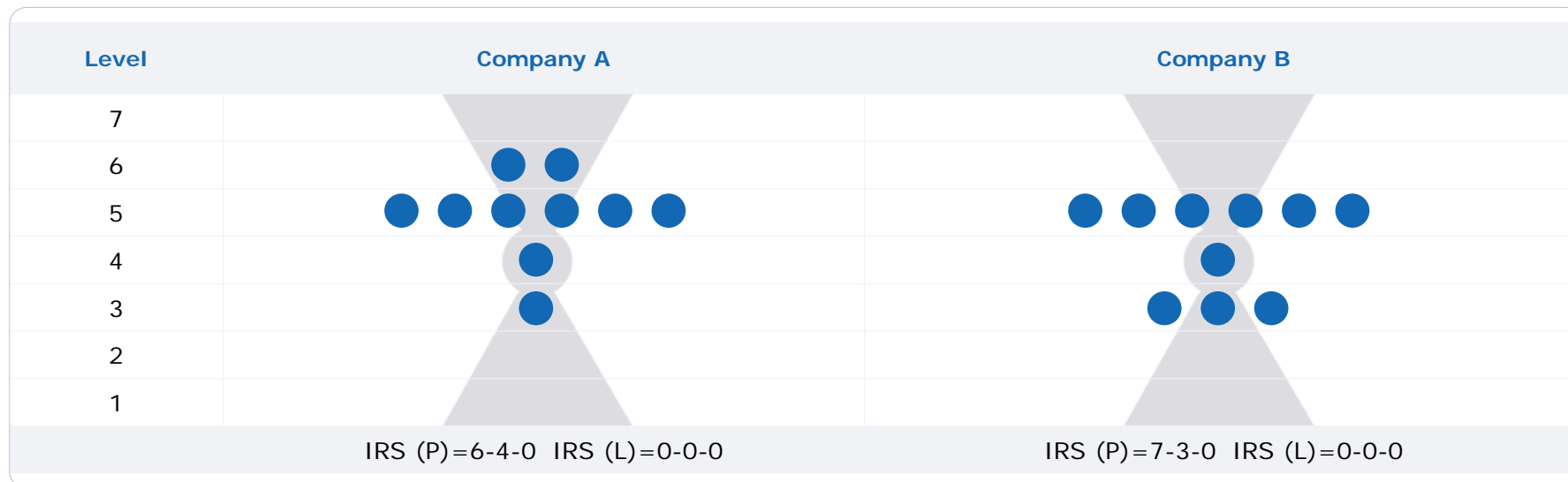
Barrett Values Centre

## Merger/ Compatibility Plots

Prepared by Barrett Values Centre



# Comparison of Personal Values



<b>Matches:8</b>	<i>excellence</i>	90	3(I)	<i>integrity</i>	101	5(I)
	<i>teamwork</i>	77	4(R)	<i>trust</i>	95	5(R)
	collaboration	57	6(R)	<i>excellence</i>	93	3(I)
	<i>humour/ fun</i>	57	5(I)	<i>teamwork</i>	91	4(R)
	<i>integrity</i>	57	5(I)	<i>commitment</i>	89	5(I)
	<i>commitment</i>	45	5(I)	<i>fairness</i>	77	5(R)
	<i>honesty</i>	44	5(I)	<i>humour/ fun</i>	77	5(I)
	<i>trust</i>	42	5(R)	<i>honesty</i>	66	5(I)
	<i>fairness</i>	42	5(R)	being the best	61	3(I)
	leadership	40	6(I)	quality	61	3(I)

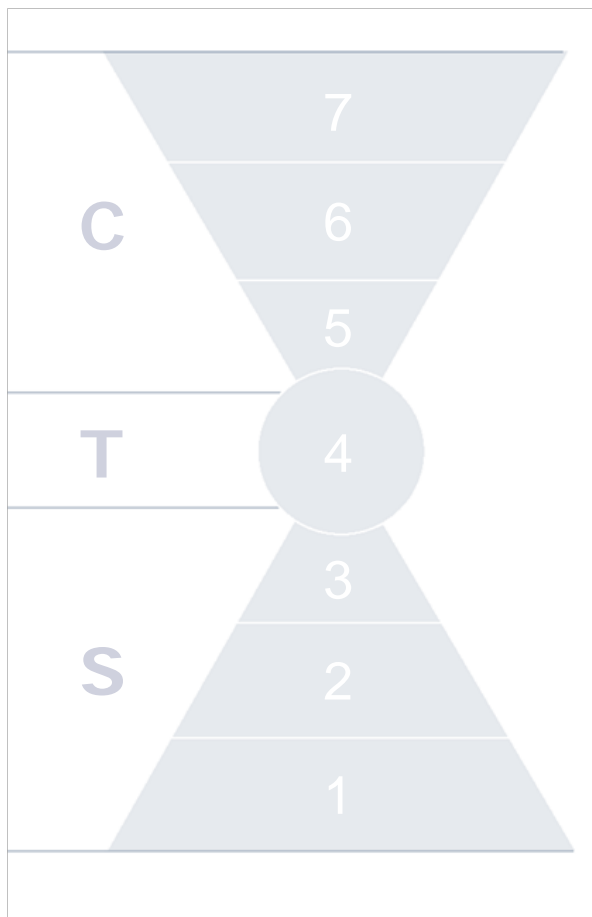
**Orange** = Full Values Match  
**Blue** = 2+ Matches

P = Positive  
 L = Potentially Limiting (white circle)

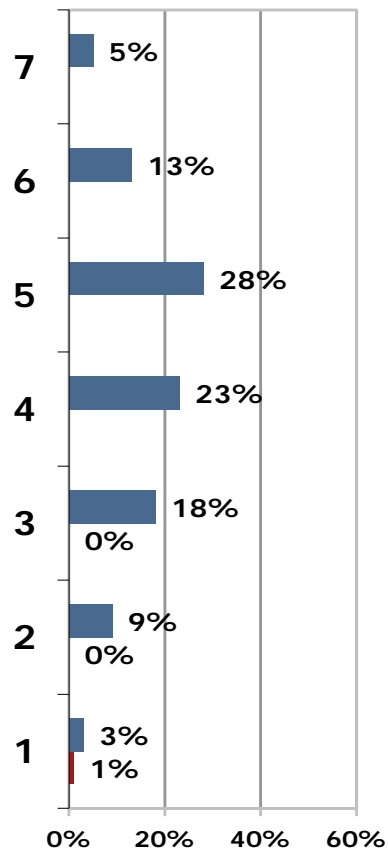
I = Individual  
 R = Relationship  
 S = Societal



# Comparison of Personal Values

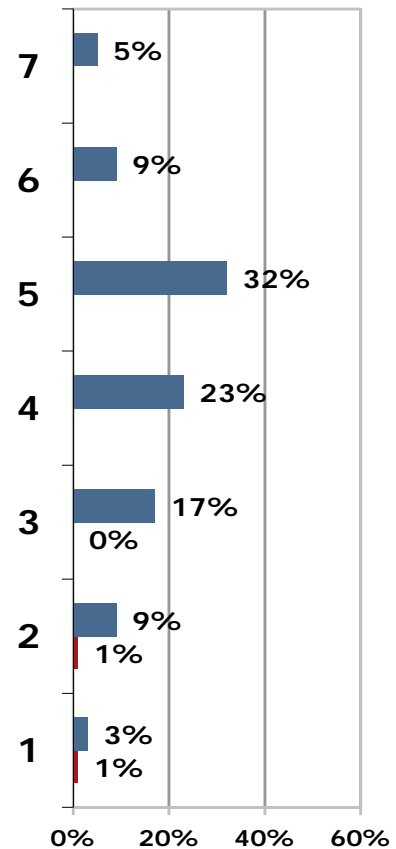


### Company A



CTS = 46-23-31  
**Cultural Entropy = 1%**

### Company B



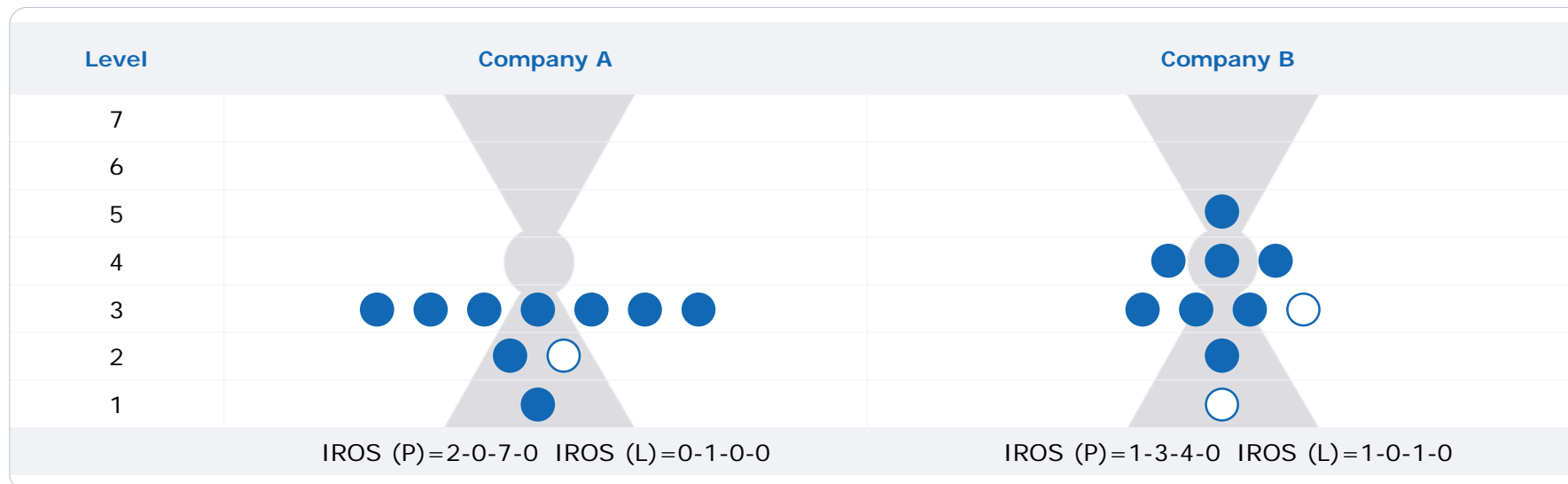
CTS = 46-23-31  
**Cultural Entropy = 2%**

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

■ Positive Values  
 ■ Potentially Limiting Values



# Comparison of Current Culture Values



Matches:3	cost consciousness	122	3(O)	trust	119	5(R)
	<i>excellence</i>	120	3(I)	<i>professionalism</i>	108	3(O)
	<i>client focused</i>	109	2(O)	<i>excellence</i>	94	3(I)
	being the best	92	3(O)	<i>client focused</i>	82	2(O)
	<i>professionalism</i>	61	3(O)	quality	78	3(O)
	achievement	57	3(I)	caution (L)	69	1(I)
	results orientation	54	3(O)	consensus	64	4(R)
	best practice	48	3(O)	bureaucracy (L)	61	3(O)
	internal competition (L)	42	2(R)	balance (home/ work)	60	4(O)
	profit	41	1(O)	teamwork	58	4(R)

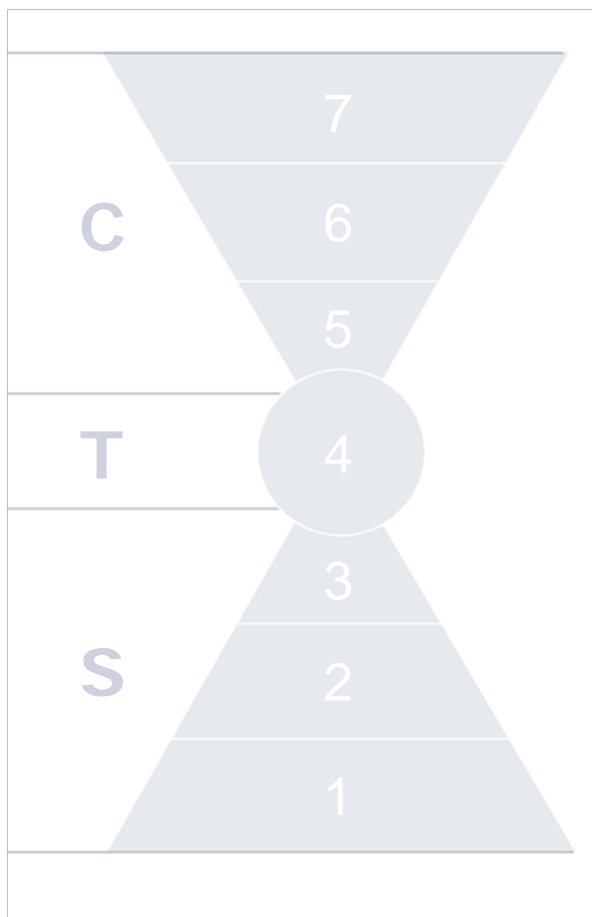
**Orange** = Full Values Match  
**Blue** = 2+ Matches

P = Positive  
 L = Potentially Limiting (white circle)

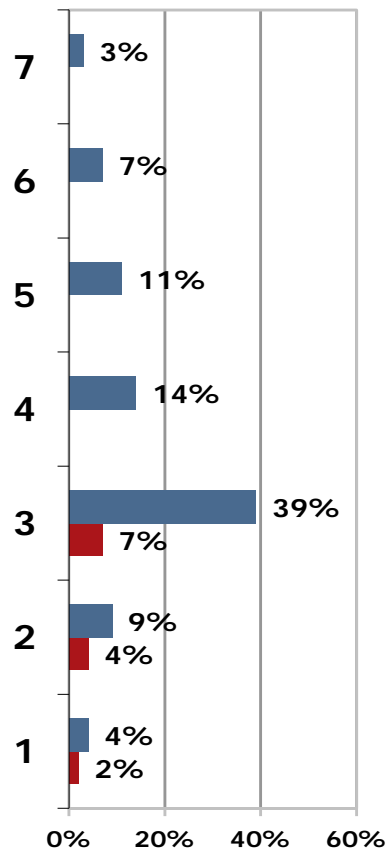
I = Individual  
 R = Relationship  
 O = Organisational  
 S = Societal



# Comparison of Current Culture Values



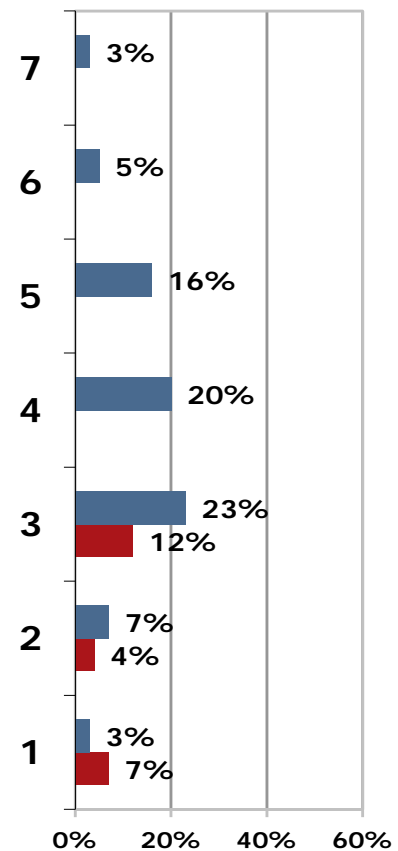
### Company A



CTS = 21-14-65

Cultural Entropy = 13%

### Company B



CTS = 24-20-56

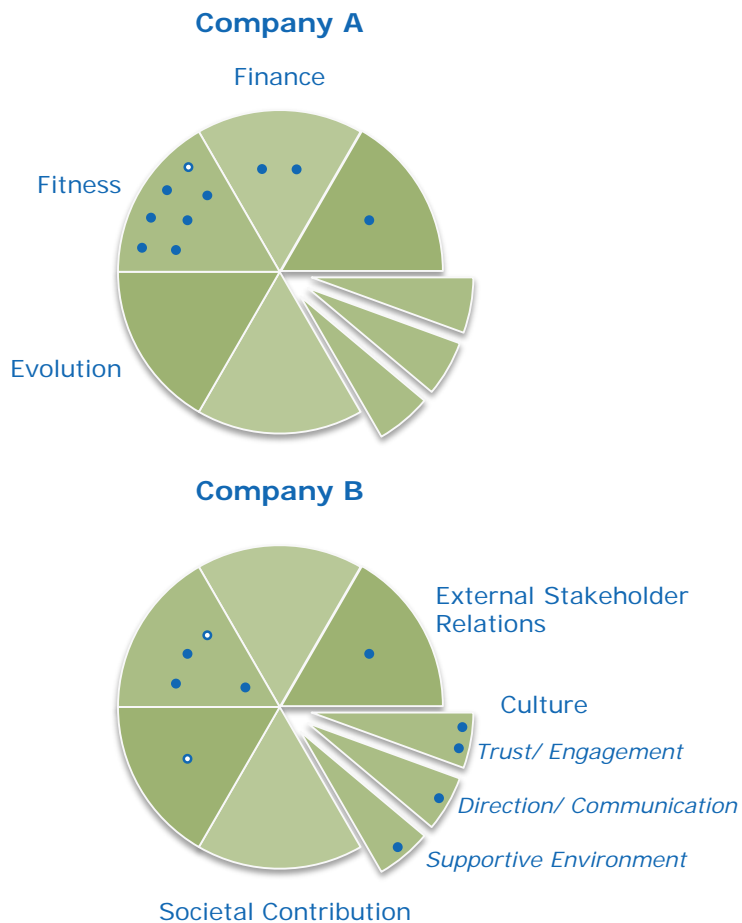
Cultural Entropy = 23%

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

■ Positive Values  
■ Potentially Limiting Values



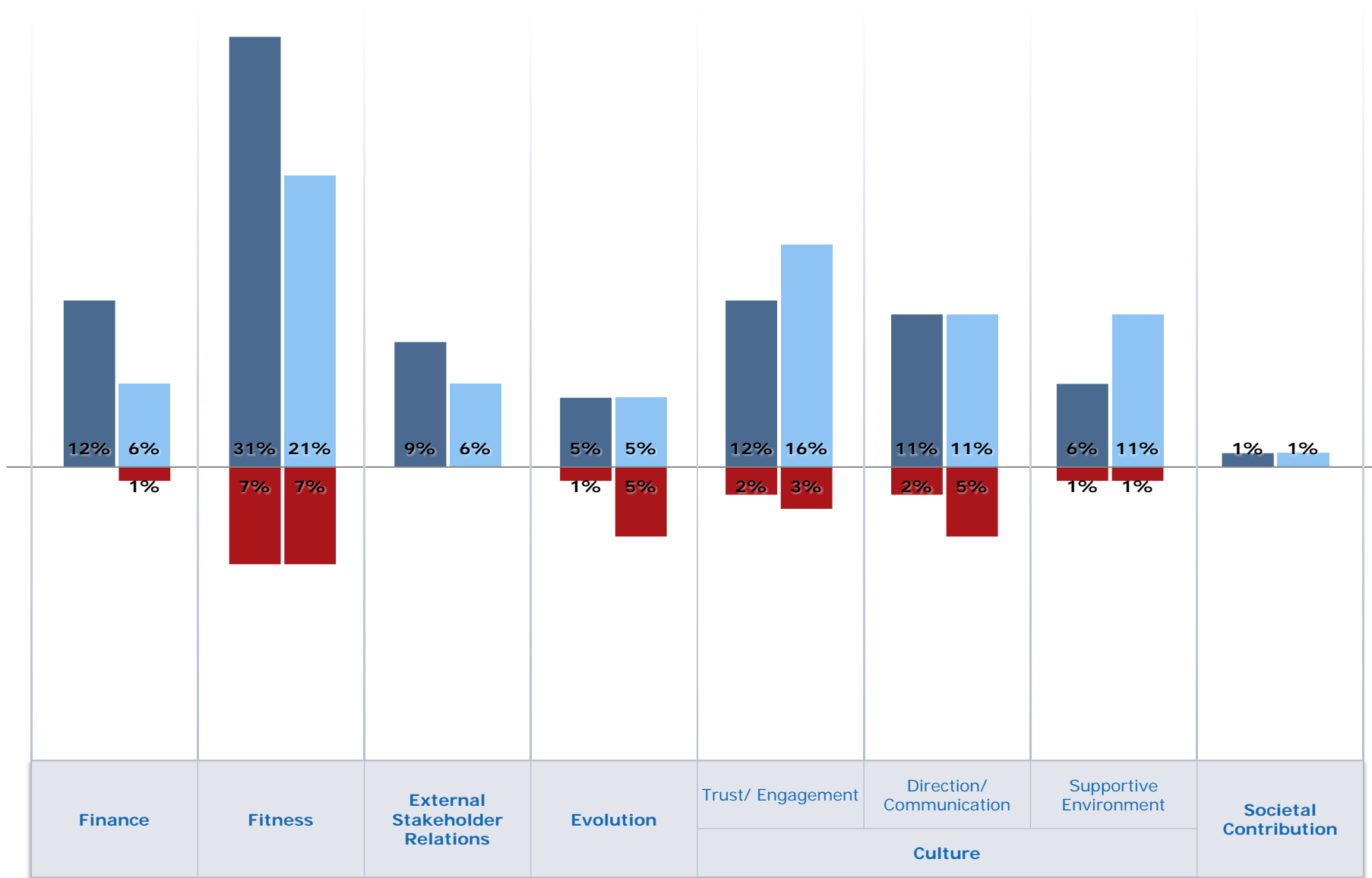
# Comparison of Current Culture Values



		Company A	Company B
<b>Finance</b>		cost consciousness	
		profit	
<b>Fitness</b>		excellence	professionalism
		being the best	excellence
		professionalism	quality
		achievement	bureaucracy (L)
		results orientation	
		best practice	
<b>External Stakeholder Relations</b>		internal competition (L)	
		client focused	client focused
<b>Evolution</b>			caution (L)
<b>Culture</b>	Trust/ Engagement		trust teamwork
	Direction/ Communication		consensus
	Supportive Environment		balance (home/work)
<b>Societal Contribution</b>			



# Comparison of Current Culture Values



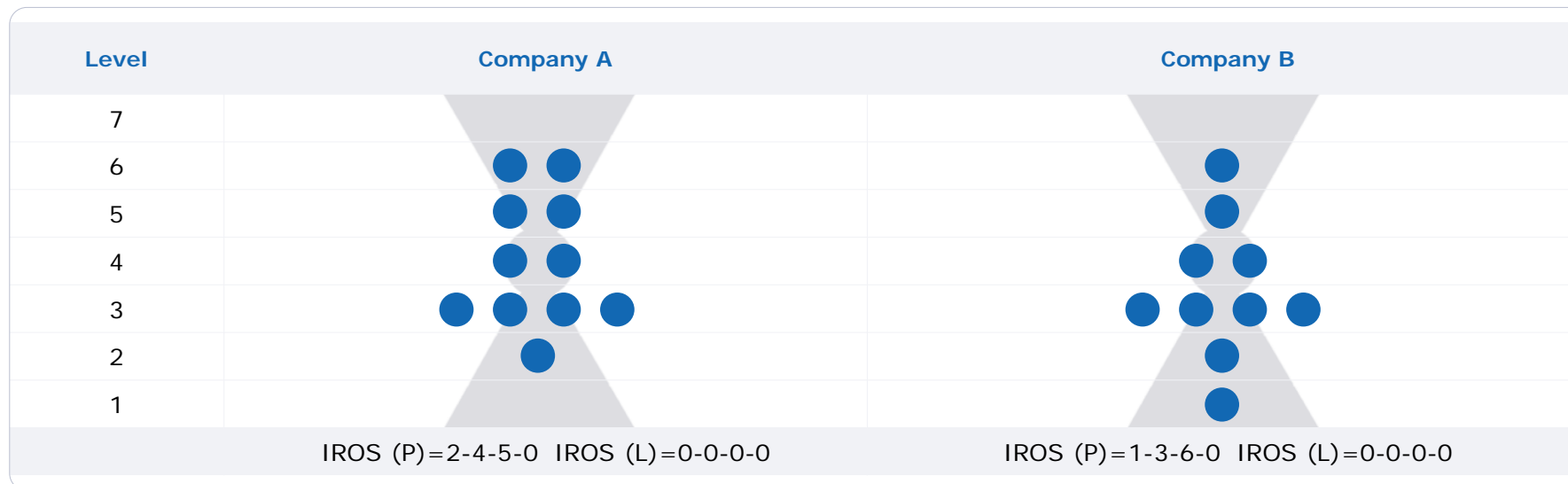
Company A ■

Company B ■

Cultural Entropy ■



# Comparison of Desired Culture Values



<b>Matches:8</b>	<i>cost consciousness</i>	103	3(O)	<i>client focused</i>	137	2(O)
	<i>excellence</i>	101	3(I)	<i>trust</i>	105	5(R)
	<i>client focused</i>	94	2(O)	<i>excellence</i>	99	3(I)
	collaboration	80	6(R)	<i>leadership</i>	85	6(O)
	<i>teamwork</i>	71	4(R)	<i>accountability</i>	83	4(R)
	<i>accountability</i>	69	4(R)	<i>teamwork</i>	79	4(R)
	<i>leadership</i>	66	6(O)	<i>being the best</i>	70	3(O)
	best practice	46	3(O)	<i>cost consciousness</i>	57	3(O)
	<i>being the best</i>	42	3(O)	profit	57	1(O)
	<i>trust</i>	39	5(R)	quality	57	3(O)
	integrity	39	5(I)			

**Orange** = Full Values Match  
**Blue** = 2+ Matches

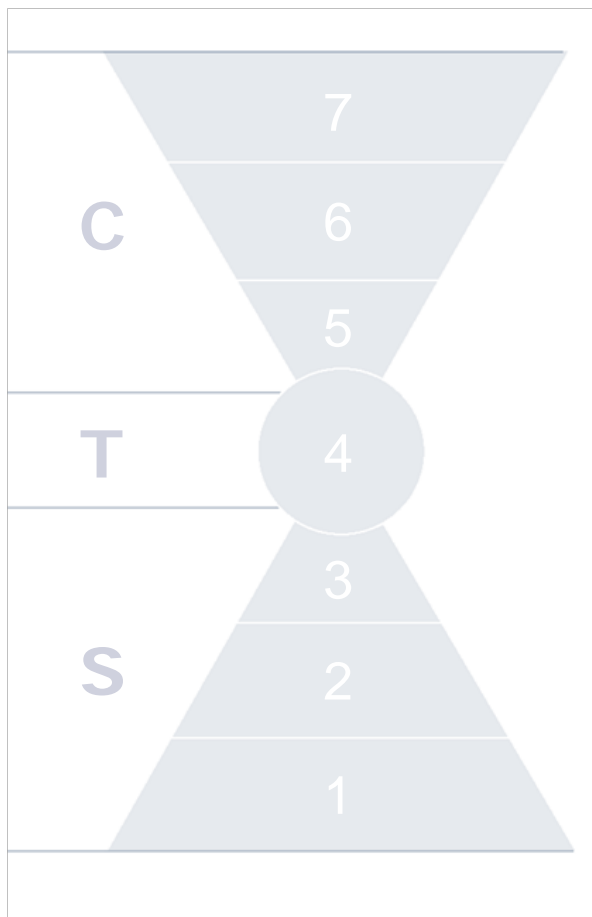
P = Positive  
 L = Potentially Limiting (white circle)

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

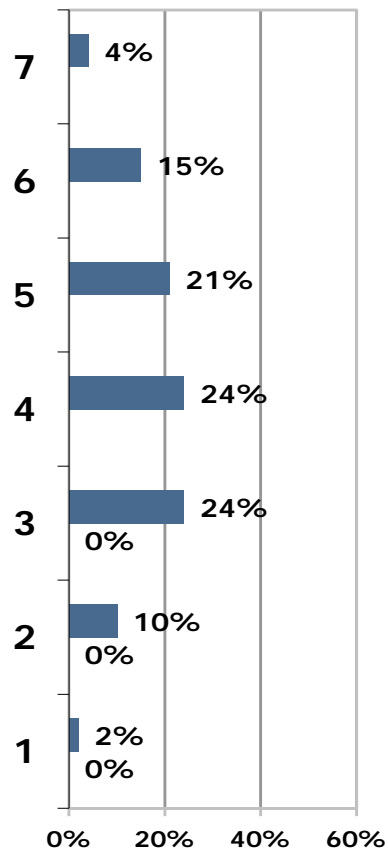




# Comparison of Desired Culture Values

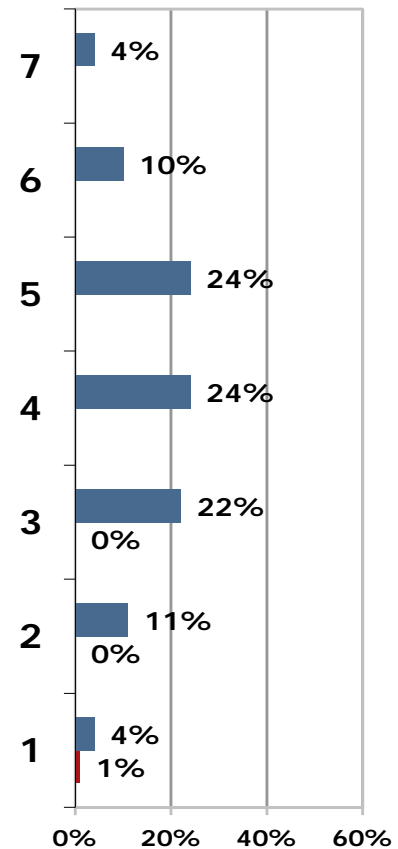


### Company A



**CTS = 40-24-36**  
**Cultural Entropy = 0%**

### Company B



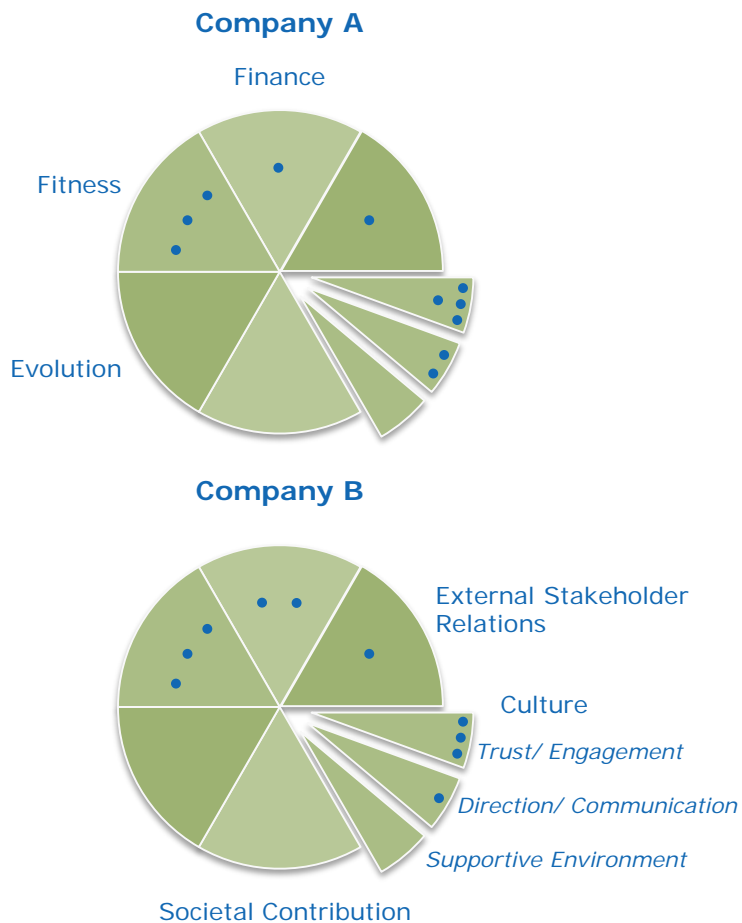
**CTS = 38-24-38**  
**Cultural Entropy = 1%**

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

■ Positive Values  
 ■ Potentially Limiting Values



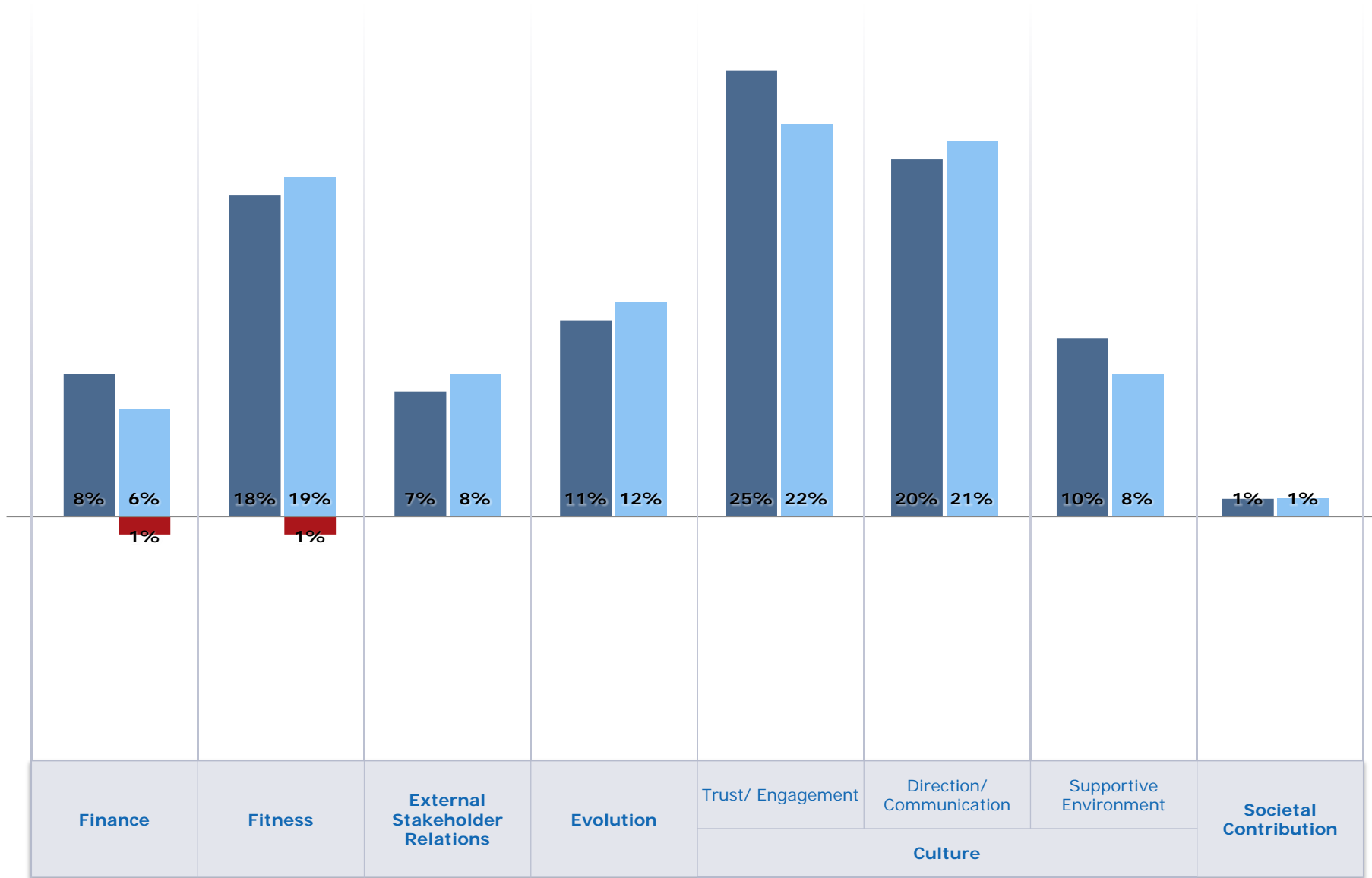
# Comparison of Desired Culture Values



		Company A	Company B
	<b>Finance</b>	cost consciousness	cost consciousness profit
	<b>Fitness</b>	excellence best practice being the best	excellence being the best quality
	<b>External Stakeholder Relations</b>	client focused	client focused
	<b>Evolution</b>		
<b>Culture</b>	<b>Trust/ Engagement</b>	collaboration teamwork accountability trust	trust accountability teamwork
	<b>Direction/ Communication</b>	leadership integrity	leadership
	<b>Supportive Environment</b>		
	<b>Societal Contribution</b>		



# Comparison of Desired Culture Values



Company A ■

Company B ■

Cultural Entropy ■