



Barrett Values Centre

School Example

Prepared by

Barrett Values Centre



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Personal & Current Culture Alignment

Values Matches: 3

- 3 or more. People are able to bring themselves to work.
- 1-2. People are somewhat able to bring themselves to work.
- 0. People are not able to bring themselves to work. Look to blue values in Desired Culture for guidance, if any.

Current & Desired Culture Alignment

Values Matches: 5

- 6 or more. Excellent, strong, healthy culture.
- 4-5, good. Group is on the right track.
- 2-3, fair. Group is somewhat on the right track. More work needs to be done.
- 0-1, poor. Group is unhappy or frustrated, wants to see changes or take a new direction.

Potentially Limiting Values: 2

- 0. This group does not operate from the basis of fear.
- 1-2. May be some element of fear behind how decisions are made or how people are managed.
- 3+. Fear is a factor in how this group operates or is managed.

blame, job insecurity

Cultural Entropy: 20%

- 0-10%. Healthy functioning.
- 11%-20%. Some problems requiring careful monitoring.
- 21%-30%. Significant problems requiring immediate attention.
- 31%-40%. Serious situation requiring immediate leadership intervention and changes.
- 41%+. Critical situation requiring leadership changes to avoid organisational failure.

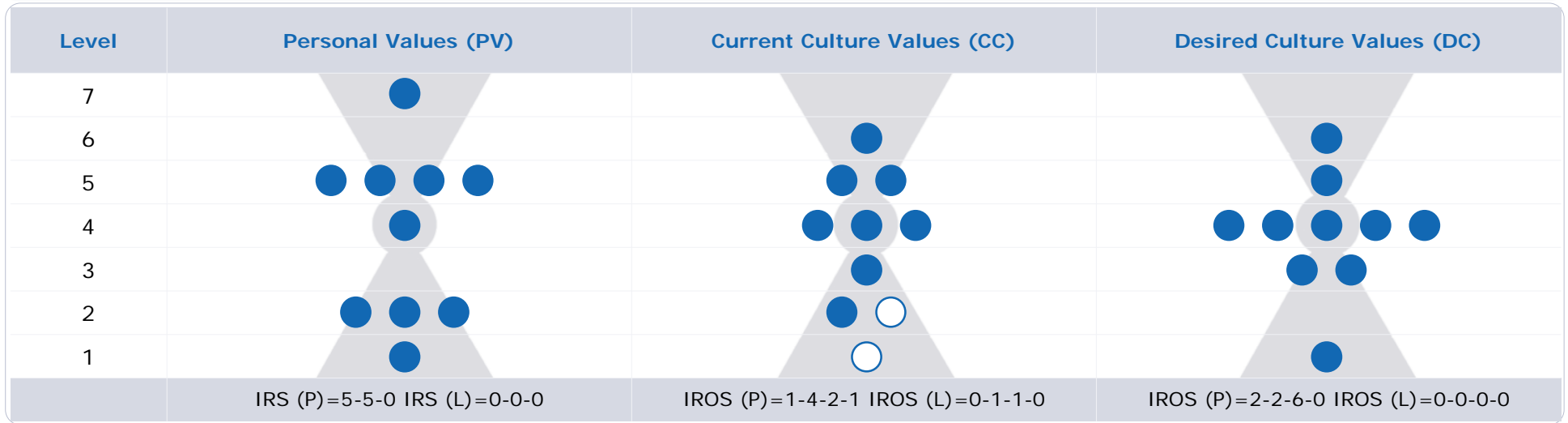
NEW VALUES TO FOCUS ON

Any values shown in blue are values that are important to the individuals who work for the group and are requested in the Desired Culture but are not showing in the top values of the Current Culture. How can you support your staff to bring these values and strengths to work so that they and the group would derive further benefit from them?

Any Desired Culture values shown in black are entirely new requests. They do not show in the Personal or Current Culture. To what extent are these values positive new requests, or maybe a reaction to something that is not happening or is unhealthy in the Current Culture? What themes do you notice with these new values? Open a dialogue with these people to gain a deeper understanding.



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Matches	<u>accountability</u>	171 4(R)	<u>accountability</u>	103 4(R)	academic excellence	151 3(O)
	<u>commitment</u>	119 5(I)	<u>commitment</u>	86 5(I)	<u>accountability</u>	88 4(R)
PV - CC 3	honesty	98 5(I)	<u>discipline</u>	73 3(O)	<u>teamwork</u>	80 4(R)
CC - DC 5	caring	84 2(R)	blame (L)	67 2(R)	<u>parent involvement</u>	74 4(O)
PV - DC 0 new requests	positive attitude	81 5(I)	<u>parent involvement</u>	64 4(O)	<u>commitment</u>	61 5(I)
	self-discipline	79 1(I)	job insecurity (L)	56 1(O)	<u>discipline</u>	61 3(O)
Cultural Entropy: Current Culture 20%	respect	78 2(R)	<u>cooperation</u>	53 5(R)	passion for learning	61 4(I)
	vision	68 7(I)	open communication	53 2(R)	financial stability	54 1(O)
	<u>cooperation</u>	58 5(R)	<u>teamwork</u>	52 4(R)	leadership development	54 6(O)
	listening	56 2(R)	community involvement	46 6(S)	continuous improvement	53 4(O)

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

Orange = CC & DC
 Blue = PV & DC

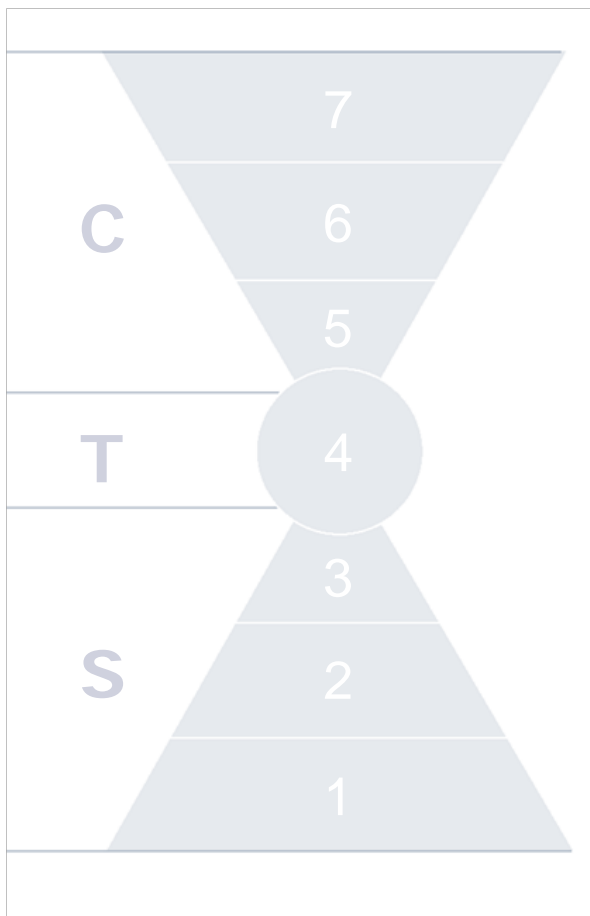
P = Positive
 L = Potentially Limiting (white circle)

I = Individual
 R = Relationship

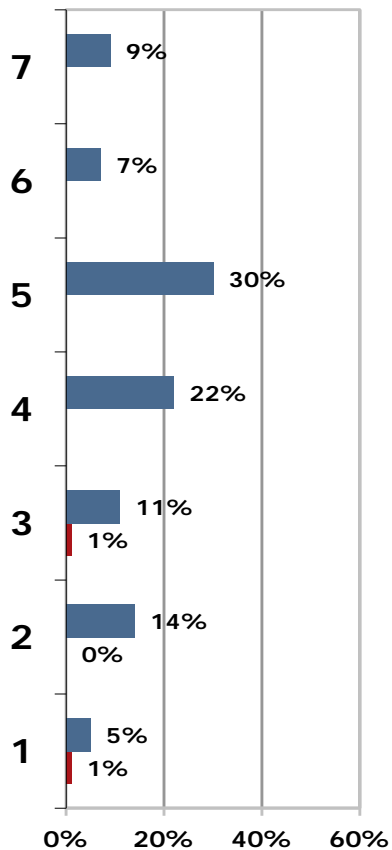
O = Organisational
 S = Societal



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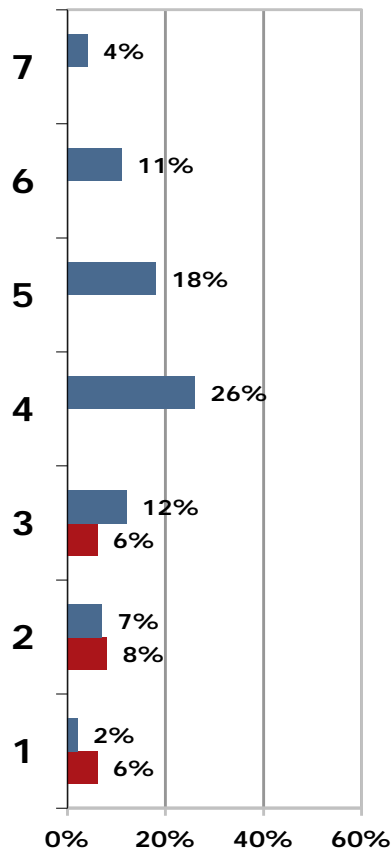
Personal Values



CTS = 46-22-32

Cultural Entropy = 2%

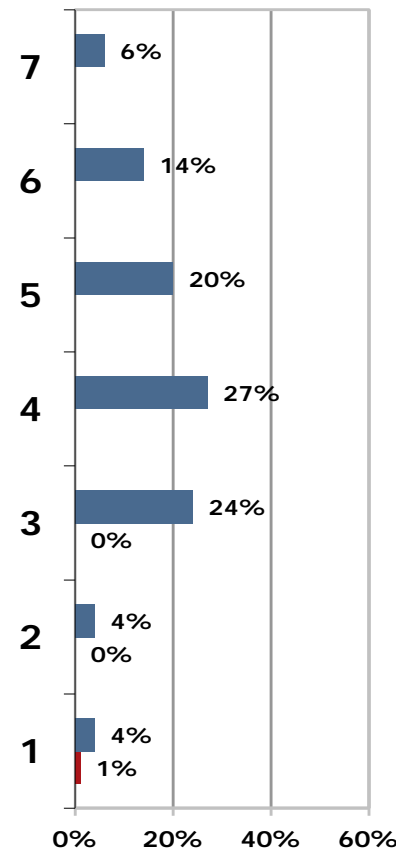
Current Culture Values



CTS = 33-26-41

Cultural Entropy = 20%

Desired Culture Values



CTS = 40-27-33

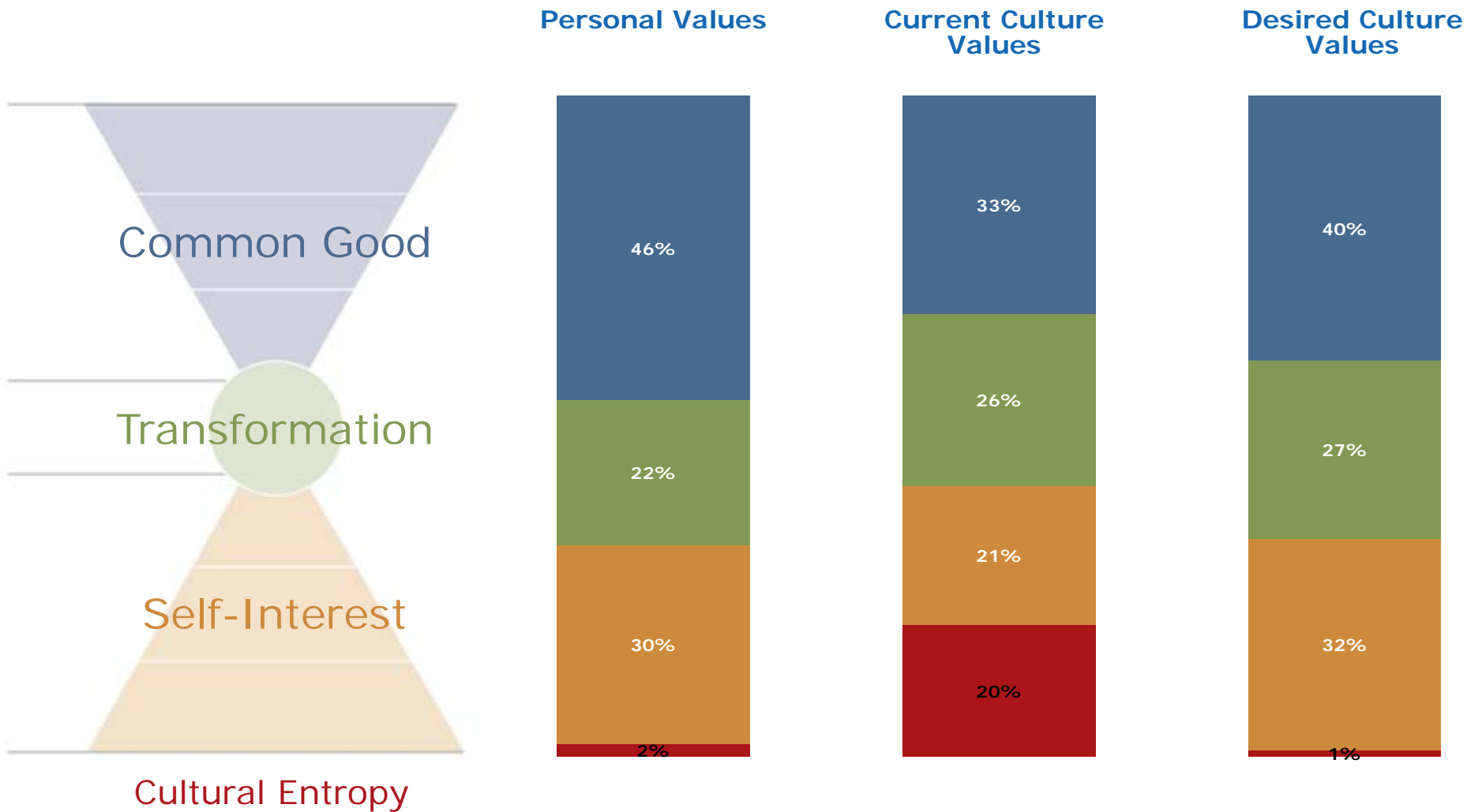
Cultural Entropy = 1%

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

■ Positive Values
 ■ Potentially Limiting Values



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Cultural Entropy Report

This table depicts the survey participants' total votes for Current Culture potentially limiting values by level. Potentially limiting values reflect the degree of disorder within a system and are found only at levels 1, 2 and 3. Please note that among the report diagrams slight variations in total Cultural Entropy percentages may occur as a result of rounding the level/category percentages to the nearest whole number.

Level	Potentially Limiting Values (Votes)	Cultural Entropy %
3	apathy/ boredom (36) confusion (32) long hours (28) power (13) hierarchy (10) silo mentality (7) bureaucracy (6) information hoarding (4)	6% of total votes
2	blame (67) dishonesty (37) parent interference (27) manipulation (24) bullying (19)	8% of total votes
1	job insecurity (56) control (30) short-term focus (28) caution (16) authoritarian (4)	6% of total votes
Total	444 out of 2270	20% of total votes



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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.

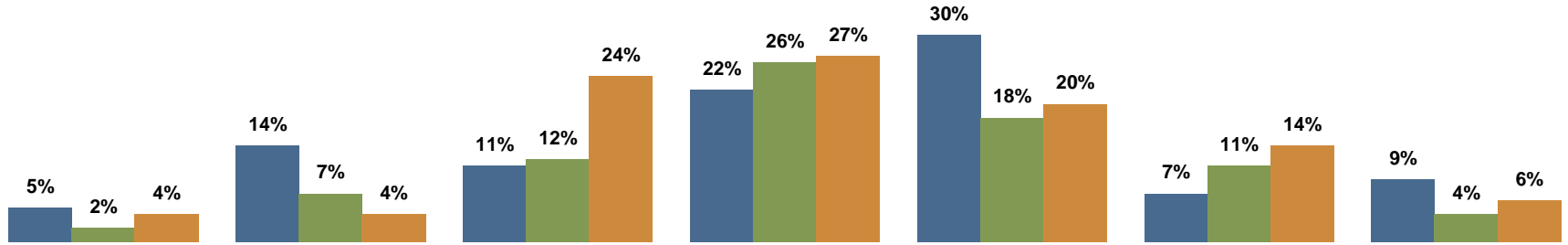
	Current Culture Votes	Desired Culture Votes	Jump
academic excellence	34	151	117
passion for learning	20	61	41
financial stability	18	54	36
quality	6	41	35
being the best	10	44	34
efficiency	20	52	32
shared vision	16	46	30
teamwork	52	80	28
student achievement	20	48	28
shared values	6	30	24



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Positive Values Distribution

This diagram shows the percentage of Personal, Current and Desired Culture votes for positive values by level. The table indicates the top Desired Culture values and Values Jumps chosen by participants at the levels where they are requesting the most new focus. These provide clarity around the desired direction of your group.



	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
Desired Culture Values	financial stability		academic excellence discipline	accountability teamwork parent involvement passion for learning continuous improvement	commitment	leadership development	
Values Jumps			quality being the best efficiency student achievement		shared vision shared values		

Personal Values ■

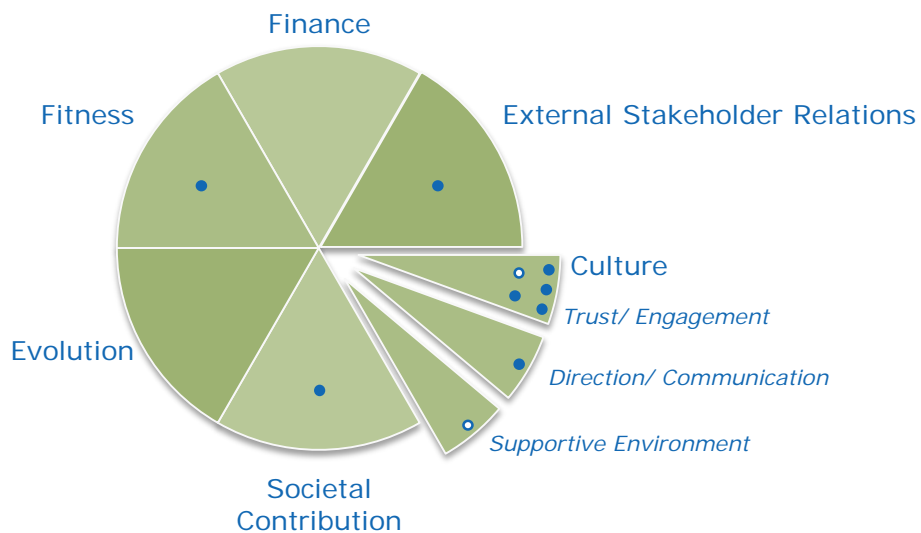
Current Culture Values ■

Desired Culture Values ■

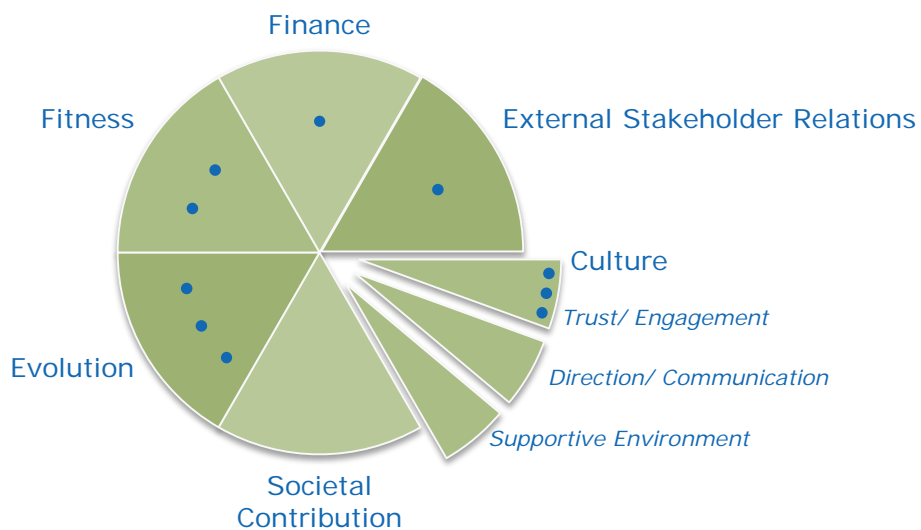


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Current Culture Values



Desired Culture Values



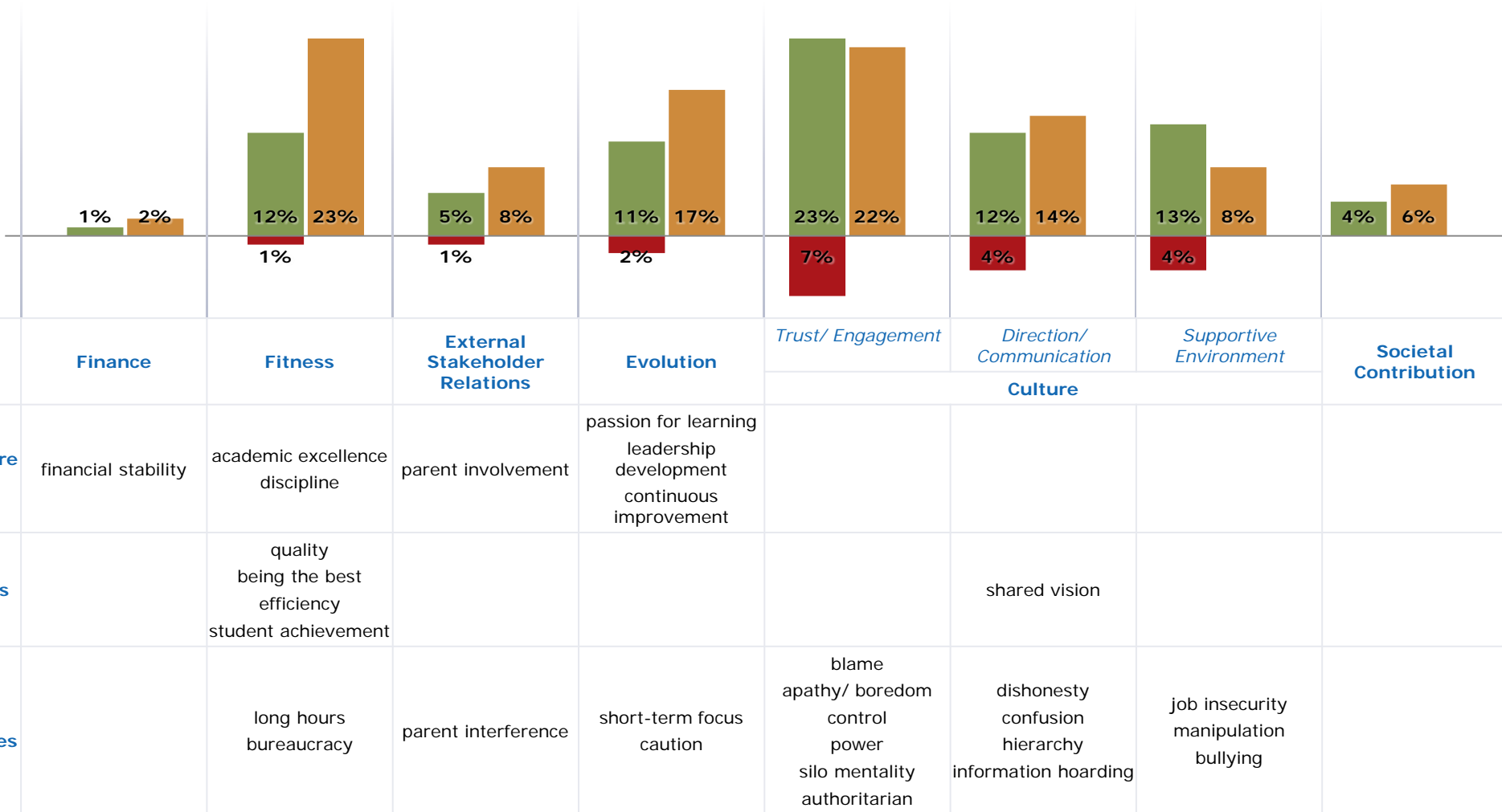
		Current Culture	Desired Culture
Finance			financial stability
Fitness		discipline	academic excellence discipline
External Stakeholder Relations		parent involvement	parent involvement
Evolution			passion for learning leadership development continuous improvement
Culture	Trust/Engagement	accountability commitment blame (L) cooperation teamwork	accountability teamwork commitment
	Direction/Communication	open communication	
	Supportive Environment	job insecurity (L)	
Societal Contribution		community involvement	



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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
Desired Culture Values	financial stability	academic excellence discipline	parent involvement	passion for learning leadership development continuous improvement				
Values Jumps		quality being the best efficiency student achievement				shared vision		
Potentially Limiting Values		long hours bureaucracy	parent interference	short-term focus caution	blame apathy/ boredom control power silo mentality authoritarian	dishonesty confusion hierarchy information hoarding	job insecurity manipulation bullying	

