



Barrett Values Centre

Small School Example

Prepared by

Barrett Values Centre



Small School Example (28)

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: 7

- 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: 0

- 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.

Cultural Entropy: 10%

- 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.

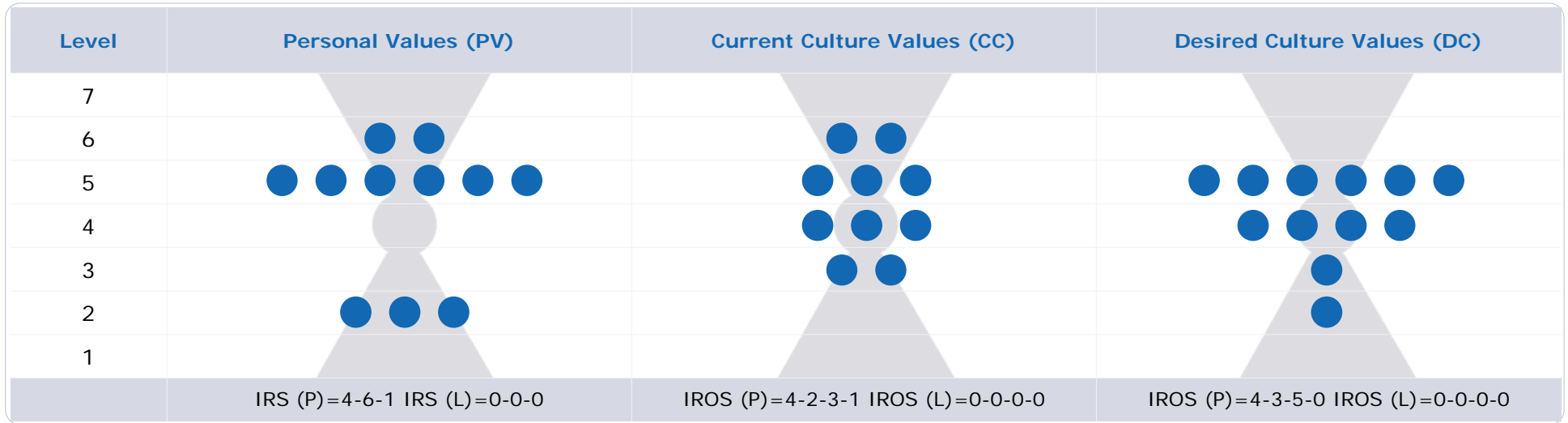
NEW VALUES TO FOCUS ON

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 PV - CC 3 CC - DC 7 PV - DC 2 new requests	caring	20 2(R)	<i>continuous improvement</i>	13 4(O)	<i>teamwork</i>	16 4(R)
	<u>humour/ fun</u>	16 5(I)	coaching/ mentoring	12 6(R)	<u>creativity</u>	12 5(I)
	empathy	15 6(R)	<u>commitment</u>	11 5(I)	<i>passion for learning</i>	12 4(I)
	family	15 2(R)	<i>creativity</i>	11 5(I)	<u>humour/ fun</u>	11 5(O)
	<u>commitment</u>	13 5(I)	<i>passion for learning</i>	11 4(I)	<u>cooperation</u>	10 5(R)
	enthusiasm	12 5(I)	<i>student achievement</i>	11 3(O)	shared values	10 5(O)
	fairness	10 5(R)	<i>teamwork</i>	11 4(R)	<i>continuous improvement</i>	9 4(O)
	friendship	10 2(R)	<u>making a difference</u>	10 6(S)	<u>commitment</u>	8 5(I)
	<u>making a difference</u>	10 6(S)	academic excellence	9 3(O)	parent involvement	8 4(O)
	<u>cooperation</u>	9 5(R)	<i>positive attitude</i>	9 5(I)	open communication	7 2(R)
Cultural Entropy: Current Culture 10%	<u>creativity</u>	9 5(I)			<i>positive attitude</i>	7 5(I)
					<i>student achievement</i>	7 3(O)

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

Orange = CC & DC
Blue = PV & DC

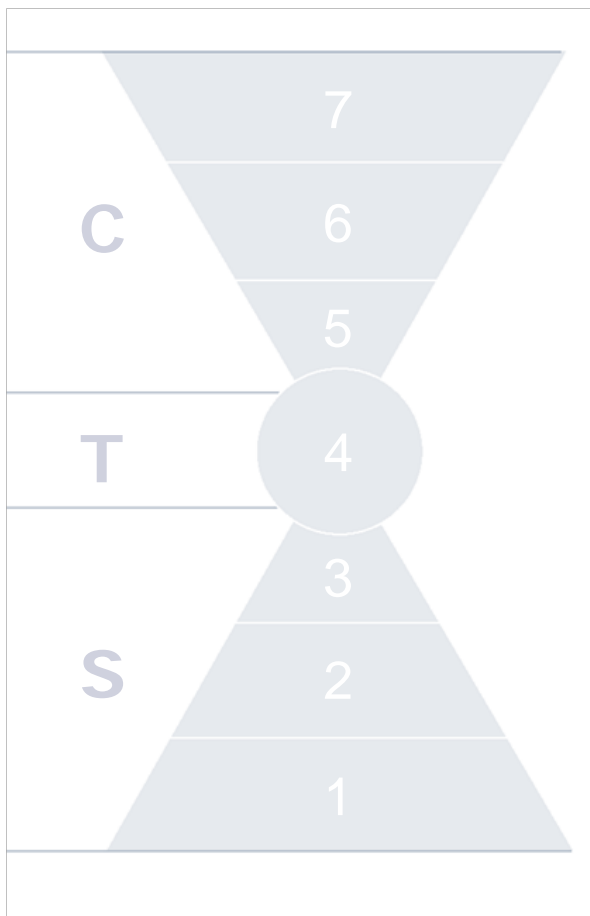
P = Positive
L = Potentially Limiting (white circle)

I = Individual
R = Relationship

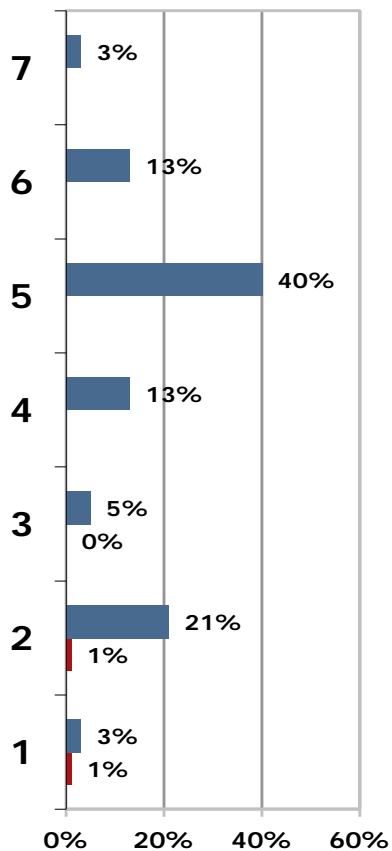
O = Organisational
S = Societal



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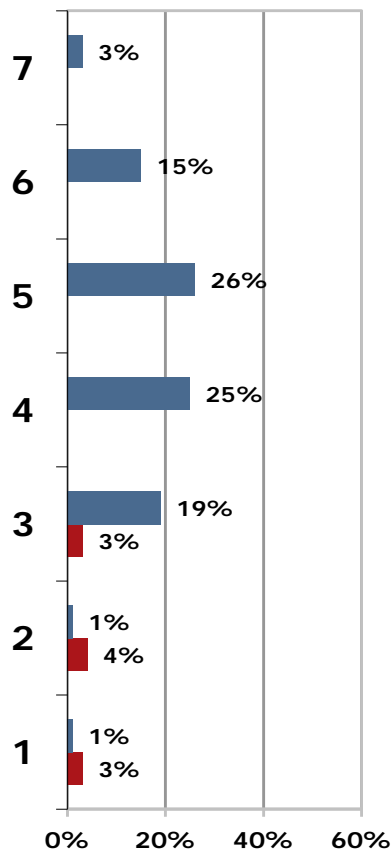


Personal Values



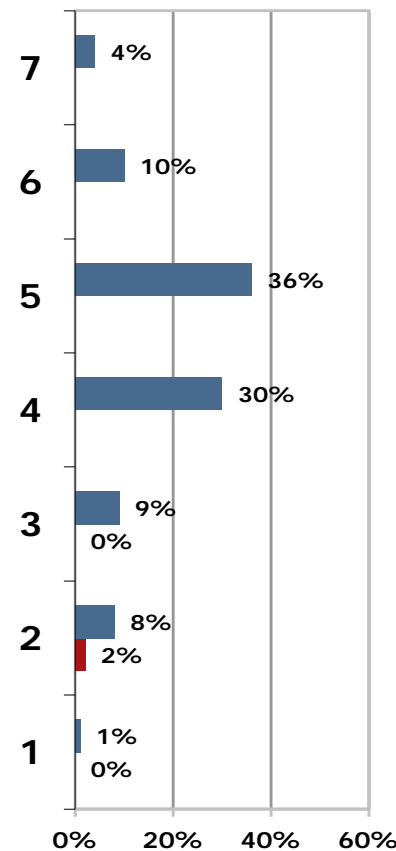
CTS = 56-13-31
Cultural Entropy = 2%

Current Culture Values



CTS = 44-25-31
Cultural Entropy = 10%

Desired Culture Values



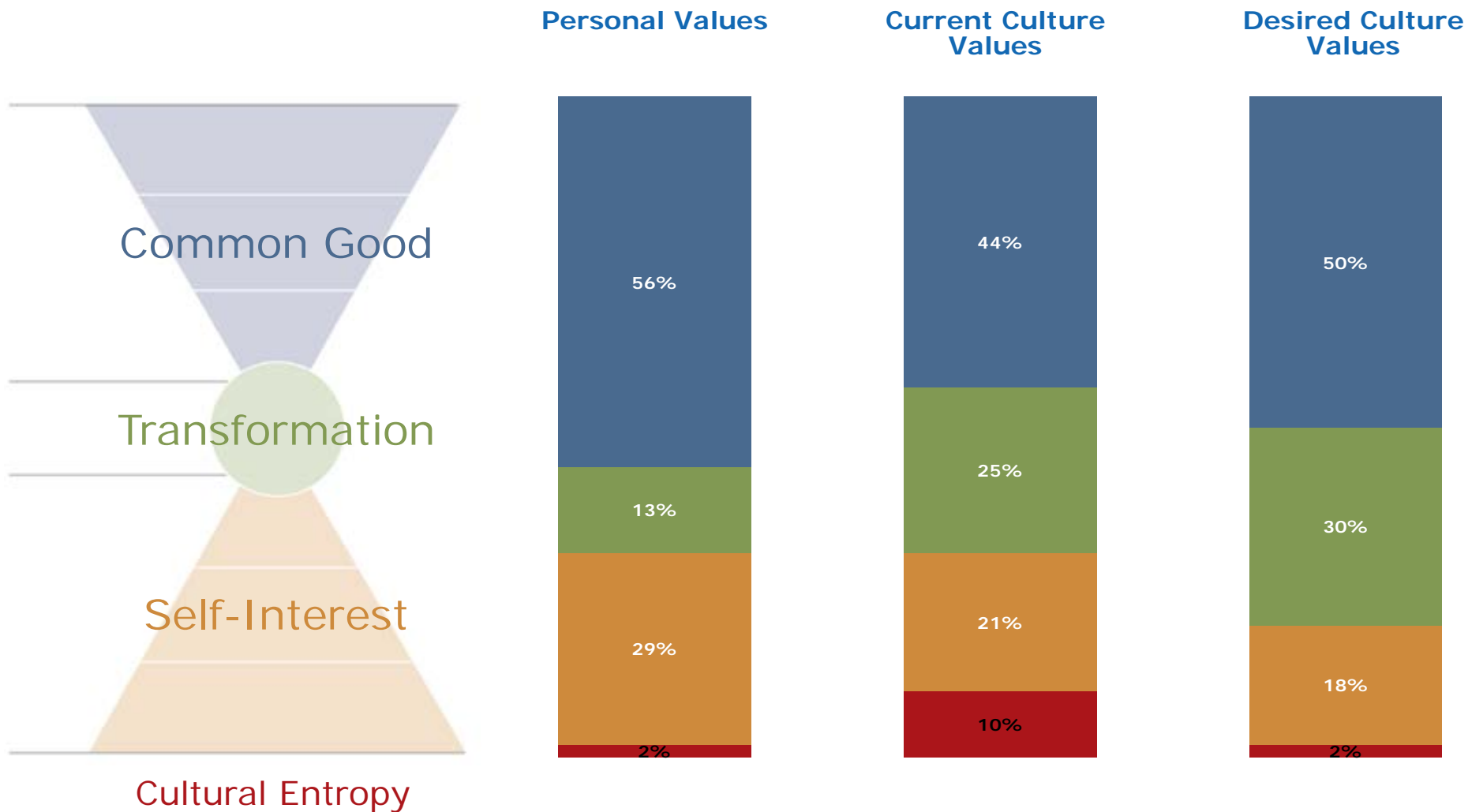
CTS = 50-30-20
Cultural Entropy = 2%

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	power (3) bureaucracy (2) apathy/ boredom (1) confusion (1) hierarchy (1)	3% of total votes
2	bullying (4) discipline (2) manipulation (2) dishonesty (1) parent interference (1)	4% of total votes
1	control (3) authoritarian (2) job insecurity (2)	3% of total votes
Total	25 out of 280	10% 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.

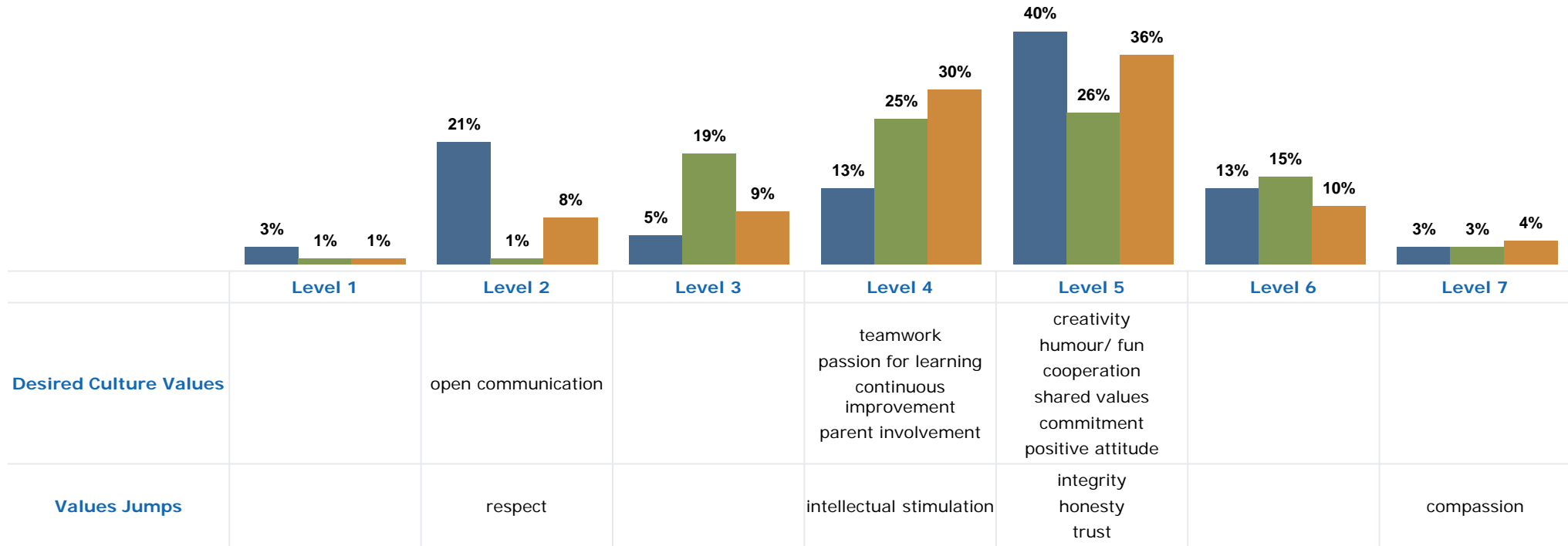
	Current Culture Votes	Desired Culture Votes	Jump
shared values	4	10	6
open communication	1	7	6
teamwork	11	16	5
cooperation	5	10	5
integrity	1	6	5
intellectual stimulation	1	6	5
humour/ fun	7	11	4
parent involvement	4	8	4
compassion	2	6	4
honesty	2	6	4
respect	1	5	4
trust	1	5	4



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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 ■

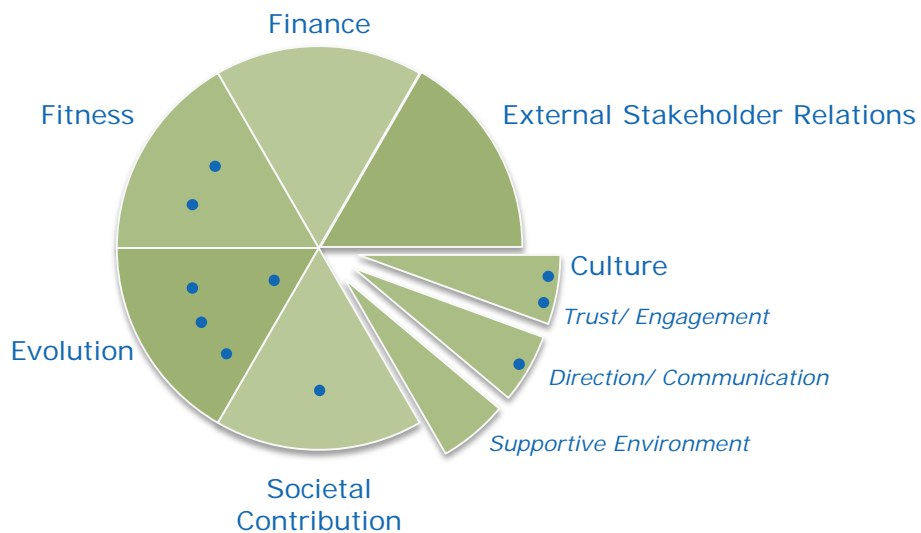
Current Culture Values ■

Desired Culture Values ■

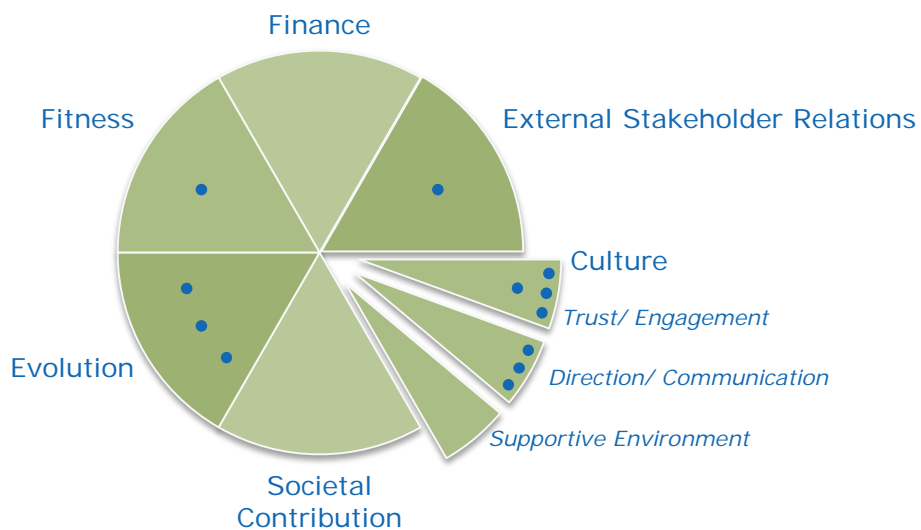


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Current Culture Values



Desired Culture Values



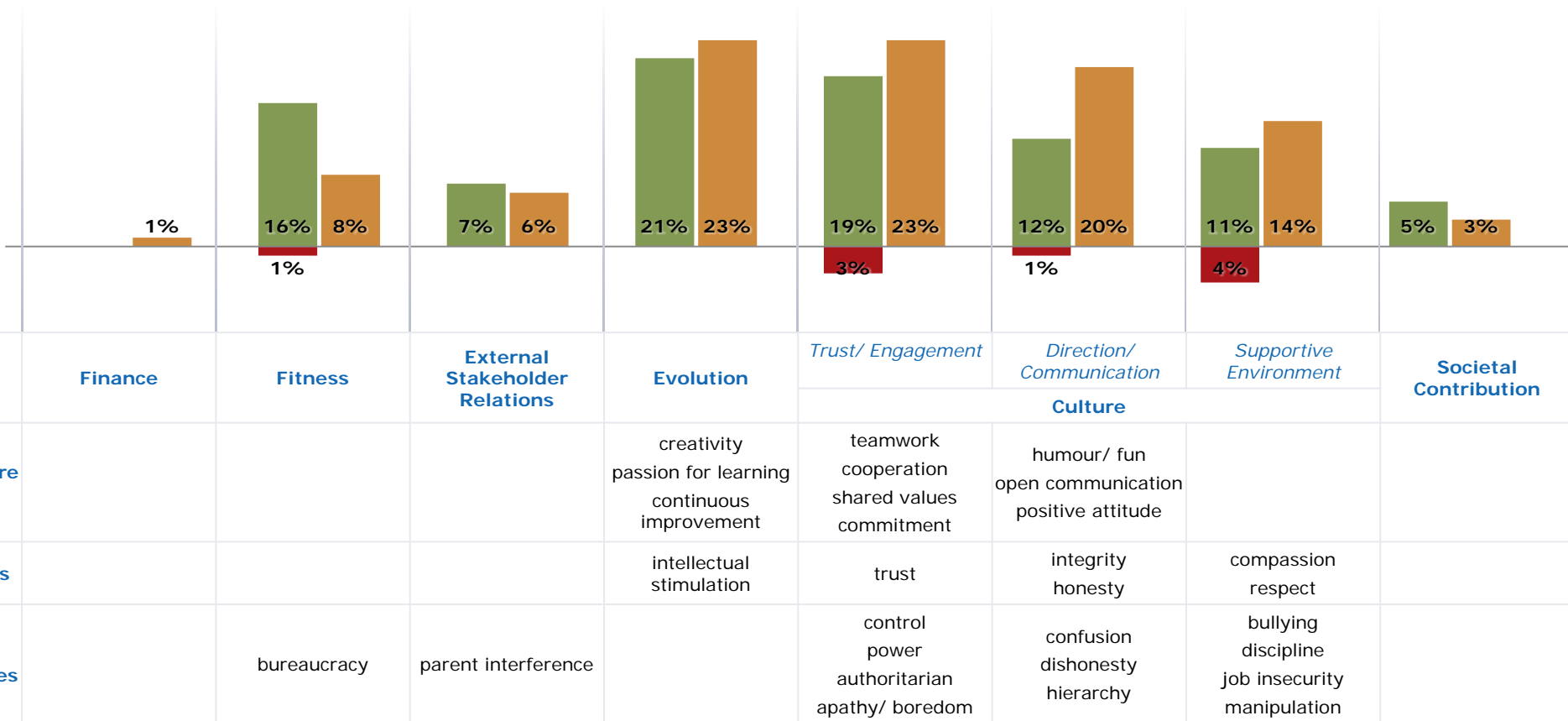
		Current Culture	Desired Culture
Finance			
Fitness		student achievement academic excellence	student achievement
External Stakeholder Relations			parent involvement
Evolution		continuous improvement coaching/ mentoring creativity passion for learning	creativity passion for learning continuous improvement
Culture	Trust/ Engagement	commitment teamwork	teamwork cooperation shared values commitment
	Direction/ Communication	positive attitude	humour/ fun open communication positive attitude
	Supportive Environment		
Societal Contribution		making a difference	



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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.



Positive Values - Current Culture ■

Cultural Entropy: Current Culture ■

Positive Values - Desired Culture ■