



Barrett Values Centre

Small School Assessment- Governors

Prepared by

Barrett Values Centre



Small School Assessment- Governors (4)

Personal & Current Culture Alignment

Values Matches: 2

- 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: 4

- 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: 1

- 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.

bullying

Cultural Entropy: 15%

- 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.

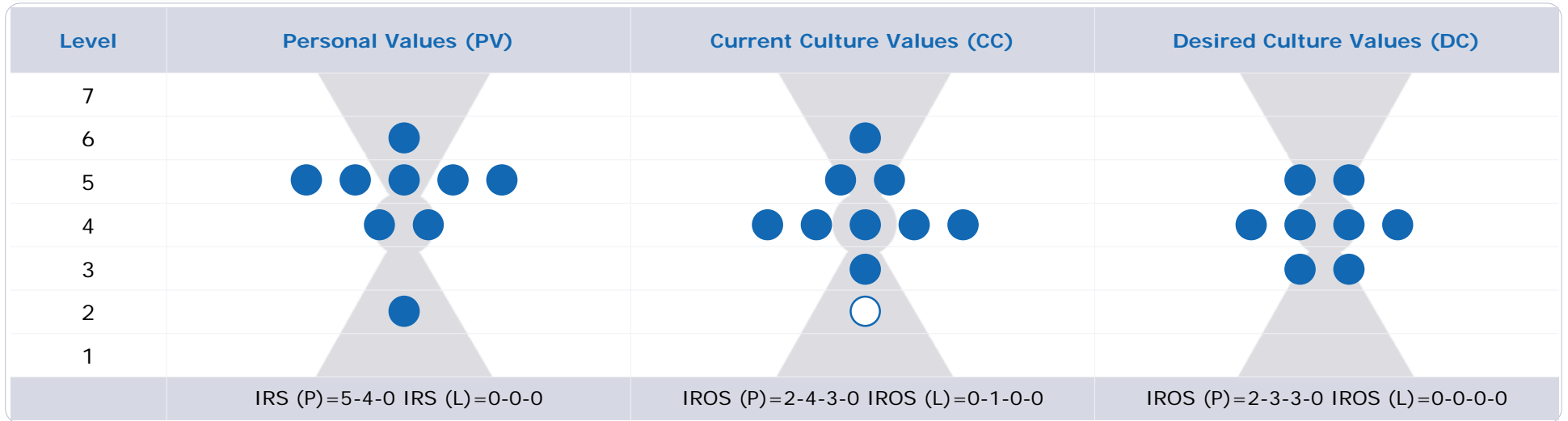
NEW VALUES TO FOCUS ON

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.



Small School Assessment- Governors (4)



Matches	adaptability	3 4(I)	<i>academic excellence</i>	2 3(O)	creativity	3 5(I)
	caring	2 2(R)	balance (home/work)	2 4(O)	<i>encouragement</i>	3 4(R)
PV - CC 2	<u>commitment</u>	2 5(I)	bullying (L)	2 2(R)	enthusiasm	3 5(I)
CC - DC 4	creativity	2 5(I)	coaching/ mentoring	2 6(R)	<i>teamwork</i>	3 4(R)
PV - DC 2	empathy	2 6(R)	<u>commitment</u>	2 5(I)	<i>academic excellence</i>	2 3(O)
new requests	enthusiasm	2 5(I)	continuous improvement	2 4(O)	<i>inclusiveness</i>	2 4(R)
Cultural Entropy: Current Culture 15%	fairness	2 5(R)	<i>encouragement</i>	2 4(R)	parent involvement	2 4(O)
	<i>inclusiveness</i>	2 4(R)	<i>inclusiveness</i>	2 4(R)	student achievement	2 3(O)
	patience	2 5(I)	positive attitude	2 5(I)		
			<i>teamwork</i>	2 4(R)		

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

Orange = CC & DC
 Blue = PV & DC

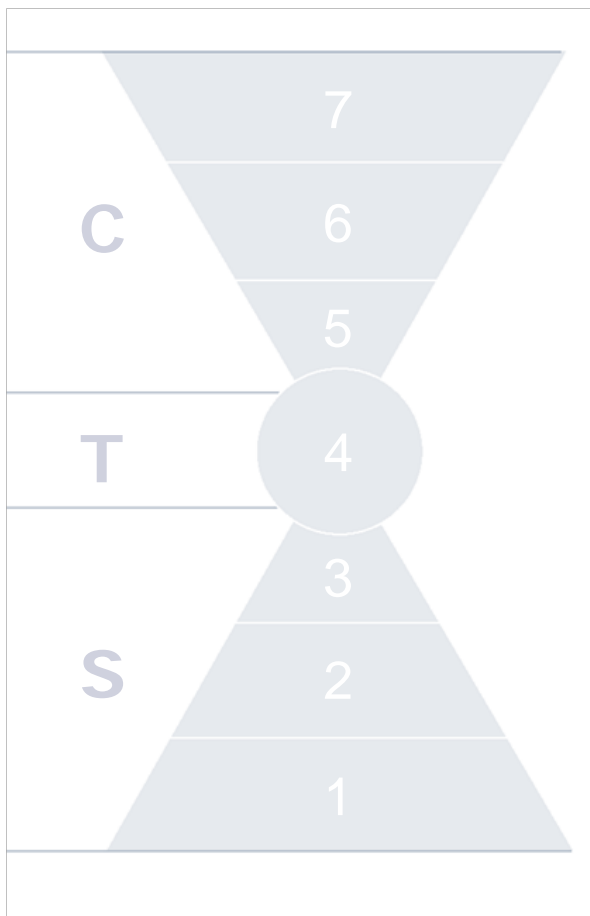
P = Positive
 L = Potentially Limiting (white circle)

I = Individual
 R = Relationship

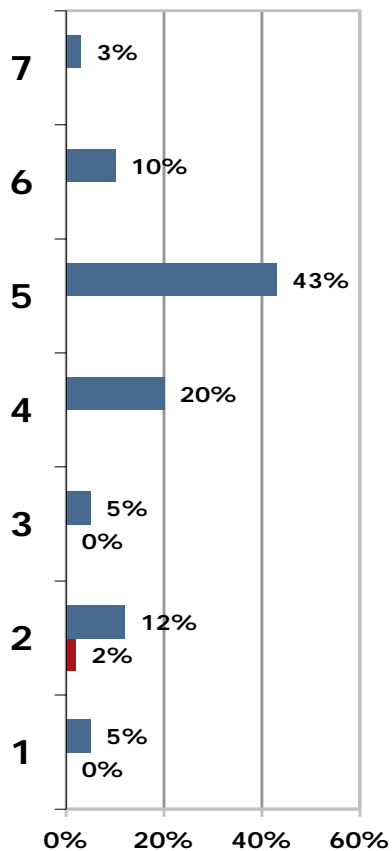
O = Organisational
 S = Societal



Small School Assessment- Governors (4)



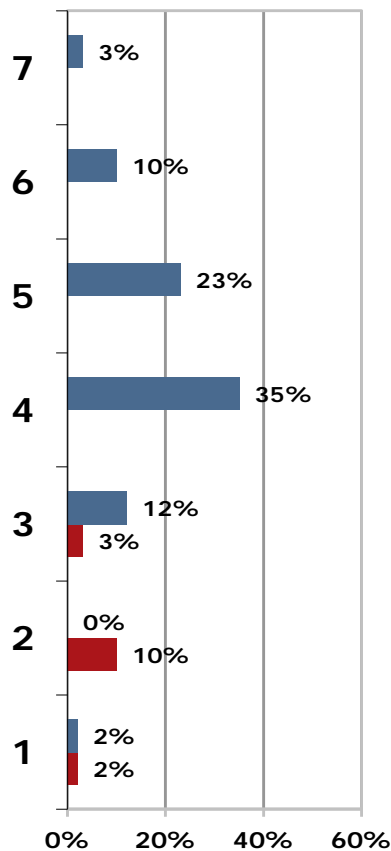
Personal Values



CTS = 56-20-24

Cultural Entropy = 2%

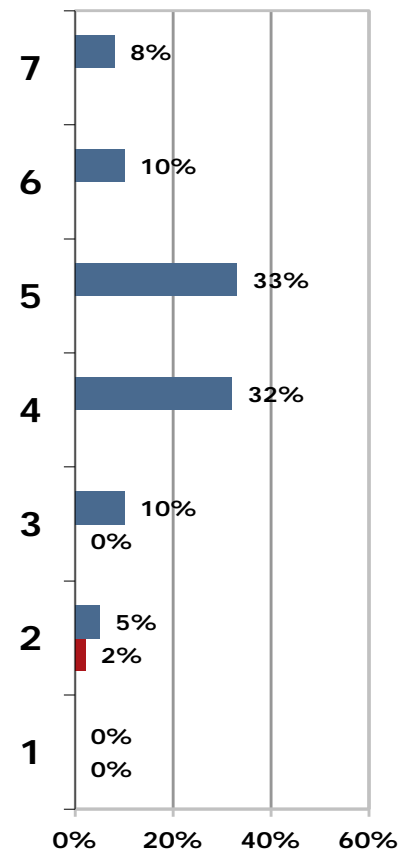
Current Culture Values



CTS = 36-35-29

Cultural Entropy = 15%

Desired Culture Values



CTS = 51-32-17

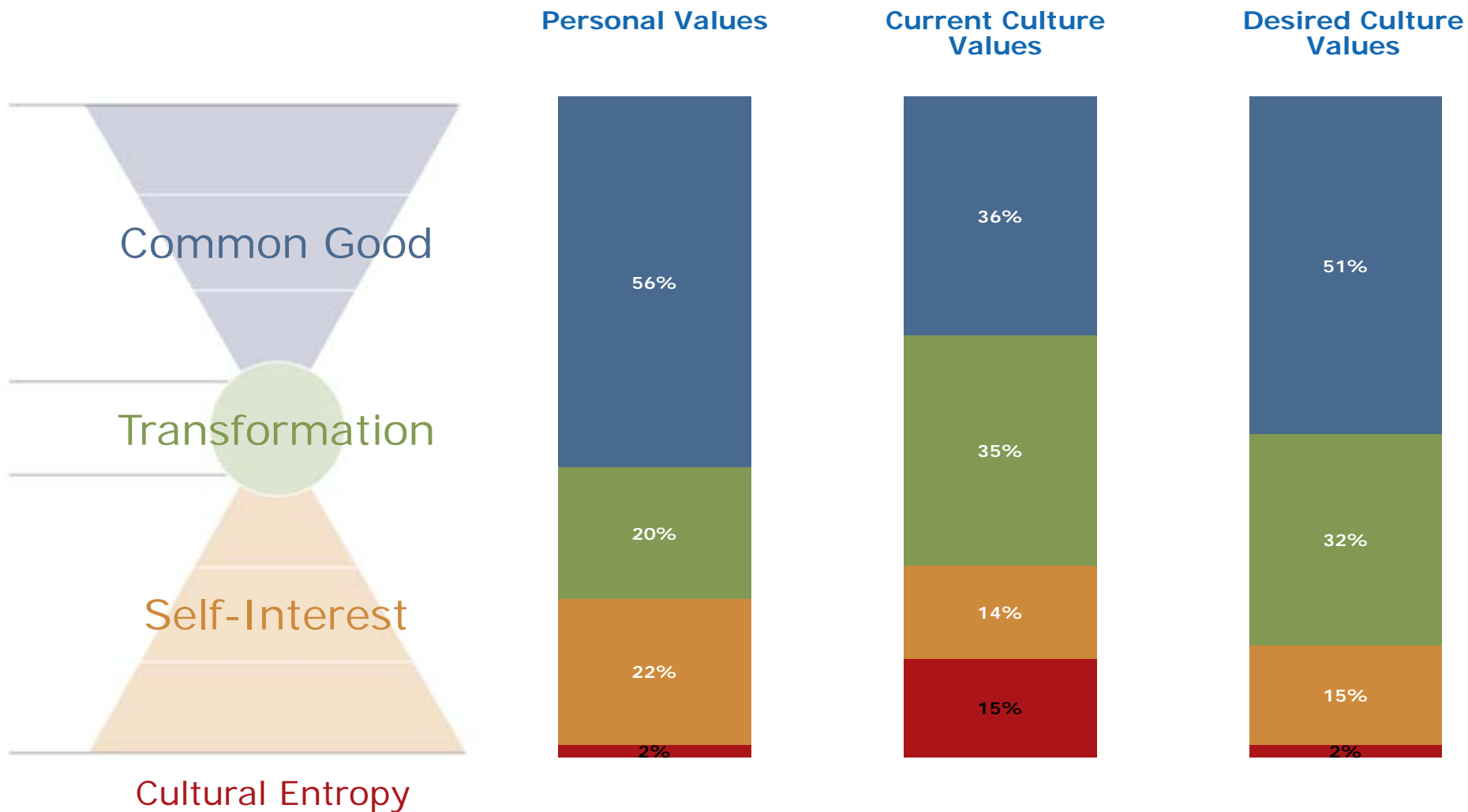
Cultural Entropy = 2%

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 (1)	3% of total votes
2	bullying (2) discipline (1) manipulation (1)	10% of total votes
1	control (1)	2% of total votes
Total	6 out of 40	15% of total votes



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.

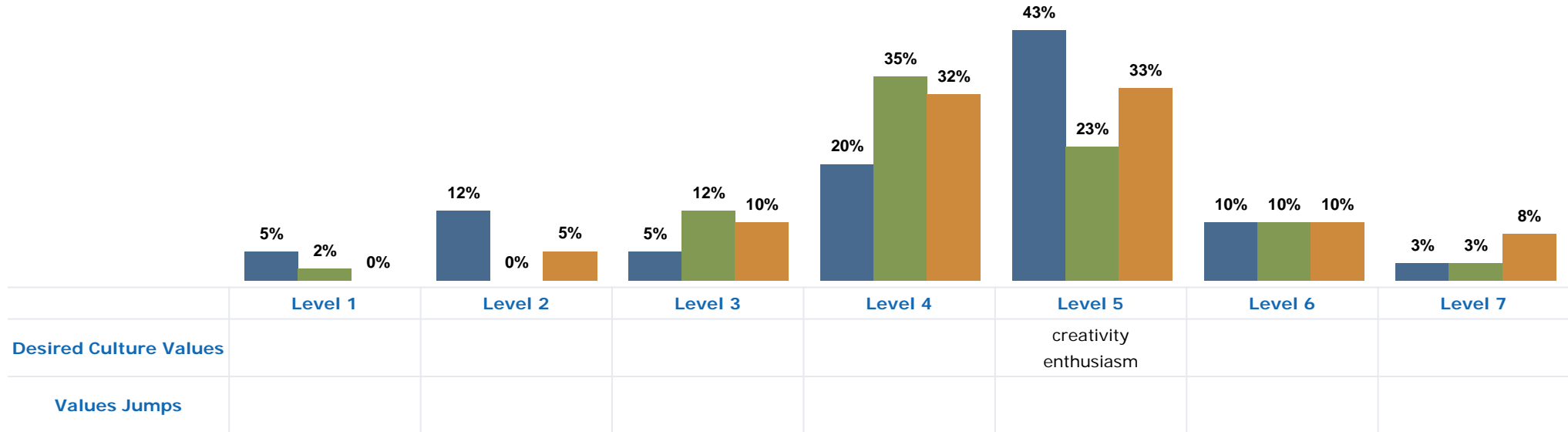
	Current Culture Votes	Desired Culture Votes	Jump
enthusiasm	0	3	3
creativity	1	3	2
student achievement	0	2	2



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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

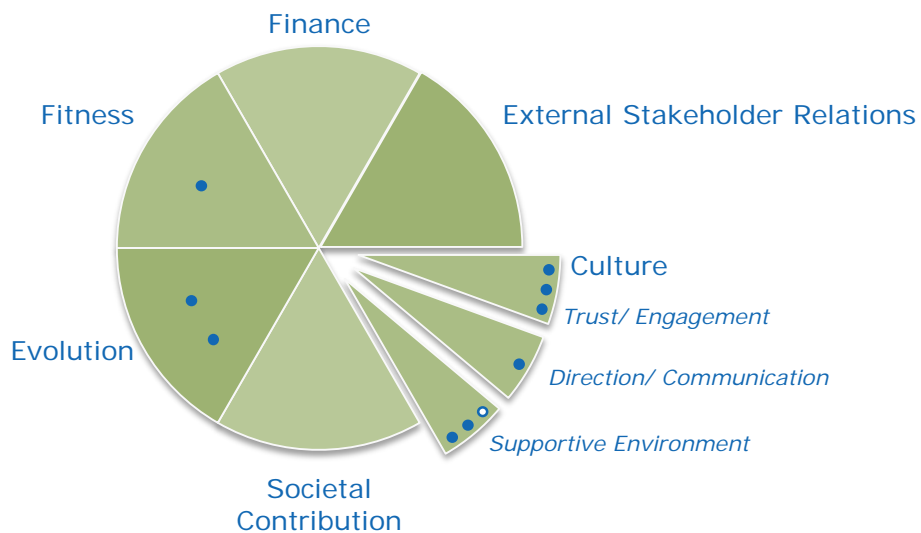
Current Culture Values

Desired Culture Values

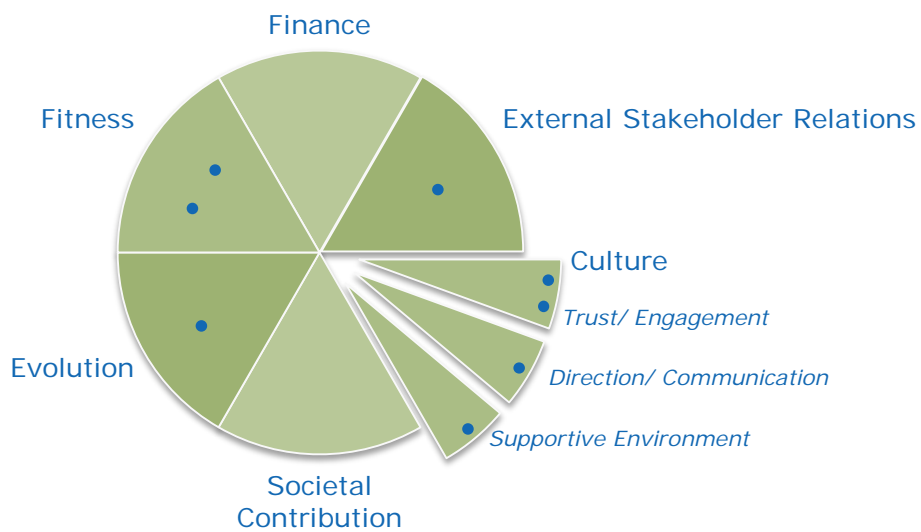


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Current Culture Values



Desired Culture Values



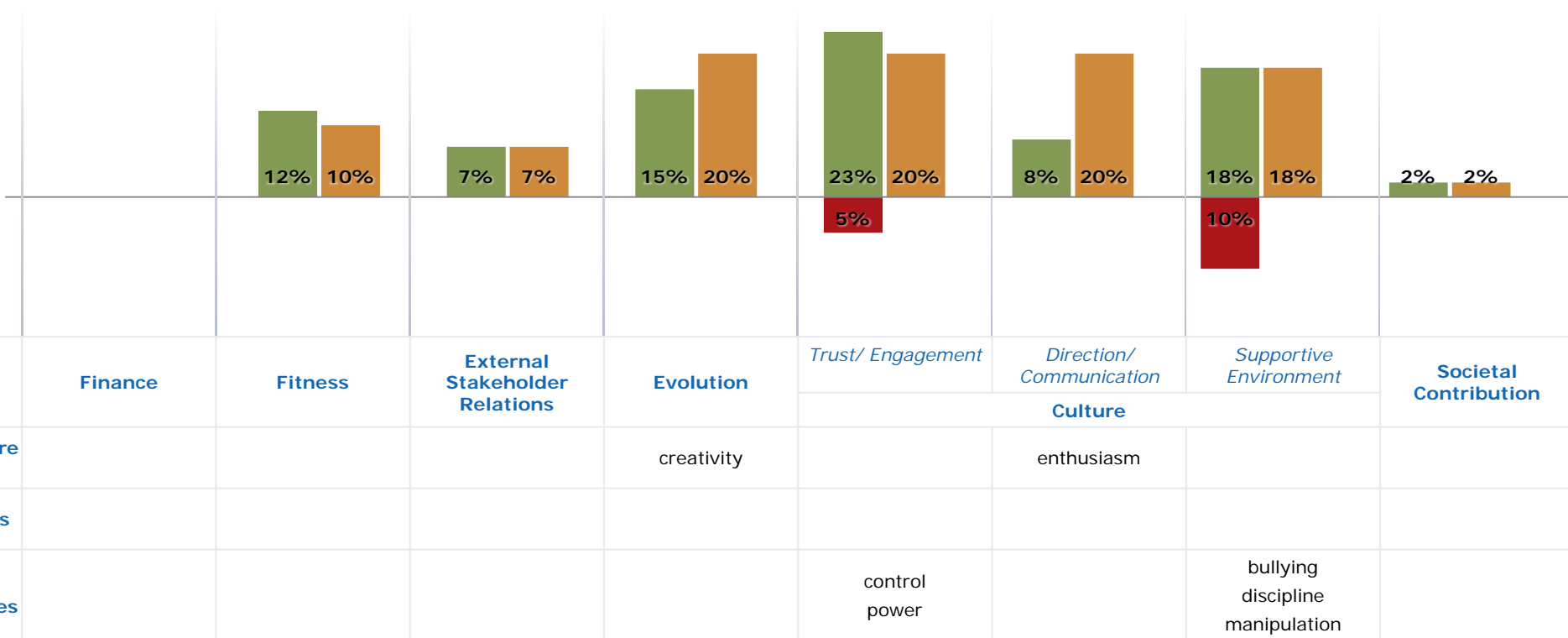
		Current Culture	Desired Culture
Finance			
Fitness		academic excellence	academic excellence student achievement
External Stakeholder Relations			parent involvement
Evolution		coaching/ mentoring continuous improvement	creativity
Culture	Trust/ Engagement	commitment inclusiveness teamwork	teamwork inclusiveness
	Direction/ Communication	positive attitude	enthusiasm
	Supportive Environment	balance (home/work) bullying (L) encouragement	encouragement
Societal Contribution			



Small School Assessment- Governors (4)

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.



Desired Culture Values

Values Jumps

Potentially Limiting Values

Finance

Fitness

External Stakeholder Relations

Evolution

Trust/ Engagement

Direction/ Communication

Supportive Environment

Societal Contribution

Culture

creativity

enthusiasm

control power

bullying discipline manipulation

Positive Values - Current Culture ■

Cultural Entropy: Current Culture ■

Positive Values - Desired Culture ■