



Barrett Values Centre

Small School Assessment- Support staff

Prepared by

Barrett Values Centre



Small School Assessment- Support staff (6)

Personal & Current Culture Alignment

Values Matches: 0

- 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: 0

- 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.

job insecurity

Cultural Entropy: 17%

- 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.

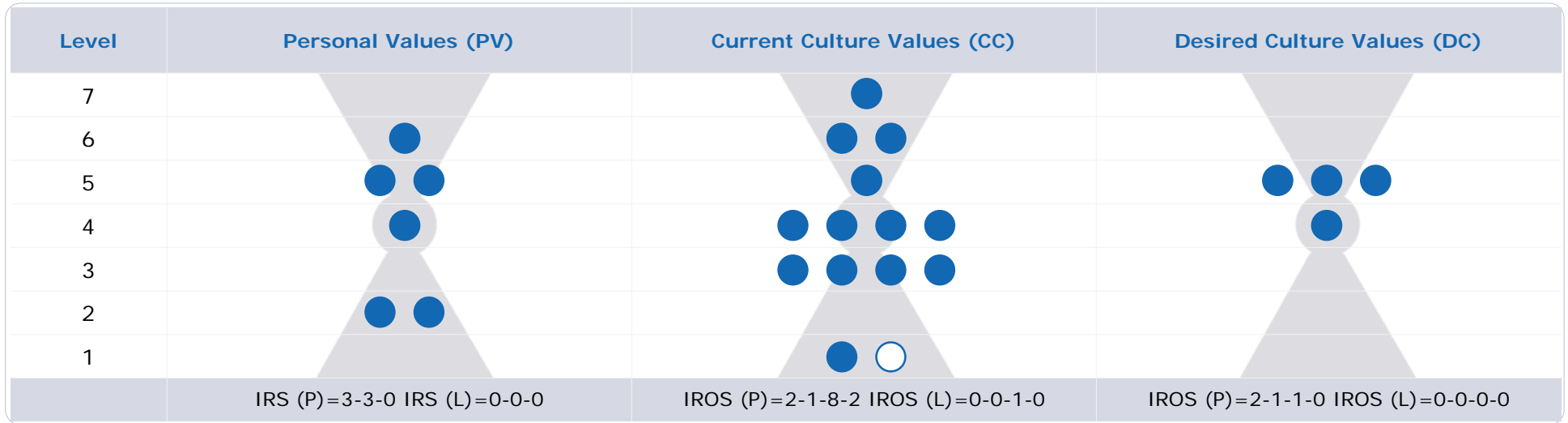
NEW VALUES TO FOCUS ON

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	empathy	5 6(R)	student achievement	4 3(O)	teamwork	4 4(R)
	caring	4 2(R)	academic excellence	3 3(O)	creativity	3 5(I)
PV - CC 0	humour/ fun	4 5(I)	continuous improvement	3 4(O)	humour/ fun	3 5(O)
CC - DC 0	creativity	3 5(I)	reputation	3 3(O)	integrity	3 5(I)
PV - DC 2	initiative	3 4(I)	results focus	3 3(O)		
new requests	listening	3 2(R)	balance (home/work)	2 4(O)		
Cultural Entropy: Current Culture 17%			community involvement	2 6(S)		
			encouragement	2 4(R)		
			job insecurity (L)	2 1(O)		
			long-term perspective	2 7(O)		
			making a difference	2 6(S)		
			passion for learning	2 4(I)		
			positive attitude	2 5(I)		
			safety	2 1(O)		

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

Orange = CC & DC
Blue = PV & DC

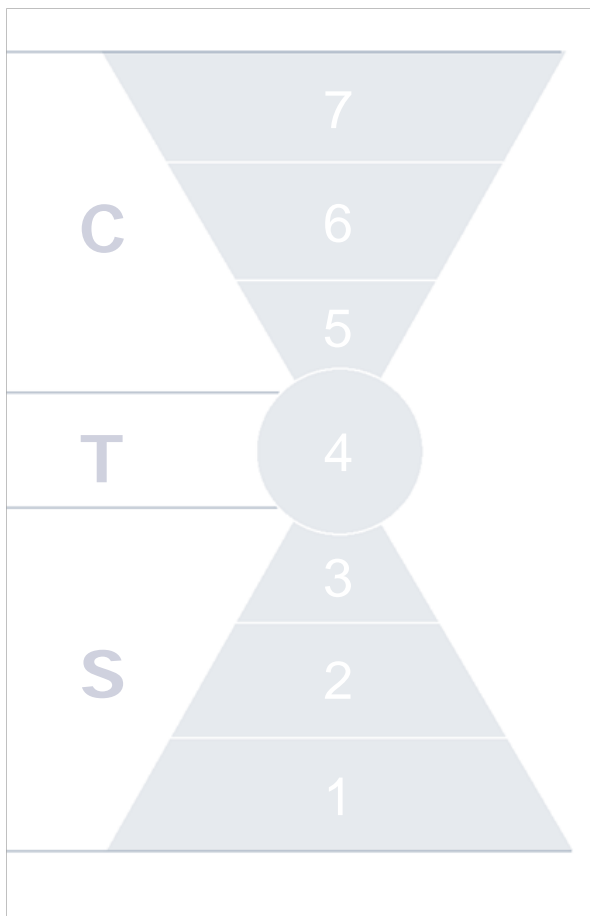
P = Positive
 L = Potentially Limiting (white circle)

I = Individual
 R = Relationship

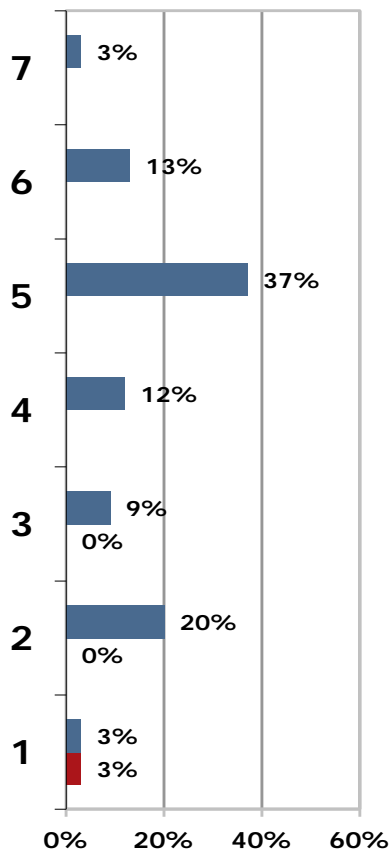
O = Organisational
 S = Societal



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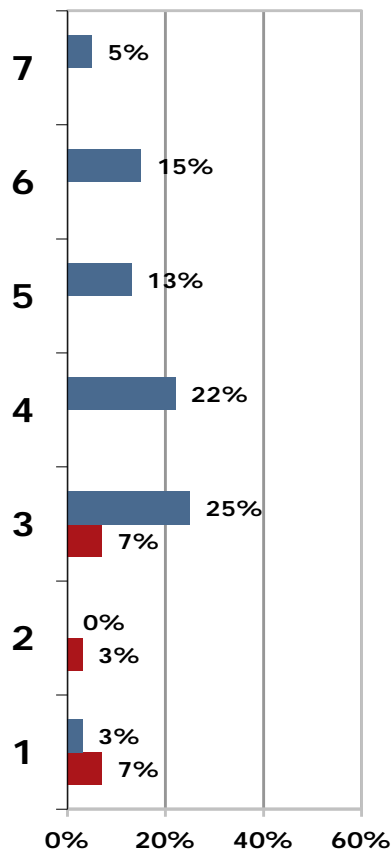
Personal Values



CTS = 53-12-35

Cultural Entropy = 3%

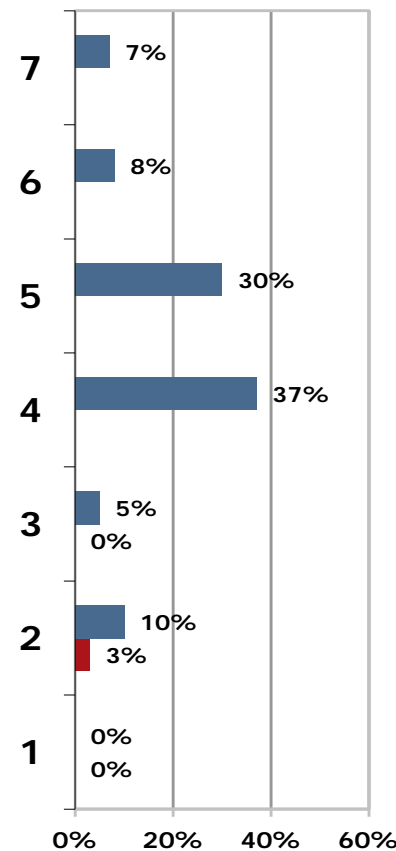
Current Culture Values



CTS = 33-22-45

Cultural Entropy = 17%

Desired Culture Values



CTS = 45-37-18

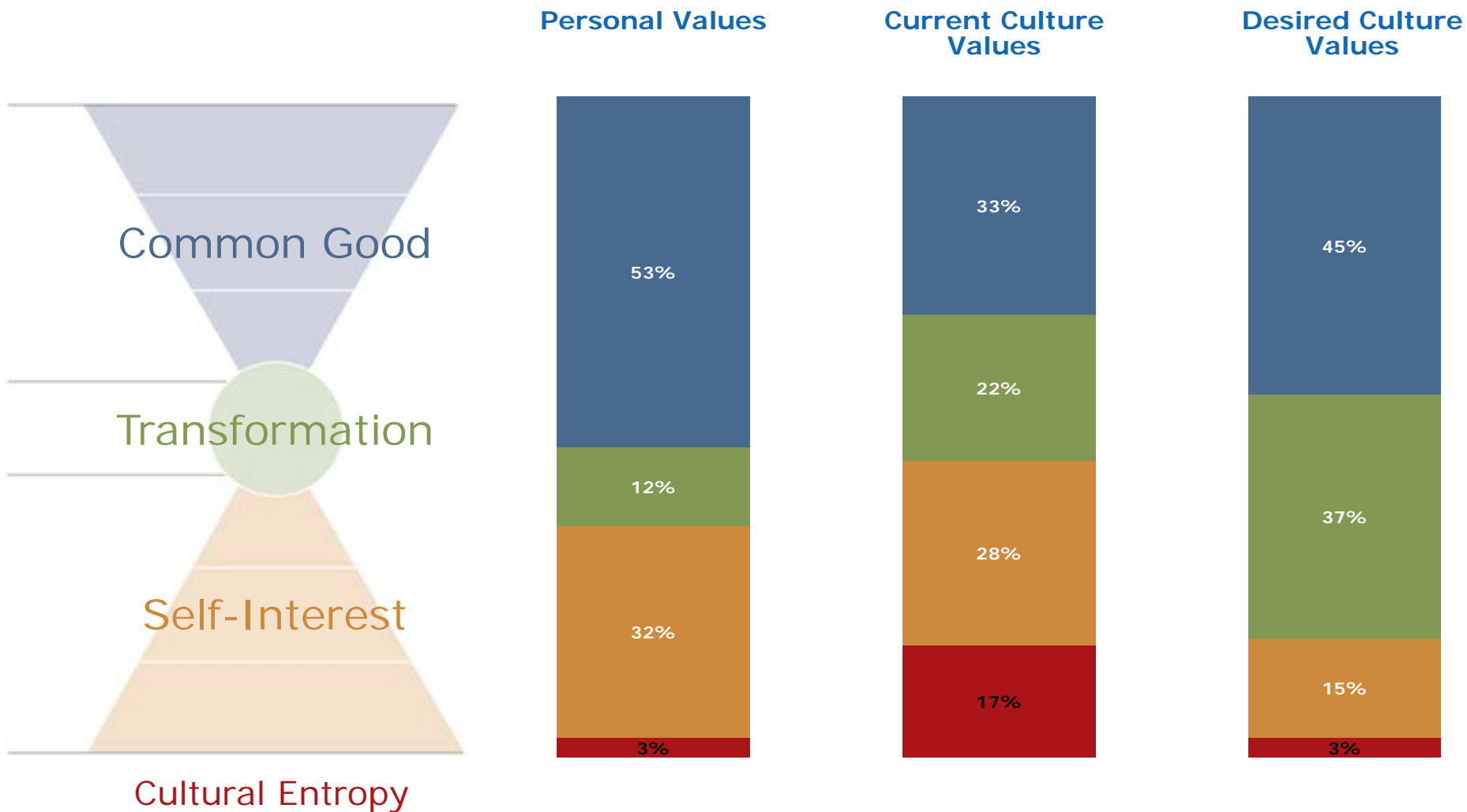
Cultural Entropy = 3%

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 (1) bureaucracy (1) confusion (1) hierarchy (1)	7% of total votes
2	dishonesty (1) manipulation (1)	3% of total votes
1	job insecurity (2) authoritarian (1) control (1)	7% of total votes
Total	10 out of 60	17% 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.

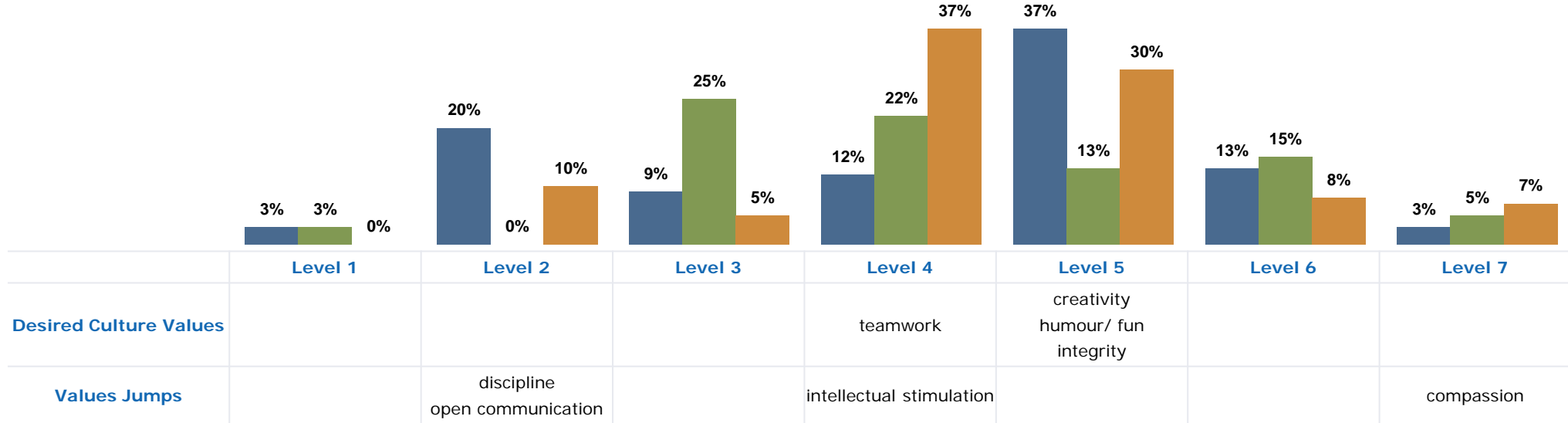
	Current Culture Votes	Desired Culture Votes	Jump
teamwork	1	4	3
humour/ fun	0	3	3
creativity	1	3	2
integrity	1	3	2
compassion	0	2	2
discipline	0	2	2
intellectual stimulation	0	2	2
open communication	0	2	2



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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

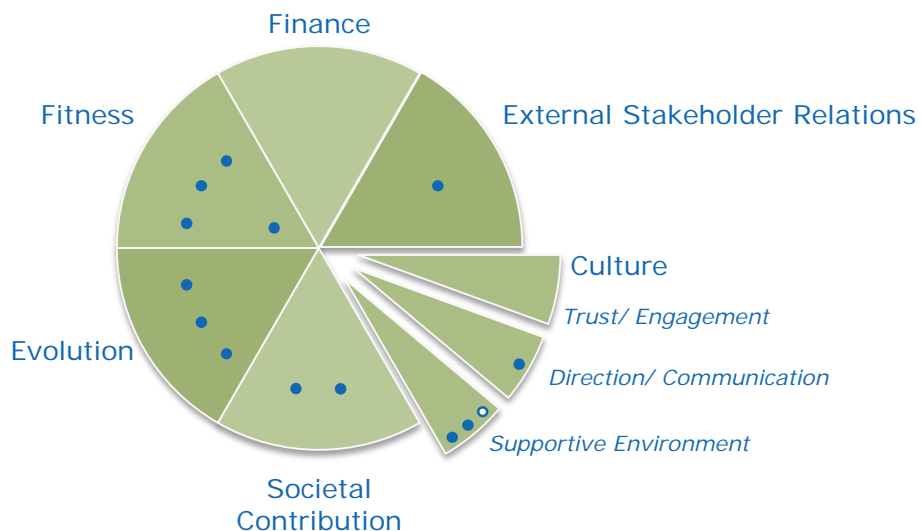
Current Culture Values

Desired Culture Values

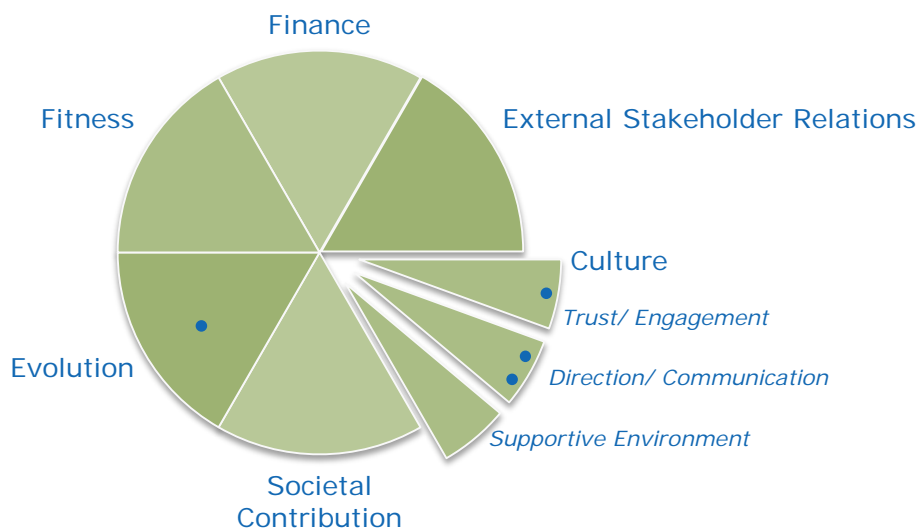


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Current Culture Values



Desired Culture Values



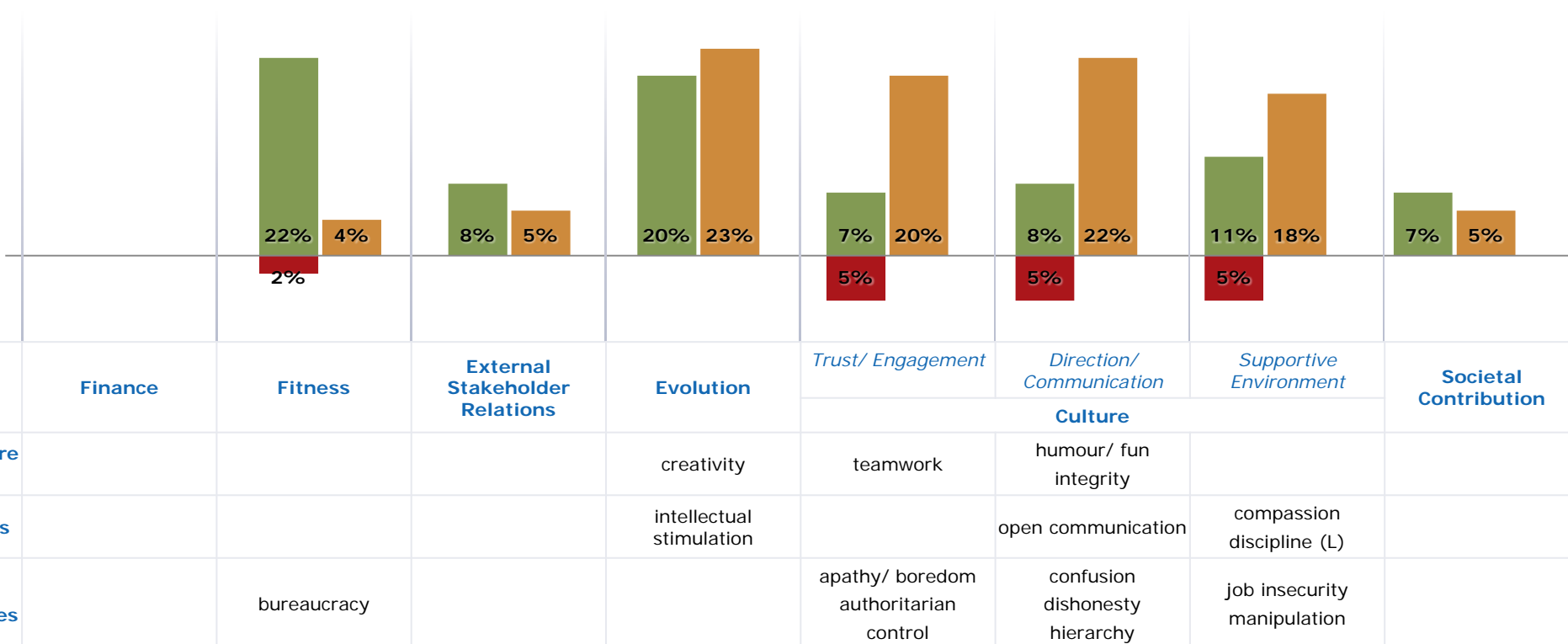
		Current Culture	Desired Culture
	Finance		
	Fitness	student achievement academic excellence results focus safety	
	External Stakeholder Relations	reputation	
	Evolution	continuous improvement long-term perspective passion for learning	creativity
Culture	Trust/ Engagement		teamwork
	Direction/ Communication	positive attitude	humour/ fun integrity
	Supportive Environment	balance (home/work) encouragement job insecurity (L)	
	Societal Contribution	community involvement 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 ■