

Real Culture

is the root of your organization's success

Focus



Assessments



Example Questions



Improvement models



Reporting



Education



Integrated Approach



Support (if necessary)



Results



Human Synergistics

Workplace Culture pioneer for more than 40 years

Engagement and many "Culture" Assessments

Organizational Culture:

shared beliefs and assumptions about the organization's expectations and values

Organizational Climate:

shared perceptions and attitudes about the organization

Human Synergistics Organizational Culture Inventory®
(the most widely-used and thoroughly researched culture assessment)

1. Engagement survey
2. "Culture" survey
3. Great workplace survey

To what extent are people *expected or implicitly required to ...?*

- Check decisions with superiors
- Work to achieve self-set goals
- Not "rock the boat"
- Know the business
- Point out flaws
- Outperform their peers
- Take on challenging tasks
- Never make a mistake
- Make a "good impression"

Do you *agree or disagree* that ...?

- At work, my opinions seem to count (1)
- I have the materials and equipment I need to do my work right (1)
- I know what is expected of me at work (1)
- Teamwork is used to get work done, rather than hierarchy (2)
- There is a clear strategy for the future (2)
- This organization is very responsive and changes easily (2)
- Management shows appreciation for good work and extra effort (3)
- Management delivers on it's promises (3)
- We have special and unique benefits here (3)

How Culture Works, culture roadmaps, interpretation and development guides

Action plans and best practice examples

The most thorough customized culture report in existence

Reports limited to data tables, graphics and boilerplates

Thorough accreditation approach

Workshops

Integrated visual diagnostic system across organizations, leaders, managers, teams, and individuals.

Limited or no integration across organizations, teams, and individuals

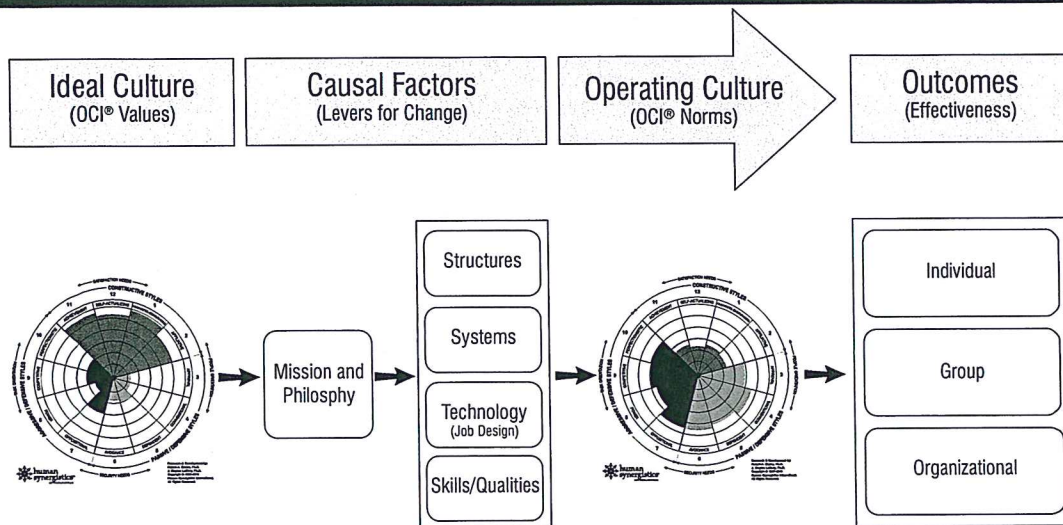
Global Change Circle of Accredited Consultants

Consultants - may lack consistency

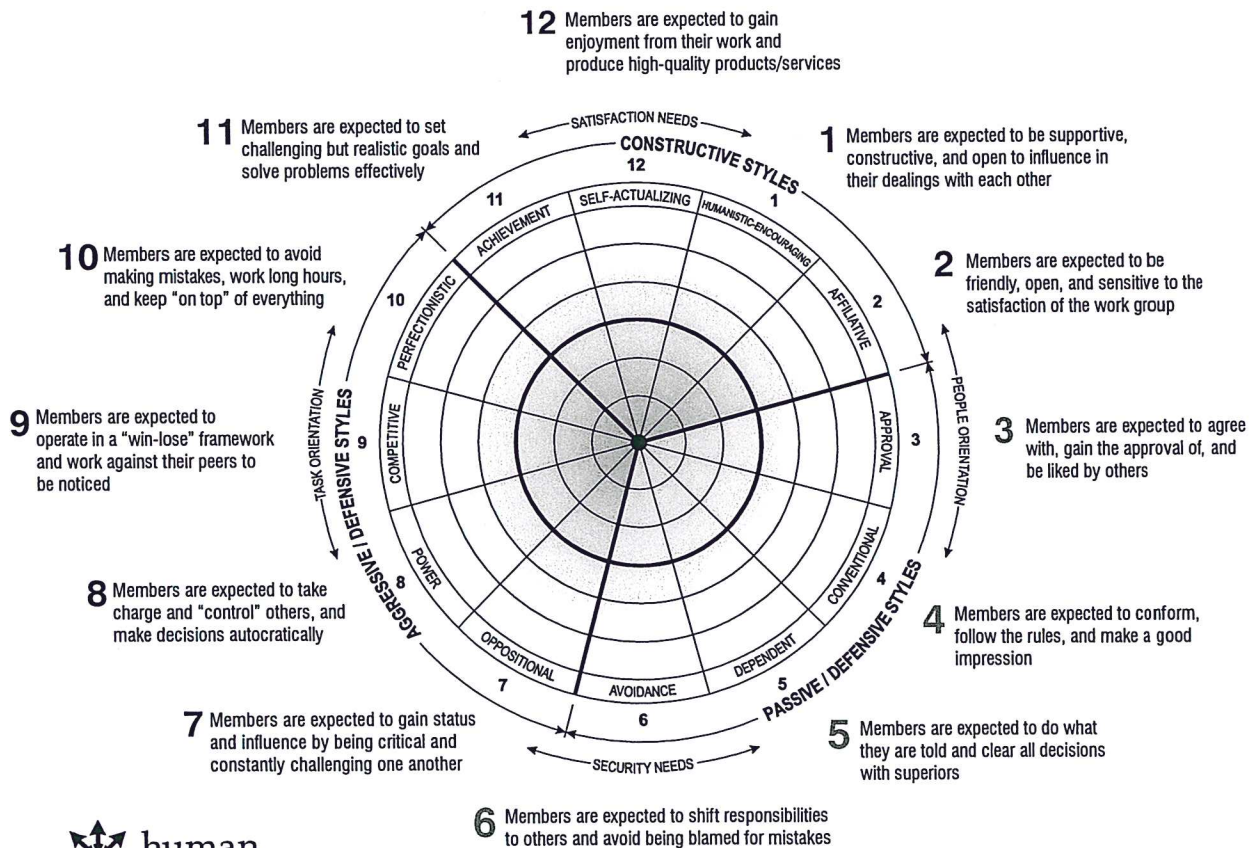
Sustainable behavior change and effectiveness

Quick wins but often lacking sustainability

How Culture Works Model



Organizational Culture Inventory® (OCI®) Circumplex with Style Descriptions



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