



BARRETT VALUES CENTRE

COVID-19

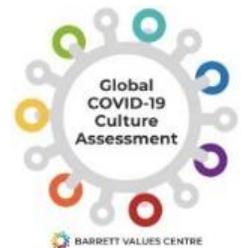
Global Organisational Culture

Legal, Military, Police and Justice

Prepared by

Barrett Values Centre

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Introduction to the Barrett Model

Our values reflect what is important to us. They are a shorthand way of describing our individual motivations. Together with our beliefs, they are the causal factors that drive our decision making.

The Barrett Model

Fulfilment of purpose in service of the greater good

Higher order partnerships, making a positive impact on others

Living and demonstrating authenticity and cohesion

Willingness to adapt and be open to new perspectives

Accomplishing objectives, feeling confidence and pride

Attention to the importance of interpersonal relationships

A need for stability and security in finances or health



Every human being on the planet grows and develops within seven well defined areas. The [Barrett Model](#) provides a framework for understanding our underlying human needs and the cultural environment required for people to thrive.

At different times individuals or groups may focus more on some levels and less on others, in response to changing life conditions. From an organisational perspective, the first three levels are important for creating a good foundation from which to operate. The middle level shows a group's focus on growth and development, and the top three levels indicate the attention placed on living and fulfilling a group's sense of purpose.

It is important to understand that, in terms of the seven levels, higher is not better; for example it will be difficult for an organisation to focus on helping others if it is having financial or operational problems.

Values can be positive or fear-based (potentially limiting). For example, honesty, trust, and accountability are positive values, whereas blame, bureaucracy, and manipulation are potentially limiting, or fear-based, values.

To explore more about using values to help understand or manage your culture please visit valuescentre.com





Legal, Military, Police and Justice



Pre-COVID



- **Ability to uphold high standards**, accomplish objectives, and maintain a **strong moral compass**, even **under stress**

During COVID



- People exploring **new ways of working** and **keeping in contact**
- Efforts to **take care of employees** and maintain an **upbeat environment**
- Feelings of **isolation**

Post COVID Recovery

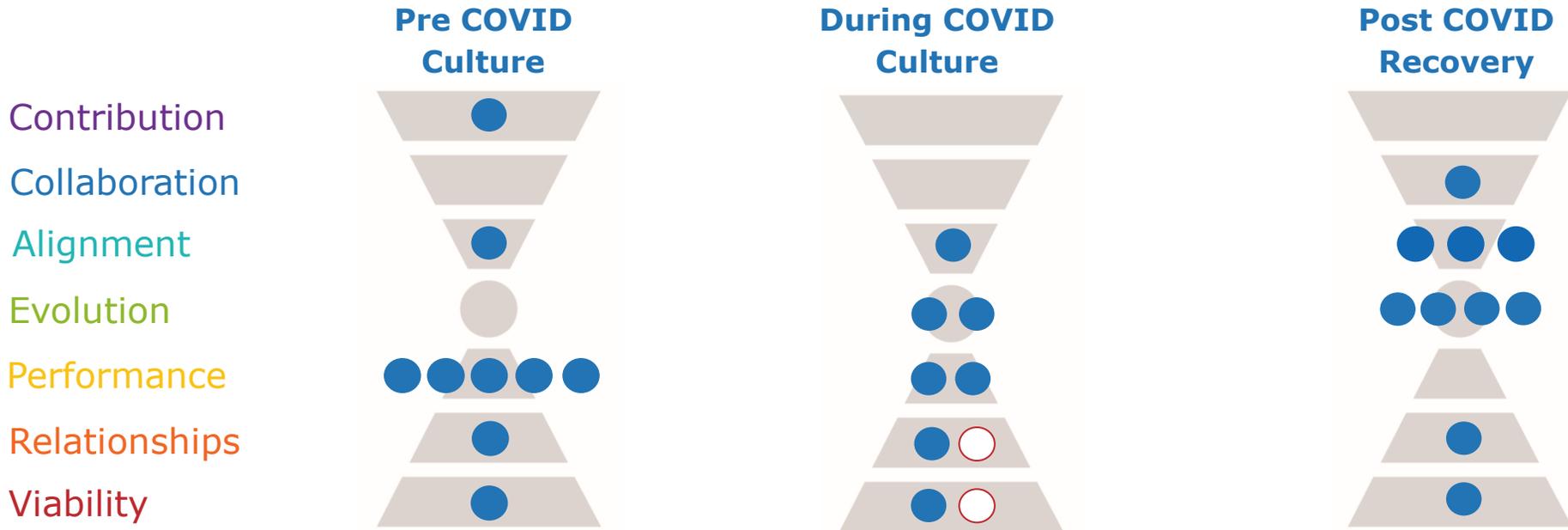


- A desire for **people to get involved** and work closely **together**
- Maintaining the **employee-friendly environment** that has emerged

What opportunities might there be for engaging people in new and different ways?



Legal, Military, Police and Justice Pre-COVID / During COVID



<u>Value</u>	<u>Level</u>	<u>Value</u>	<u>Level</u>	<u>Value</u>	<u>Level</u>
professionalism	3	adaptability	4	adaptability	4
achievement	3	digital connectivity	3	teamwork	4
brand image	3	cost reduction (L)	1	employee engagement	5
efficiency	3	professionalism	3	balance (home/work)	4
excellence	3	caring	2	open communication	2
commitment	5	employee health	1	positive attitude	5
customer satisfaction	2	isolation (L)	2	commitment	5
ethics	7	balance (home/work)	4	continuous learning	4
managing well under pressure	1	positive attitude	5	cross group collaboration	6
				financial stability	1

● = Positive Values ○ = Potentially Limiting Values (L)



Top 20 Values Movement

Legal, Military, Police and Justice Pre-COVID / During COVID



Pre-COVID Culture

Position	Value
1	professionalism
2	achievement
3	brand image
4	efficiency
5	excellence
6	commitment
7	customer satisfaction
8	ethics
9	managing well under pressure
10	being the best
11	cross group collaboration
12	hierarchy (L)
13	humour/ fun
14	long hours (L)
15	professional growth
16	short-term focus (L)
17	teamwork

During COVID Culture

Position	Shifts	Value	Level
1	▲	adaptability	4
2	▲	digital connectivity	3
3	▲	cost reduction (L)	1
4	▼	professionalism	3
5	▲	caring	2
6	▲	employee health	1
7	▲	isolation (L)	2
8	▲	balance (home/work)	4
9	▲	positive attitude	5
10	▼	commitment	5
11	▲	information sharing	4
12	▼	managing well under pressure	1
13	▲	results orientation	3
14	▲	short-term focus (L)	1
15	▼	brand image	3
16	▲	caution (L)	1
17	▼	cross group collaboration	6
18	▲	risk-taking	4
19	▲	safety	1

Values not among the top 20 values of During COVID
New values appearing in During COVID