



School Assessment Example

Prepared by
Barrett Values Centre

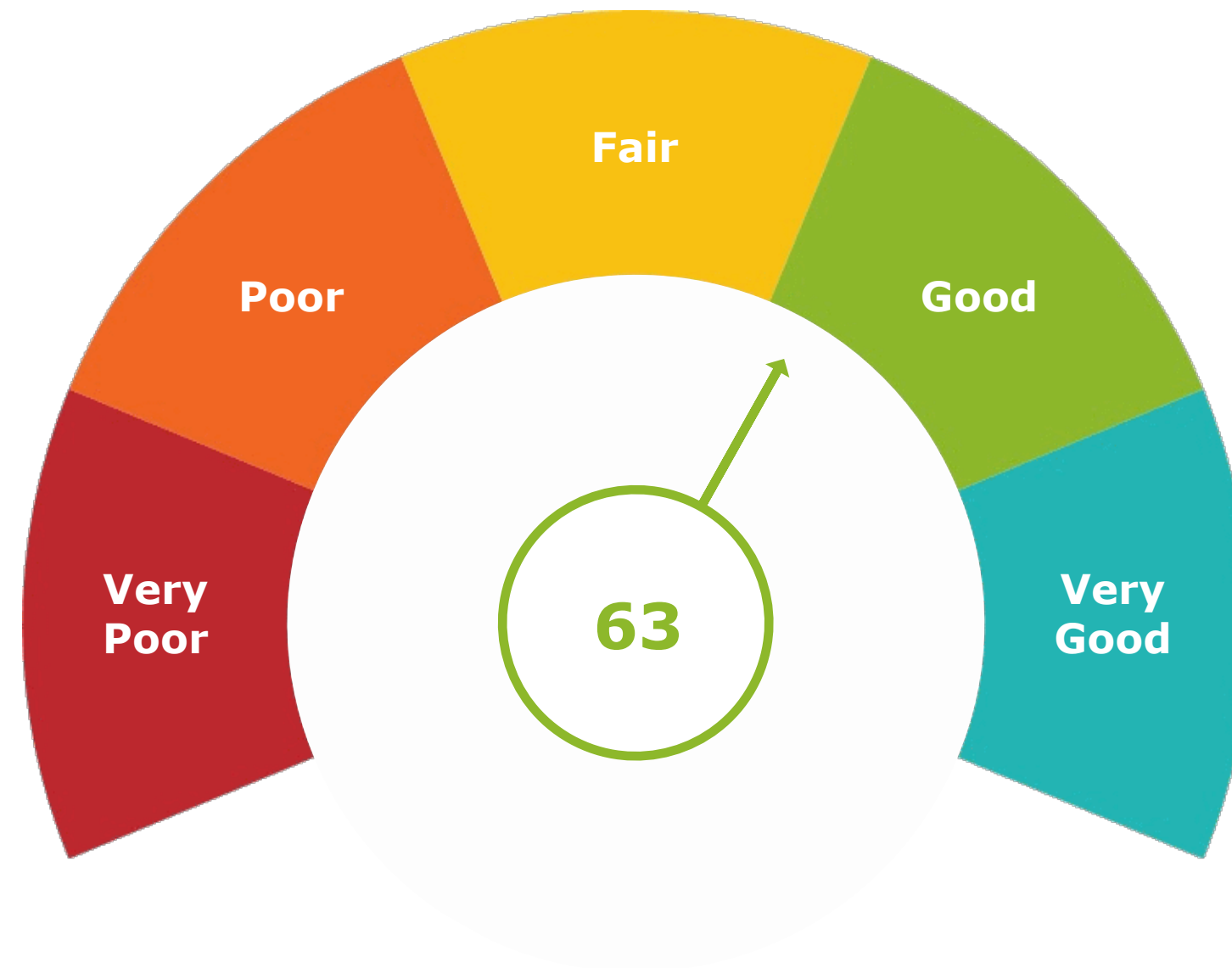
Culture Score

Overall Group
229 participants

This is the benchmark metric reflecting the health and strength of a culture.

The score is based on matches, Cultural Entropy[®] and balance between the levels.

Global Average: 50
Industry Average: 51



Summary of Results

Overall Group
229 participants

Alignment

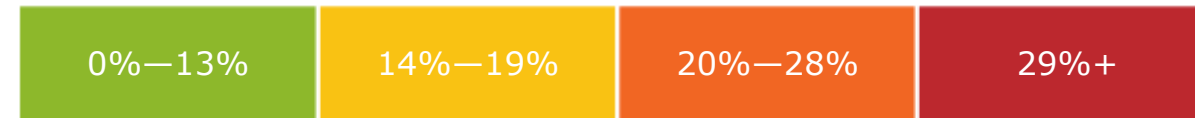
Personal & Current Culture Matches

3 **Good**
People are able to bring themselves to work.

Current & Desired Culture Matches

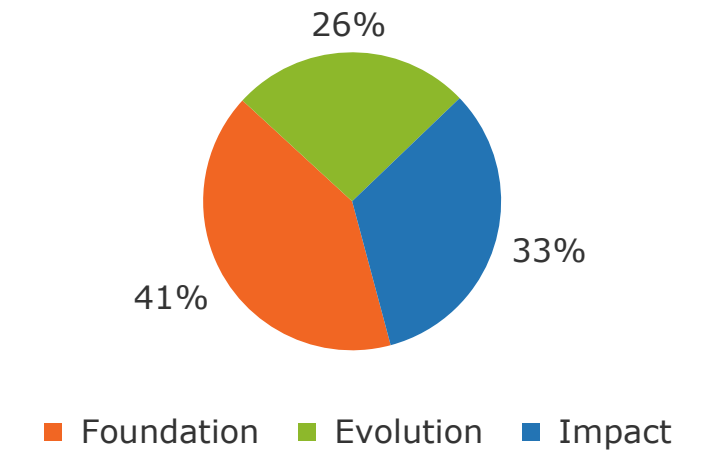
5 **Good**
Group is on the right track.

Cultural Entropy® Score



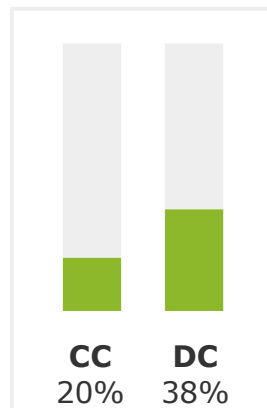
23% Requiring Focus

Balance Index

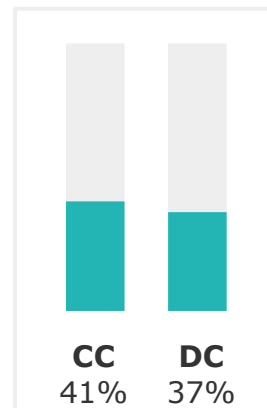


Organisational Perspectives

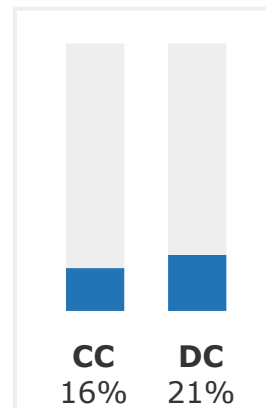
Process



People



Purpose



Potentially Limiting Values

3 Fear is a factor in how this group operates or is managed

discipline
blame
job insecurity

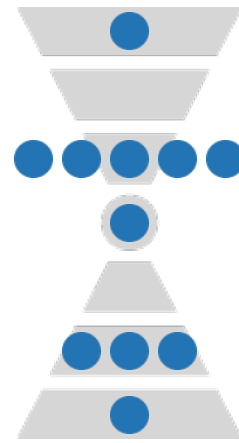
New Values to Focus On

academic excellence
continuous improvement
financial stability
leadership development
passion for learning

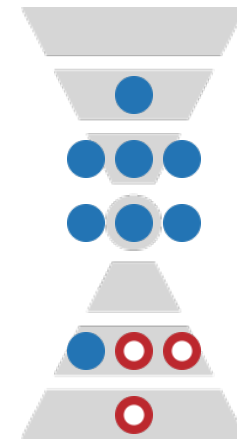
Overall Group Results

Overall Group
229 participants

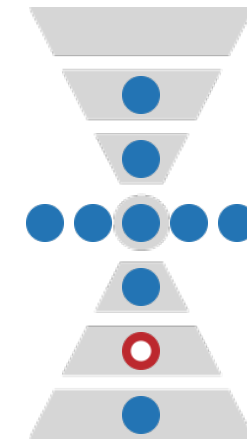
Personal Values (PV)



Current Culture Values (CC)



Desired Culture Values (DC)



- 7 Contribution
- 6 Collaboration
- 5 Alignment
- 4 Evolution
- 3 Performance
- 2 Relationships
- 1 Viability

- Positive Value
- Potentially Limiting

● **PV & CC**
1 Match

● **PV & DC**
0 Matches

★ **CC & DC**
3 Matches

● **PV, CC & DC**
2 Matches

VALUE	VOTES	LEVEL
● accountability	173	4
● commitment	121	5
honesty	100	5
caring	86	2
positive attitude	82	5
self-discipline	79	1
respect	78	2
vision	68	7
● cooperation	59	5
integrity	56	5
listening	56	2

VALUE	VOTES	LEVEL
● accountability	105	4
● commitment	87	5
○ discipline	74	2
○ blame	67	2
★ parent involvement	65	4
○ job insecurity	56	1
● cooperation	54	5
open communication	54	2
★ teamwork	53	4
community involvement	46	6
staff engagement	46	5

VALUE	VOTES	LEVEL
academic excellence	153	3
● accountability	88	4
★ teamwork	80	4
★ parent involvement	74	4
○ discipline	62	2
passion for learning	62	4
● commitment	61	5
leadership development	55	6
financial stability	54	1
continuous improvement	53	4

Values Jumps

Overall Group
229 participants

Types of Jumps



Existing

In CC and DC now
Call to strengthen



New Values

In Desired Culture



Emerging

Not in Desired Culture

Values

CC

DC

Jump

academic excellence		34	153	119
passion for learning		20	62	42
financial stability		18	54	36
being the best		10	46	36
quality		6	41	35
efficiency		20	52	32
shared vision		16	46	30
student achievement		20	48	28
teamwork		53	80	27
leadership development		31	55	24
making a difference		24	48	24
shared values		6	30	24

Cultural Entropy[®] Report

Overall Group
229 participants

1 Viability

6%
of total
votes

POTENTIALLY LIMITING VALUES	VOTES
job insecurity	56
control	30
short-term focus	28
caution	16
authoritarian	4

2 Relationships

11%
of total
votes

POTENTIALLY LIMITING VALUES	VOTES
discipline	74
blame	67
dishonesty	37
parent interference	27
manipulation	24
bullying	19

3 Performance

6%
of total
votes

POTENTIALLY LIMITING VALUES	VOTES
apathy/ boredom	36
confusion	32
long hours	28
power	13
hierarchy	10
silos mentality	7
bureaucracy	6
information hoarding	4

0%—13%

14%—19%

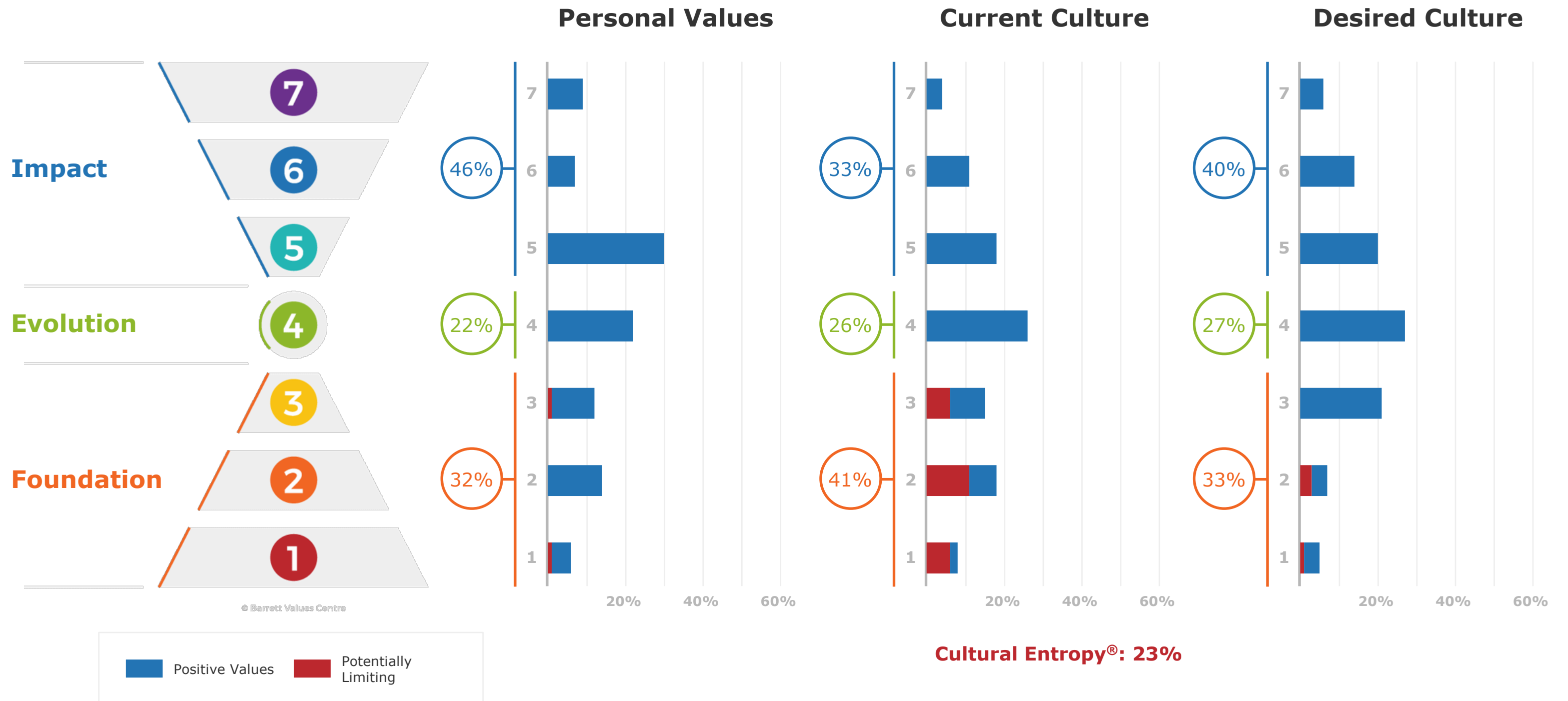
20%—28%

29%+

▲
23%

Balance Index

Overall Group
229 participants



Expansive View

Overall Group
229 participants

Personal Values

ⓂⓂⓂ = 6-5-0 ⓂⓂⓂ = 0-0-0

VALUE	VOTES	LEVEL
accountability	173	Ⓜ 4
commitment	121	Ⓜ 5
honesty	100	Ⓜ 5
caring	86	Ⓜ 2
positive attitude	82	Ⓜ 5
self-discipline	79	Ⓜ 1
respect	78	Ⓜ 2
vision	68	Ⓜ 7
cooperation	59	Ⓜ 5
integrity	56	Ⓜ 5
listening	56	Ⓜ 2
fairness	48	Ⓜ 5
openness	48	Ⓜ 5
trust	48	Ⓜ 5
patience	44	Ⓜ 5
courage	43	Ⓜ 4
achievement	42	Ⓜ 3
forgiveness	42	Ⓜ 7
ethics	41	Ⓜ 7
conflict resolution	40	Ⓜ 2

Current Culture Values

ⓂⓂⓂⓂ = 1-4-2-1 ⓂⓂⓂⓂ = 0-2-1-0

VALUE	VOTES	LEVEL
accountability	105	Ⓜ 4
commitment	87	Ⓜ 5
discipline	74	Ⓜ 2
blame	67	Ⓜ 2
parent involvement	65	Ⓜ 4
job insecurity	56	Ⓜ 1
cooperation	54	Ⓜ 5
open communication	54	Ⓜ 2
teamwork	53	Ⓜ 4
community involvement	46	Ⓜ 6
staff engagement	46	Ⓜ 5
continuous improvement	41	Ⓜ 4
conflict resolution	40	Ⓜ 2
results focus	40	Ⓜ 3
encouragement	39	Ⓜ 4
respect	38	Ⓜ 2
dishonesty	37	Ⓜ 2
apathy/ boredom	36	Ⓜ 3
openness	35	Ⓜ 5

Desired Culture Values

ⓂⓂⓂⓂ = 2-2-5-0 ⓂⓂⓂⓂ = 0-1-0-0

VALUE	VOTES	LEVEL
academic excellence	153	Ⓜ 3
accountability	88	Ⓜ 4
teamwork	80	Ⓜ 4
parent involvement	74	Ⓜ 4
discipline	62	Ⓜ 2
passion for learning	62	Ⓜ 4
commitment	61	Ⓜ 5
leadership development	55	Ⓜ 6
financial stability	54	Ⓜ 1
continuous improvement	53	Ⓜ 4
community involvement	52	Ⓜ 6
efficiency	52	Ⓜ 3
cooperation	50	Ⓜ 5
making a difference	48	Ⓜ 6
student achievement	48	Ⓜ 3
being the best	46	Ⓜ 3
shared vision	46	Ⓜ 5
positive attitude	45	Ⓜ 5
professional growth	44	Ⓜ 3
vision	44	Ⓜ 7

- 7 Contribution
- 6 Collaboration
- 5 Alignment
- 4 Evolution
- 3 Performance
- 2 Relationships
- 1 Viability

Positive

- Ⓜ = Individual
- Ⓜ = Relationship
- Ⓜ = Organisational
- Ⓜ = Societal

Potentially Limiting

- Ⓜ = Individual
- Ⓜ = Relationship
- Ⓜ = Organisational
- Ⓜ = Societal

Organisational Perspectives

Positive Values Distribution

Overall Group

229 participants



Organisational Perspectives

Overall Group
229 participants

	Process		People		Purpose	
	FINANCE & EFFECTIVENESS	AGILITY & INNOVATION	EMPLOYEE WELL-BEING	TRUST & ENGAGEMENT	DIRECTION & COMMUNICATION	SUSTAINABILITY & SOCIETY
Desired Culture + Values Jumps	parent involvement <u>academic excellence</u> <u>financial stability</u> being the best quality efficiency student achievement	<u>continuous improvement</u> <u>passion for learning</u>	<u>leadership development</u>	<u>accountability</u> <u>discipline</u> <u>commitment</u> <u>teamwork</u>	shared vision shared values	making a difference
Current Culture	parent involvement		job insecurity	accountability commitment discipline blame cooperation teamwork staff engagement	open communication	community involvement
Cultural Entropy® 23%	1%	1%	5%	11%	4%	1%