



Description of the Values Diagrams

The various values diagrams reflect different ways of analysing the values assessment data.

The standard Cultural Values Assessment (CVA) contains five diagrams:

Values Plot (Figure 1)

Values Distribution (Figure 2)

Comparison of Positive Values (Figure 3)

CTS (Figure 4)

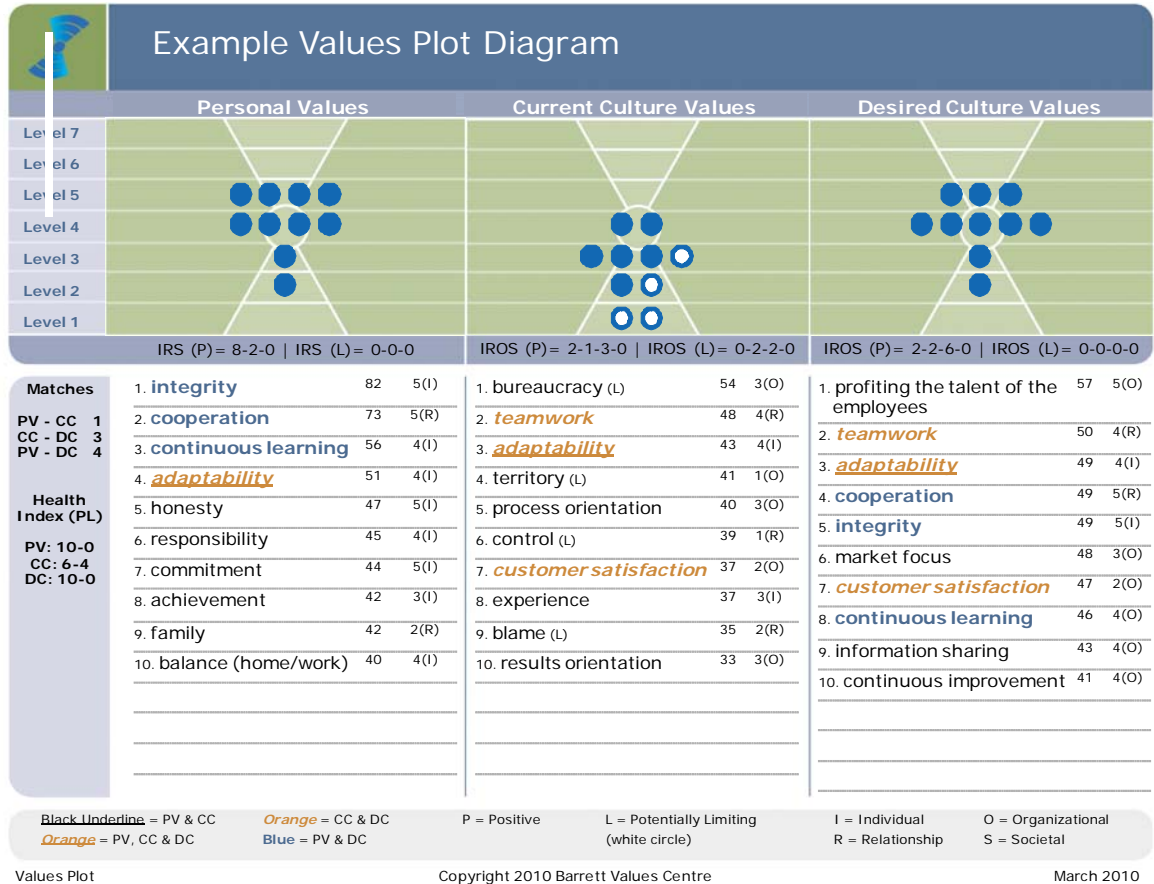
Business Needs Scorecard (Figure 5)

The standard Leadership Values Assessment (LVA) contains two diagrams:

Leadership Values Plot (Figure 6)

Leadership Values Distribution (Figure 7)

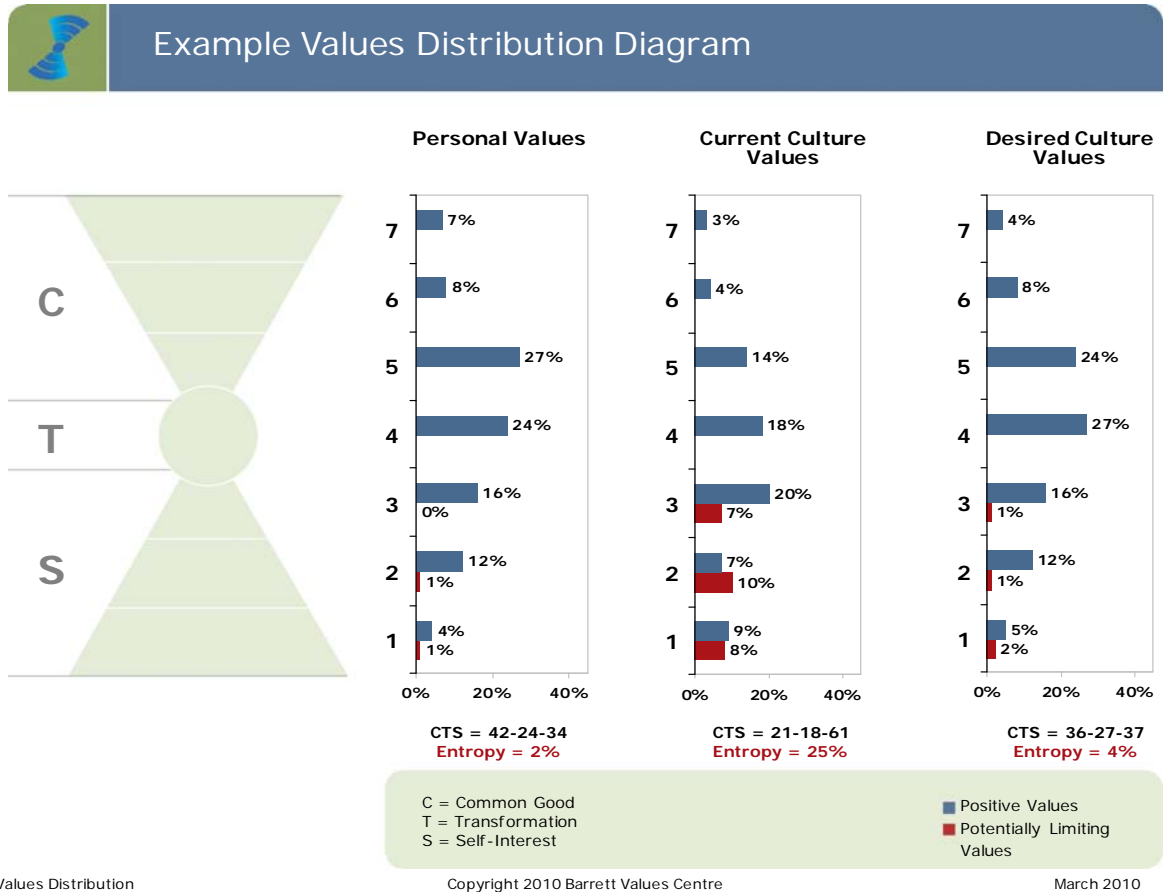
Values Plot (Figure 1)



The Values Plot maps the top Personal Values, Current Culture Values and Desired Culture Values to the Seven Levels of Consciousness Model. It reveals the personal motivations of the employees; the values they experience in the organisation (current culture); and the values they believe are necessary to achieve high performance (desired culture). A range of other cultural indicators are also included: alignment between personal and current, current and desired, and personal and desired values; the ratio of positive to potentially limiting values (PL); and the ratio of values types (IROS) – individual, relationship, organisational, and societal.

High-performance cultures have no potentially limiting values in the top current culture values; three or more matching personal and current culture values; and six or more current culture and desired culture values.

Values Distribution (Figure 2)

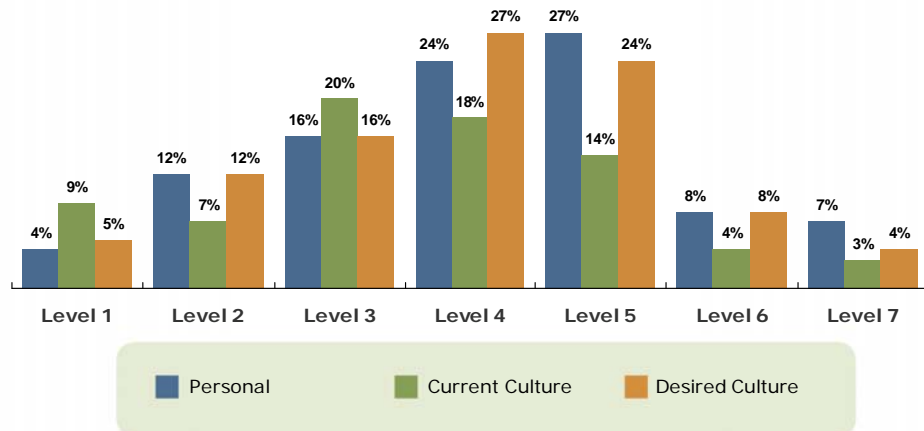


The Values Distribution shows the distribution of all the selected positive and potentially limiting values across the Seven Levels of Consciousness model. The level of cultural entropy is also shown. The level of cultural entropy has a significant impact on employee engagement, customer satisfaction, and organisational resilience.

High-performance cultures have cultural entropy at or below 10%, and a significant proportion of values at level 4 – the level of adaptability and accountability. Such cultures display full-spectrum resilience and long-term sustainability. Organisations with entropy above 20% are usually operating well below their financial capacity.

Positive Values Distribution (Figure 3)

Example Comparison of Positive Values Diagram

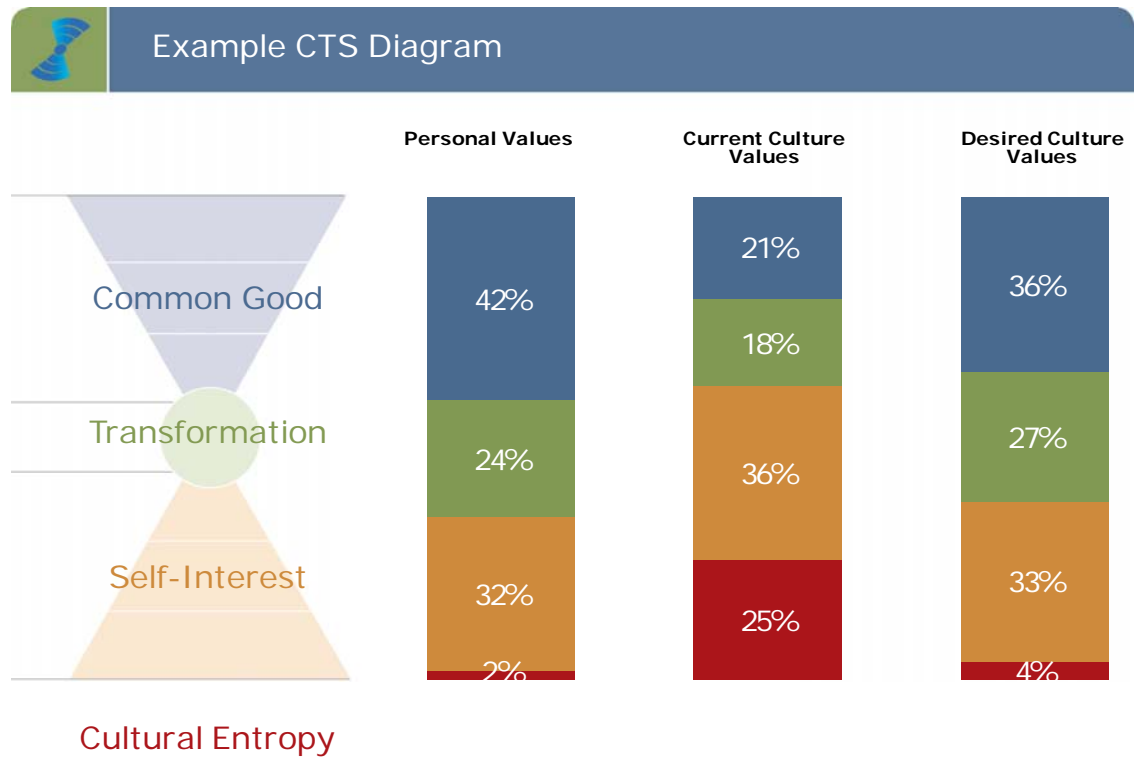


The Positive Values Distribution shows the distribution of all non-limiting Personal, Current Culture and Desired Culture values across the Seven Levels of Consciousness model. It highlights the levels of consciousness where there are significant gaps between the current and desired culture, and where the current culture and personal values are out of alignment.

The gap analysis from the Comparison of Positive Values provides a road map for cultural transformation and change.

CTS (Figure 4)

Common Good, Transformation, Self-Interest



CTS

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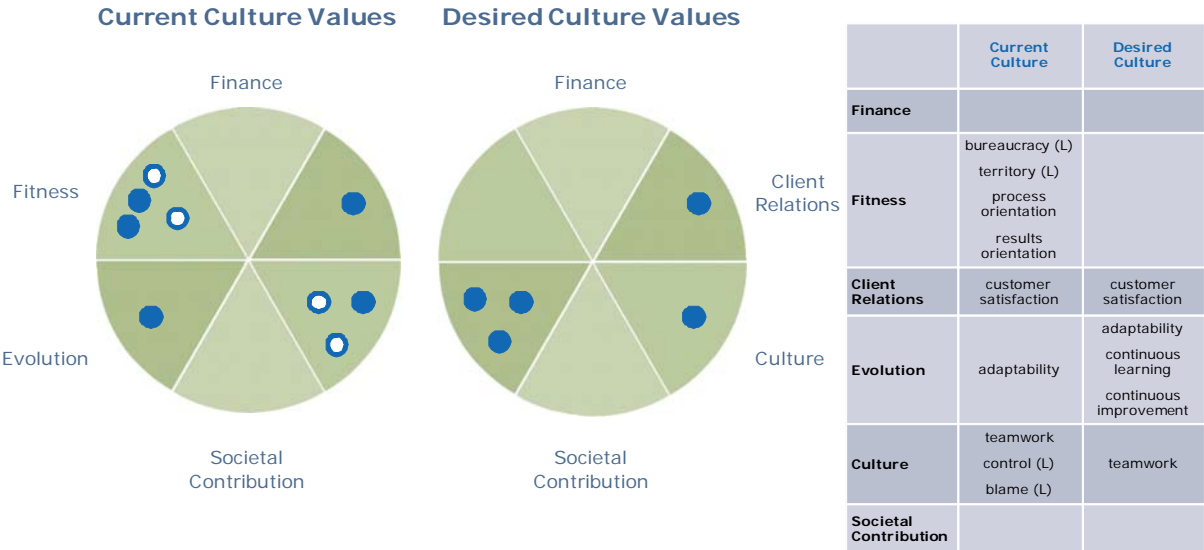
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The CTS Diagram Shows the percentage distribution of all selected values between the Common Good (Levels 5, 6, and 7), Transformation (Level 4), and Self-Interest (Levels 1, 2, and 3).

High-performance cultures display a strong alignment between the Personal, Current Culture and Desired Culture CTS indicators.

Business Needs Scorecard (Figure 5)

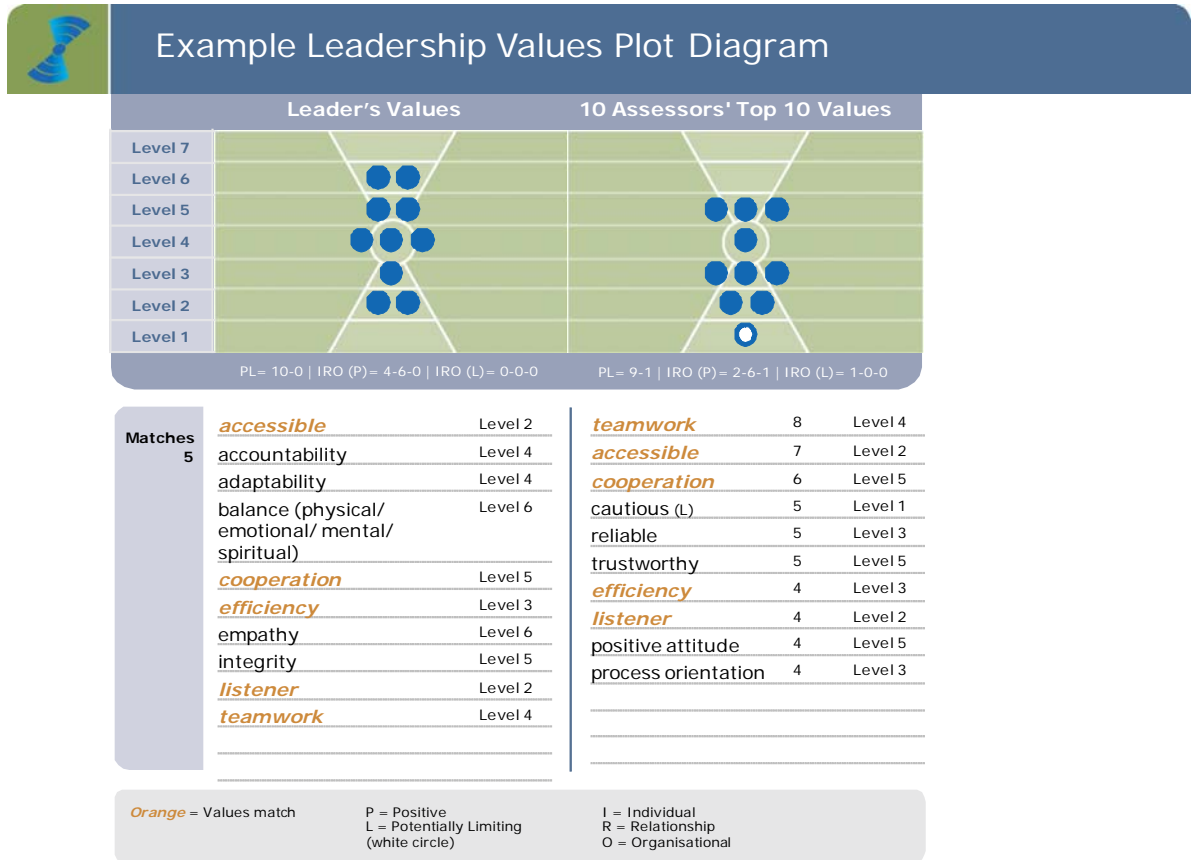
Example Business Needs Scorecard Diagram



The Business Needs Scorecard (BNS) provides a business lens on the top current and desired culture values. It maps the top values in the Values Plot onto a six-part scorecard including, Finance, Client Relations, Culture, Societal Contribution, Evolution (innovation, creativity and continuous renewal), and Fitness (productivity and efficiency).

High performance cultures show an even distribution of values across all six segments of the scorecard.

Leadership Values Plot (Figure 6)



Leadership Values Plot

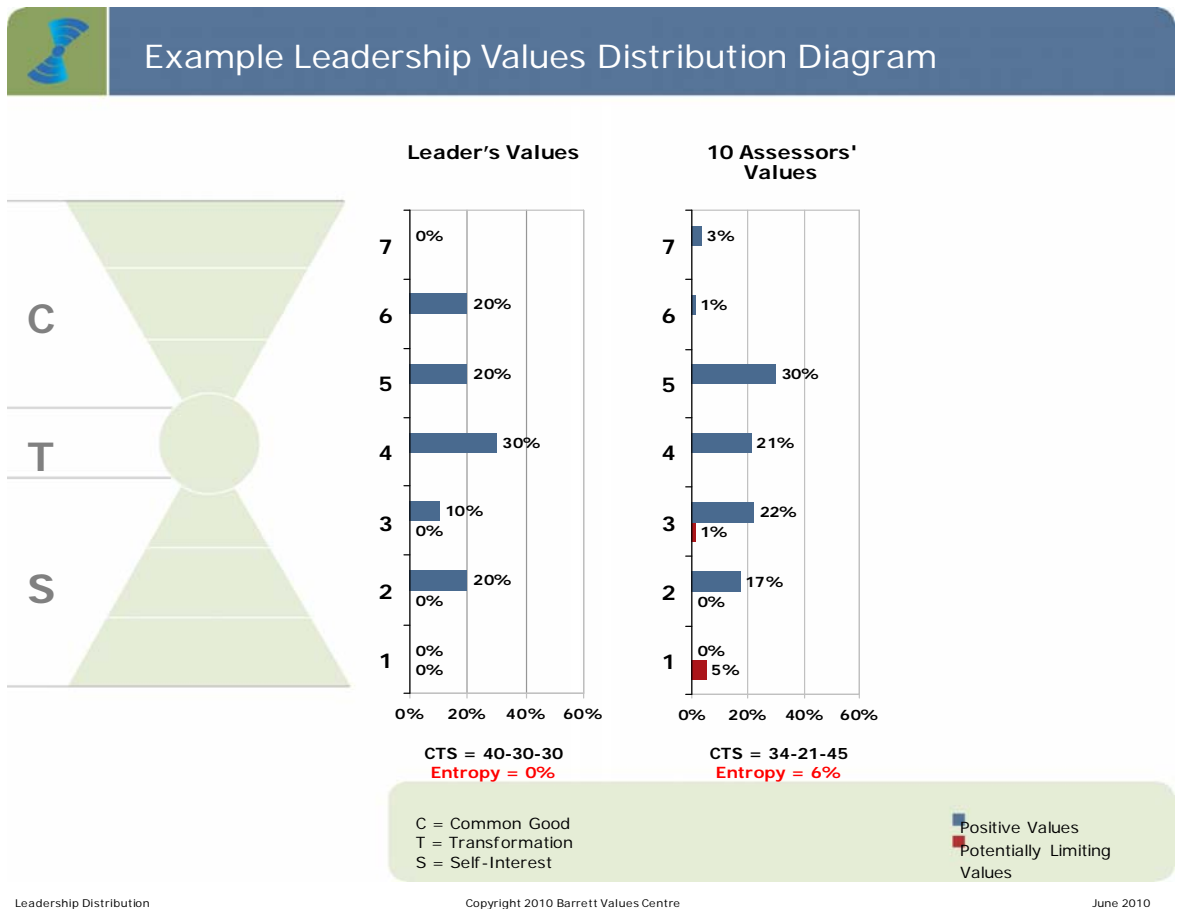
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The Leadership Values Plot maps the leader's values, and the assessor's perception of the leader's values to the Seven Levels of Leadership Consciousness. Also shown are the ratio (PL) of positive values to potentially limiting values, and the ratio of values types (IRO) – individual, relationship and organisational, as recorded by the leader and the assessors.

The leader's level of authenticity is high when the leader's perception of his or her values and the assessors' perception of the leader's values show a high number of matching values, and/or there is a significant values alignment across the levels of consciousness.

Leadership Values Distribution (Figure 7)



The Leadership Distribution compares the percentage distribution of the values of the leader and the assessors' perception of the leader's values to the Seven Levels of Leadership Consciousness. It also shows the level of personal entropy of the leader.

Leaders operating from full-spectrum consciousness have a low level of personal entropy and a relatively even distribution of values across the seven levels of leadership consciousness.