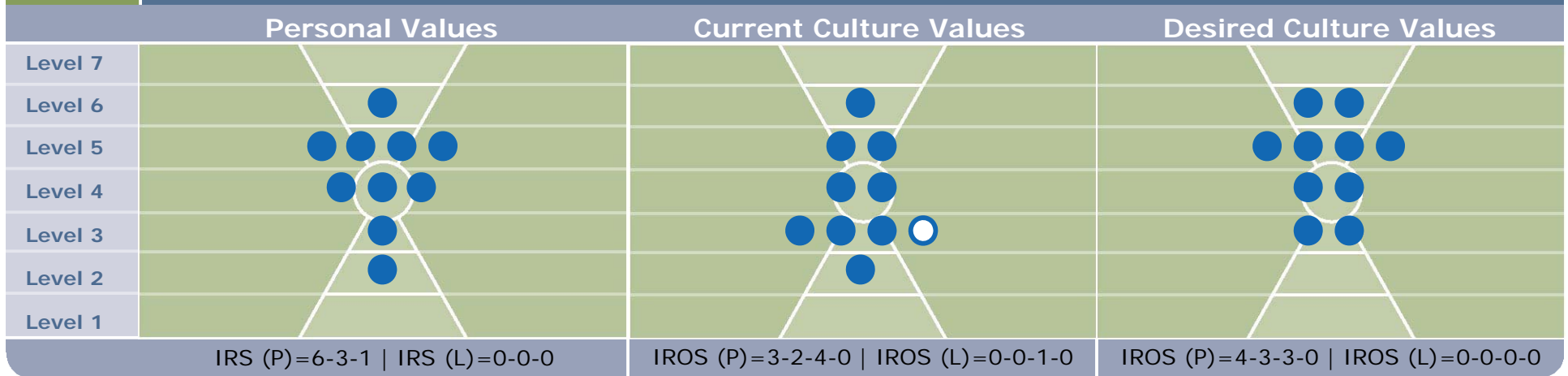




# Bob Smith



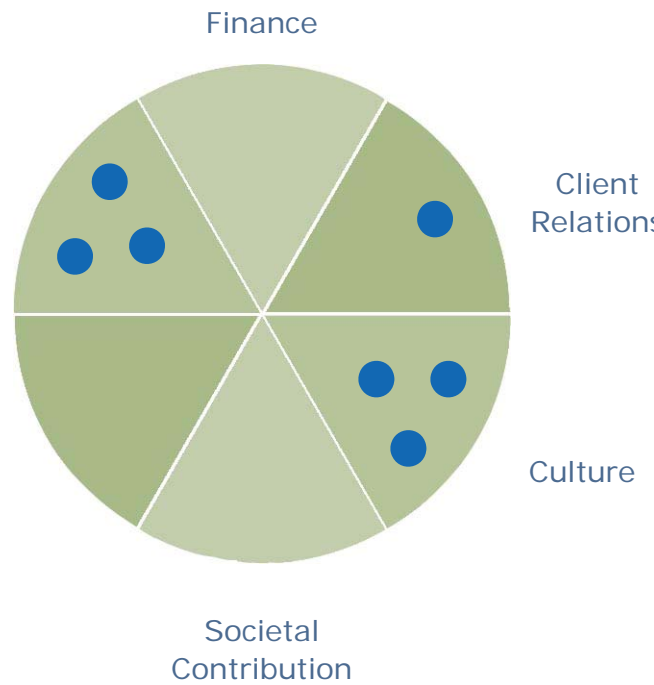
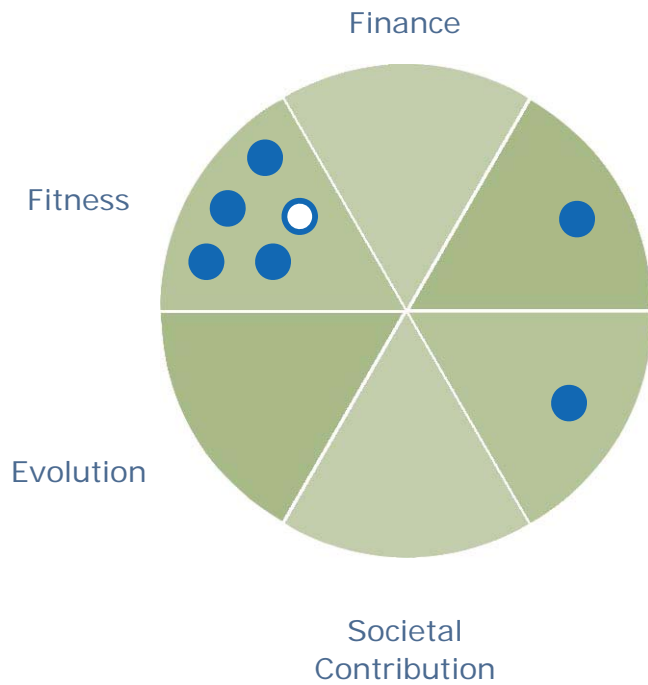
Matches	Personal Values	Current Culture Values	Desired Culture Values
	<u>accountability</u> 4(R)	<u>accountability</u> 4(R)	<u>accountability</u> 4(R)
PV - CC 3	<u>achievement</u> 3(I)	<u>achievement</u> 3(I)	<u>achievement</u> 3(I)
CC - DC 6	balance (home/work) 4(I)	being the best 3(O)	coaching/mentoring 6(R)
PV - DC 5	continuous learning 4(I)	bureaucracy (L) 3(O)	customer collaboration 6(O)
Health Index (PL)	<u>humour/fun</u> 5(I)	customer satisfaction 2(O)	<u>humour/fun</u> 5(O)
PV: 10-0	<u>integrity</u> 5(I)	<u>integrity</u> 5(I)	<u>integrity</u> 5(I)
CC: 9-1	making a difference 6(S)	leadership development 6(O)	<u>passion</u> 5(I)
DC: 10-0	open communication 2(R)	<u>passion</u> 5(I)	<u>positive attitude</u> 5(I)
	<u>positive attitude</u> 5(I)	<u>results orientation</u> 3(O)	<u>results orientation</u> 3(O)
	trust 5(R)	<u>teamwork</u> 4(R)	<u>teamwork</u> 4(R)

Black Underline = PV & CC      Orange = CC & DC      P = Positive      L = Potentially Limiting      I = Individual      O = Organizational  
 Orange = PV, CC & DC      Blue = PV & DC      (white circle)      R = Relationship      S = Societal



Current Culture Values

Desired Culture Values



	Current Culture	Desired Culture
Finance		
Fitness	accountability achievement being the best bureaucracy (L) results orientation	accountability achievement results orientation
Client Relations	customer satisfaction	customer collaboration
Evolution		
Culture	teamwork	coaching/mentoring humour/fun teamwork
Societal Contribution		