



Barrett Values Centre



## Centers for Spiritual Living: Home Center Columbus Center for Spiritual Living

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Leadership Beyond Limits

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# Centers for Spiritual Living: Home Center Columbus Center for Spiritual Living (79)

## Personal & Current Culture Alignment

### **Values Matches: 4**

- 3 or more. People are able to bring themselves to work.
- 1-2. People are somewhat able to bring themselves to work.
- 0. People are not able to bring themselves to work. Look to blue values in Desired Culture for guidance, if any.

## Current & Desired Culture Alignment

### **Values Matches: 8**

- 6 or more. Excellent, strong, healthy culture.
- 4-5, good. Group is on the right track.
- 2-3, fair. Group is somewhat on the right track. More work needs to be done.
- 0-1, poor. Group is unhappy or frustrated, wants to see changes or take a new direction.

### Limiting Values: 0

- 0. This group does not operate from the basis of fear.
- 1-2. May be some element of fear behind how decisions are made or how people are managed.
- 3+. Fear is a factor in how this group operates or is managed.

## Cultural Entropy: 5%

- 0-10%. Healthy functioning.
- 11%-20%. Some problems requiring careful monitoring.
- 21%-30%. Significant problems requiring immediate attention.
- 31%-40%. Serious situation requiring immediate leadership intervention and changes.
- 41%+. Critical situation requiring leadership changes to avoid organizational failure.

## **NEW VALUES TO FOCUS ON**

Any values shown in blue are values that are important to the individuals who work for the group and are requested in the Desired Culture but are not showing in the top values of the Current Culture. How can you support your staff to bring these values and strengths to work so that they and the group would derive further benefit from them?

Any Desired Culture values shown in black are entirely new requests. They do not show in the Personal or Current Culture. To what extent are these values positive new requests, or maybe a reaction to something that is not happening or is unhealthy in the Current Culture? What themes do you notice with these new values? Open a dialogue with these people to gain a deeper understanding.



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Level	Personal Values (PV)	Current Culture Values (CC)	Desired Culture Values (DC)
7			
6			
5			
4			
3			
2			
1			
	IRS (P)=6-4-0 IRS (L)=0-0-0	IROS (P)=1-6-3-0 IROS (L)=0-0-0-0	IROS (P)=3-7-1-0 IROS (L)=0-0-0-0
<b>Matches</b> PV - CC 4 CC - DC 8 PV - DC 3  <b>Cultural Entropy:</b> Current Culture 5%	<u>love</u> 39 4(R)	<u>inclusiveness</u> 39 4(R)	<u>financial health and prosperity</u> 35 1(O)
	well-being (physical/emotional/ mental/ spiritual) 32 6(I)	<u>love</u> 38 4(R)	<u>spiritual living</u> 31 5(I)
	<u>humor/ fun</u> 31 5(I)	education 31 4(O)	<u>accountability</u> 24 4(R)
	<u>spiritual living</u> 30 5(I)	<u>spiritual living</u> 31 5(I)	<u>love</u> 23 4(R)
	personal growth 29 4(I)	<u>compassion</u> 29 7(R)	<u>inclusiveness</u> 22 4(R)
	<u>compassion</u> 28 7(R)	<u>diversity</u> 28 4(R)	<u>diversity</u> 21 4(R)
	positive attitude 26 5(I)	<u>humor/ fun</u> 23 5(O)	<u>honoring all voices</u> 21 2(R)
	caring 25 2(R)	<u>financial health and prosperity</u> 21 1(O)	open communication 21 2(R)
	creativity 25 5(I)	<u>accountability</u> 20 4(R)	commitment 20 5(I)
	family 25 2(R)	<u>honoring all voices</u> 19 2(R)	<u>compassion</u> 20 7(R)
			integrity 20 5(I)

Black Underline = PV & CC  
 Orange = PV, CC & DC

Orange = CC & DC  
 Blue = PV & DC

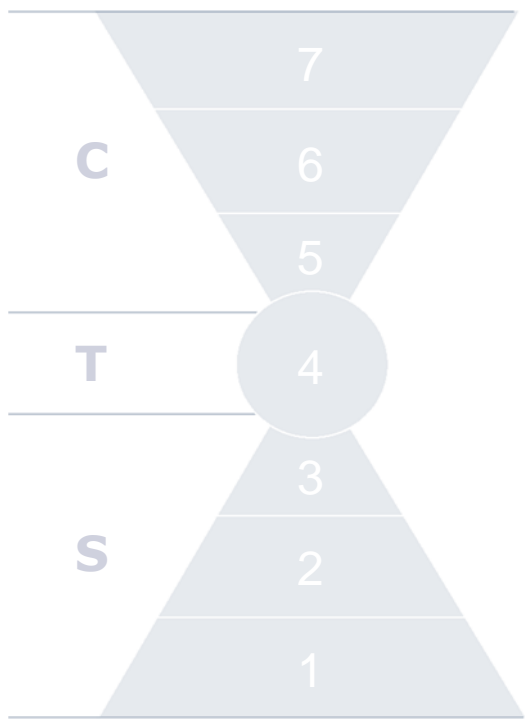
P = Positive  
 L = Potentially Limiting (white circle)

I = Individual  
 R = Relationship

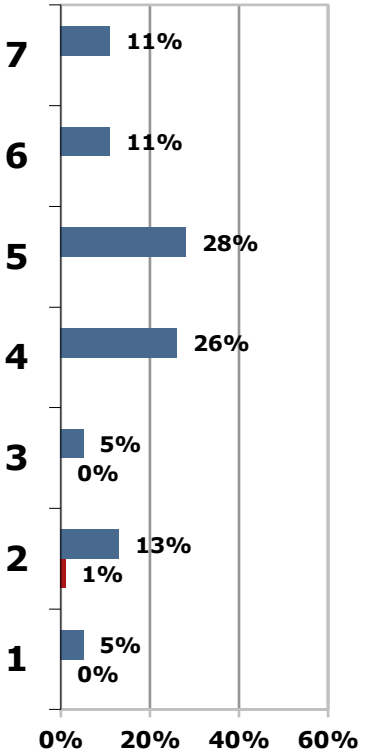
O = Organizational  
 S = Societal



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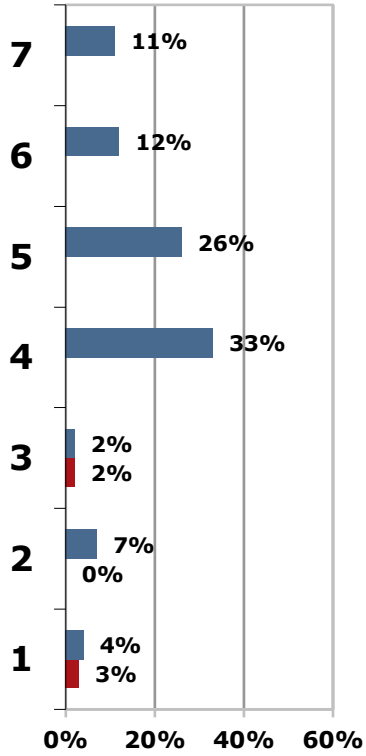


**Personal Values**



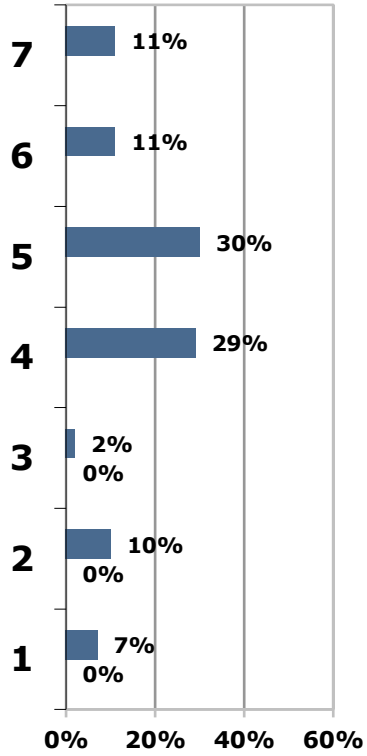
**CTS = 50-26-24**  
**Cultural Entropy = 1%**

**Current Culture Values**



**CTS = 49-33-18**  
**Cultural Entropy = 5%**

**Desired Culture Values**



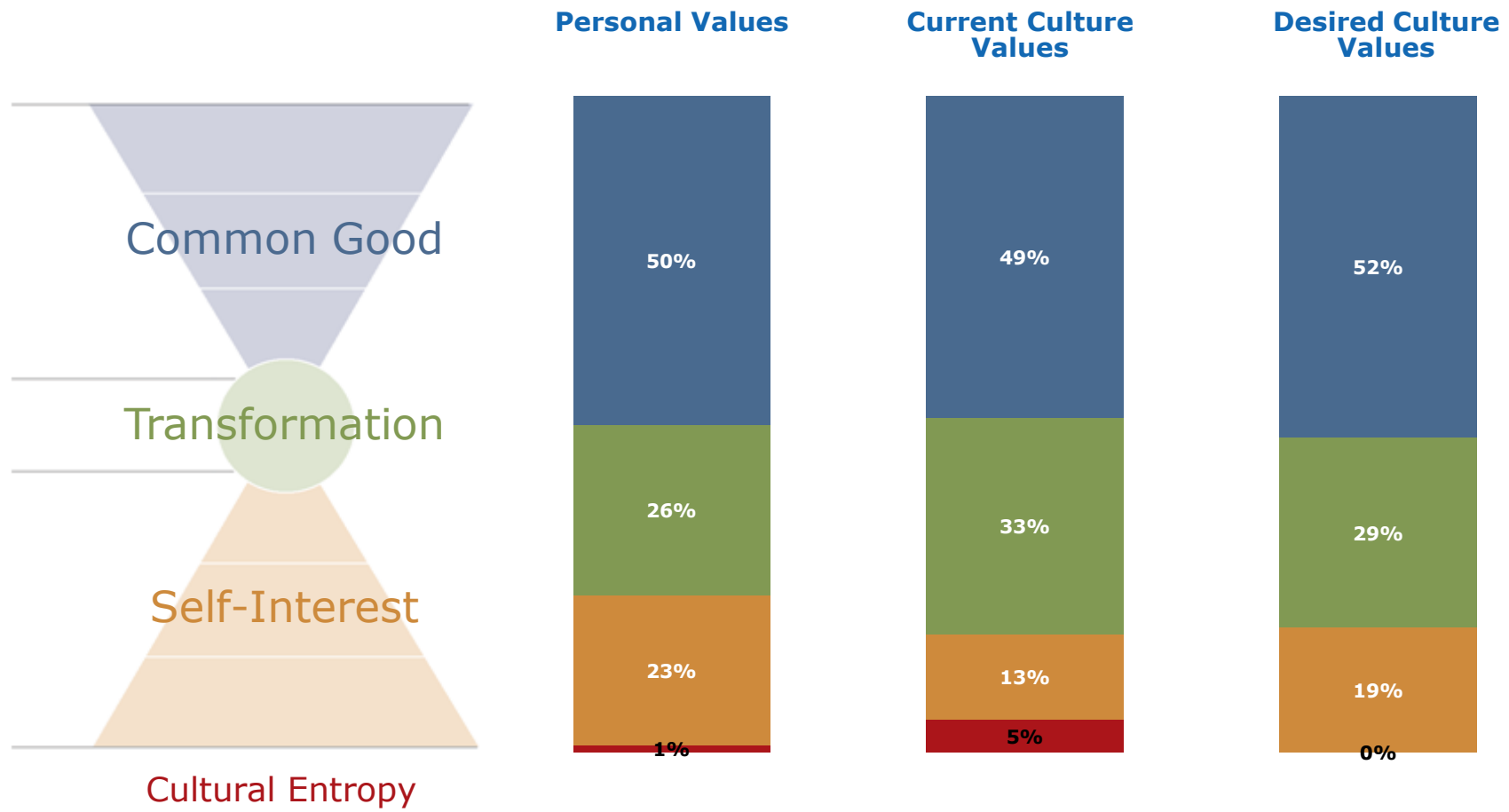
**CTS = 52-29-19**  
**Cultural Entropy = 0%**

C = Common Good  
 T = Transformation  
 S = Self-Interest

Positive Values  
 Potentially Limiting Values



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## Cultural Entropy Report

This table depicts the survey participants' total votes for Current Culture potentially limiting values by level. Potentially limiting values reflect the degree of disorder within a system and are found only at levels 1, 2 and 3. Please note that among the report diagrams slight variations in total Cultural Entropy percentages may occur as a result of rounding the level/category percentages to the nearest whole number.

Level	Potentially Limiting Values (Votes)	Cultural Entropy %
3	hierarchy (4) confusion (3) long hours (3) silo mentality (2) bureaucracy (1)	2% of total votes
2	empire building (2) blame (1) internal competition (1)	0% of total votes
1	control (10) caution (4) suppressed feelings (4) lack of resources (2) cost reduction (1) short-term focus (1)	3% of total votes
Total	39 out of 790	5% of total votes

**This is a low and healthy level of cultural entropy.**



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## Values Jumps

A value jump occurs when there are more votes for a value in the Desired Culture than in the Current Culture. Listed below are the values with the largest increase in votes. The values in **bold** are represented in the Desired Culture.

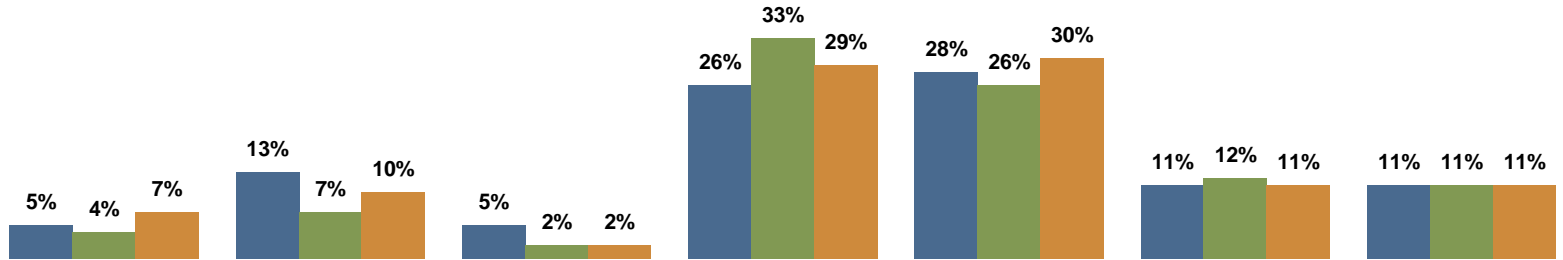
	Current Culture Votes	Desired Culture Votes	Jump
<b>financial health and prosperity</b>	<b>21</b>	<b>35</b>	<b>14</b>
<b>open communication</b>	<b>10</b>	<b>21</b>	<b>11</b>
innovation	1	12	11
sustainable funding	1	10	9
conflict resolution	0	9	9
<b>commitment</b>	<b>12</b>	<b>20</b>	<b>8</b>
creativity	10	18	8
continuous improvement	11	18	7
trust	4	11	7
adaptability	7	13	6
ease with uncertainty	2	8	6
public relations	0	6	6



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## Positive Values Distribution

This diagram shows the percentage of positive values by level. The table indicates the top Desired Culture values and Values Jumps, at the levels where more focus is requested.



	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
<b>Desired Culture Values</b>	financial health and prosperity	honoring all voices open communication			spiritual living commitment integrity		
<b>Values Jumps</b>	sustainable funding	conflict resolution public relations			creativity trust		

Personal Values ■

Current Culture Values ■

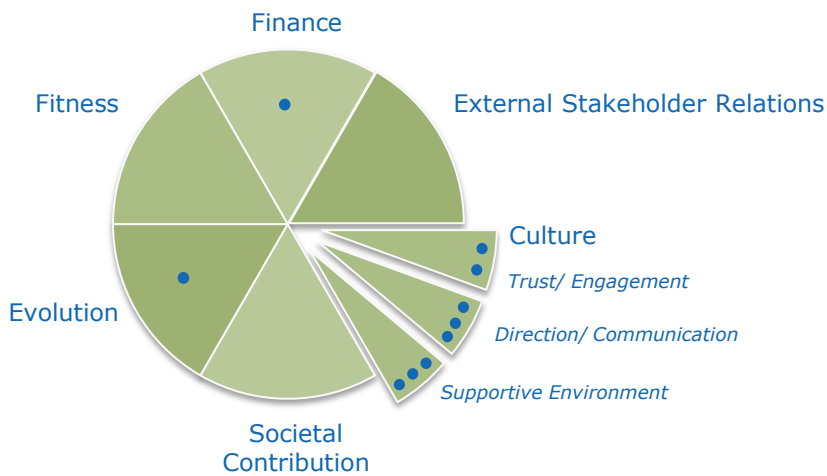
Desired Culture Values ■



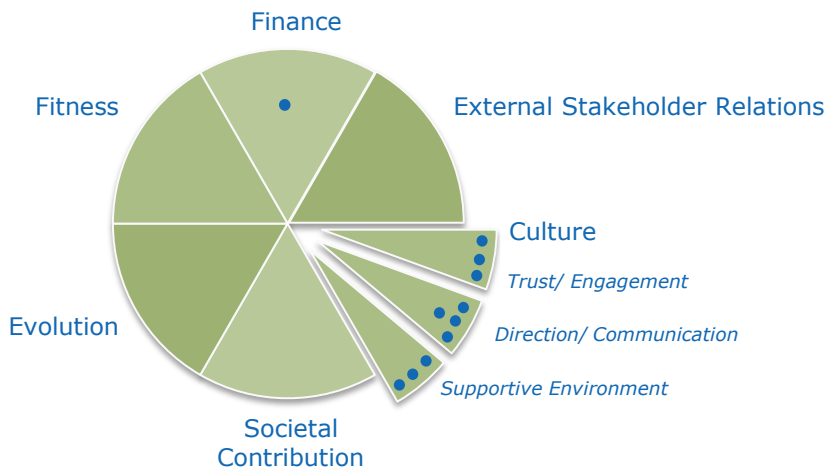


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## Current Culture Values



## Desired Culture Values



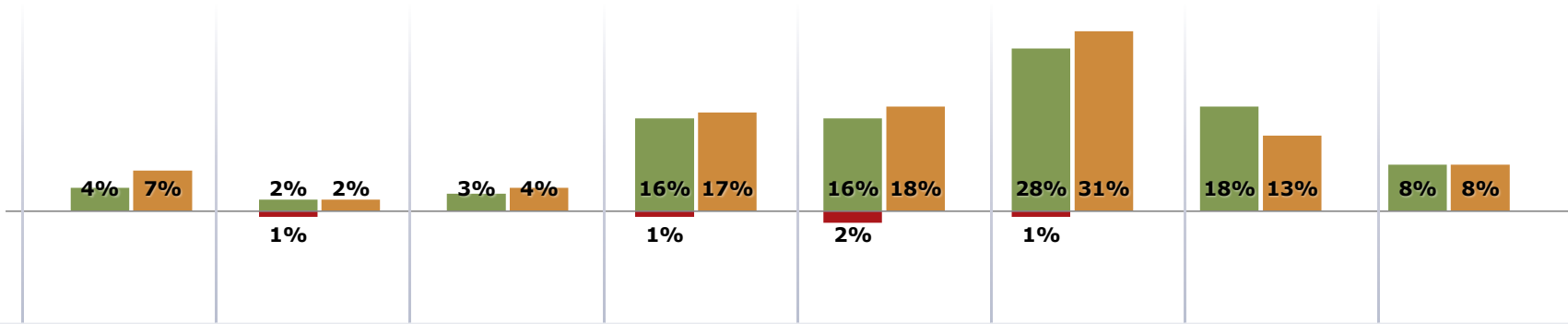
		Current Culture	Desired Culture
	<b>Finance</b>	financial health and prosperity	financial health and prosperity
	<b>Fitness</b>		
	<b>External Stakeholder Relations</b>		
<b>Culture</b>	<b>Evolution</b>	education	
	<b>Trust/Engagement</b>	inclusiveness accountability	accountability inclusiveness commitment
	<b>Direction/Communication</b>	spiritual living humor/ fun honoring all voices	spiritual living honoring all voices open communication integrity
	<b>Supportive Environment</b>	love compassion diversity	love diversity compassion
<b>Societal Contribution</b>			



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## BNS- Values Distribution

This diagram shows the percentage of all values across the BNS areas. The table indicates the top Desired Culture values and Values Jumps in the areas where more focus is requested, and all the potentially limiting values.



	Finance	Fitness	External Stakeholder Relations	Evolution	Trust/ Engagement	Direction/ Communication	Supportive Environment	Societal Contribution
<b>Desired Culture Values</b>	financial health and prosperity				accountability inclusiveness commitment	spiritual living honoring all voices open communication integrity		
<b>Values Jumps</b>	sustainable funding		public relations	innovation creativity continuous improvement adaptability ease with uncertainty				
<b>Potentially Limiting Values</b>	cost reduction	long hours empire building lack of resources bureaucracy internal competition		caution short-term focus	control silo mentality blame	hierarchy suppressed feelings confusion		

Positive Values - Current Culture ■

Cultural Entropy: Current Culture ■

Positive Values - Desired Culture ■