

Group
Risk

Votes in bold in each of the columns below represent top values

Value	Risk	PERSONAL VALUES	CURRENT CULTURE VALUES	DESIRED CULTURE VALUES	
Propensity to increase risk	achievement	27	13	16	
	ambition	17	0	0	
	being liked (L)	6	0	0	
	being the best	4	6	12	
	blame (L)	0	34	0	
	confusion (L)	0	9	0	
	cost reduction (L)	0	64	17	
	courage	2	0	0	
	creativity	8	1	10	
	customer satisfaction	0	15	36	
	demanding (L)	0	32	3	
	ease with uncertainty	0	1	0	
	empire building (L)	0	12	0	
	empowerment	0	3	19	
	entrepreneurial	3	0	6	
	exploitation (L)	0	6	0	
	forgiveness	0	0	1	
	goals orientation	0	10	9	
	hierarchy (L)	0	16	0	
	independence	2	0	0	
	information hoarding (L)	0	15	0	
	initiative	23	0	0	
	internal competition (L)	0	8	0	
	job insecurity (L)	0	26	1	
	long hours (L)	0	29	0	
	manipulation (L)	0	6	0	
	organisational growth	0	11	9	
	performance	26	0	0	
	personal image (L)	0	0	0	
	power (L)	1	7	0	
	productivity	0	19	10	
	professional growth	3	0	0	
	profit	0	40	19	
	results orientation	0	36	6	
	reward (L)	3	0	0	
	risk-taking	6	3	3	
	short-term focus (L)	0	11	0	
	silos mentality (L)	0	21	0	
	success	11	0	0	
	wealth	0	0	0	
	Total		142	454	177
	Propensity to reduce risk	accountability	14	27	29
		balance (home/work)	13	1	9
brand image		0	3	3	
bureaucracy (L)		0	8	0	
caution (L)		1	8	0	
clarity		3	0	5	
coaching/ mentoring		20	1	28	
commitment		39	19	15	
consensus		0	0	0	
continuous improvement		0	21	40	
continuous learning		14	2	10	
control (L)		5	25	3	
cooperation		10	0	9	
efficiency		20	18	18	
employee health		0	0	1	
ethics		7	1	4	
excellence		3	1	6	
financial stability		7	11	8	
global awareness		2	0	0	
health		5	0	0	
honesty		33	1	10	
information sharing		0	4	21	
integrity		27	6	10	
job security		8	0	0	
lack of forgiveness (L)		0	6	0	
leadership development		0	10	26	
listening		11	0	7	
logic		7	0	0	
long-term perspective		0	2	12	
open communication		14	3	22	
openness		11	3	4	
partnerships		0	2	5	
patience		7	0	0	
pride		0	0	0	
professional growth		0	1	2	
professionalism		0	4	10	
quality		9	0	9	
responsibility		21	6	2	
risk-averse (L)		3	0	0	
safety		3	0	0	
self-discipline		5	0	0	
shared values		0	1	10	
staff engagement		0	2	12	
strategic alliances	0	8	6		
teamwork	0	10	23		
transparency	0	1	9		
trust	17	1	8		
well-being (physical/ emotional/ mental)	8	0	1		
wisdom	0	0	0		
Total		356	217	397	
Grand Total		498	671	574	

	PERSONAL VALUES	CURRENT CULTURE VALUES	DESIRED CULTURE VALUES
Propensity to increase risk	18%	59%	23%
Propensity to reduce risk	46%	28%	52%
Unassigned	35%	13%	25%
Total	100%	100%	100%

Chart type can be changed by selecting the chart and right clicking and choose Change Chart Type

