

Team Culture Report

Team name: *Demo Team*
Report date: 2.04.2014

Disclaimer

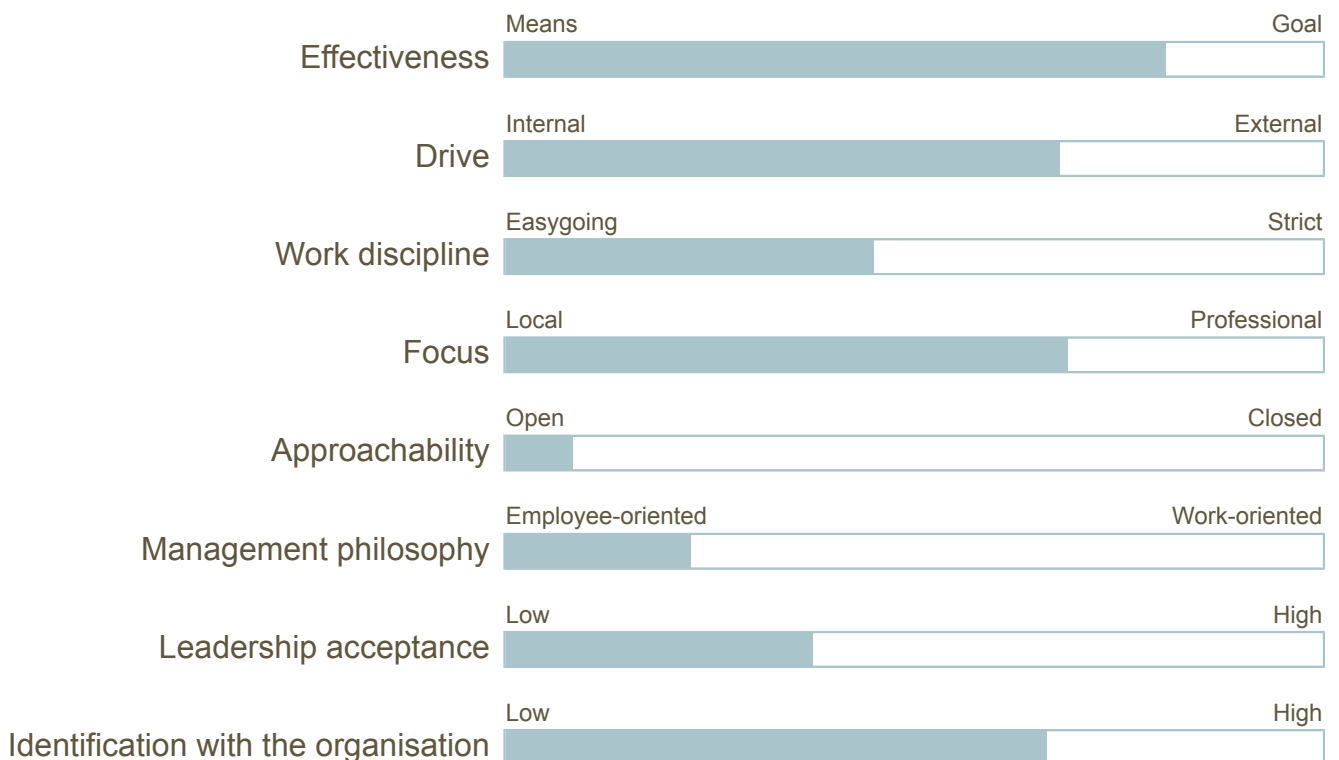
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Reading instructions

This report contains a description of your team culture as it is today. Read through the description and see whether you can recognise your team. Mark sentences which you think are accurate and important to you in one way and sentences which are accurate, but which you would like to change yourself, in another way. Consider whether the described culture helps you or hinders you in realising your goals in the best possible way. The Hofstede Centre can assist you in defining your optimal culture and in changing your actual culture.

The chart below presents an overview of your team culture on the dimensions of the Hofstede Multi-focus Model on Organisational Culture and Change. You don't need to have any knowledge of the model to get useful information out of this report by reading the description of your team culture on the following pages, but if you're interested to learn more about the model visit <http://geert-hofstede.com/organisational-culture-dimensions.html> or attend one of the courses offered by the Hofstede Centre.

Your Team Culture



D1 EFFECTIVENESS

The team is **very effective**.

Team members are encouraging each other. This team has (an) inspiring leader(s). Leaders show a lot of initiative. People do what they say they do.

D2 DRIVE (CUSTOMER ORIENTATION)

Overall, the team culture is **rather externally driven**.

Team members constantly try to improve.

D3 WORK DISCIPLINE

The work discipline of the team is **rather easygoing**.

Team members have a lot of freedom in deciding what to do when. The team is good at developing new ways of doing things, which can go on the expense of people's attention to detail.

D4 FOCUS

Overall, the team culture is **rather professional**.

Private life and work life are completely separated. A team member needs to be critical in order to be respected. Professional development is valued more than loyalty to the team leader. The team cooperates with and trusts people outside the team and within the organisation. Team members are more proud of the quality than on the quantity of their work.

However, the team culture has some local elements: People don't think far ahead.

D5 APPROACHABILITY

The team has a **very open** culture.

Team members tell their boss what they think. New team members quickly feel part of the team. Everybody within the team has access to the same information. Personal matters are frequently discussed at work, team members don't hide their private lives from their colleagues. Everybody can get a second chance and people assume the best intentions of everybody. Even people from outside the organisation will feel welcomed in the team. Doors are always open and the team doesn't keep many secrets.

D6 MANAGEMENT PHILOSOPHY

The team culture is **very employee friendly**.

Important team decisions are taken after consulting all team members. Team members care about each other. Team members feel very secure about keeping their job.

D7 LEADERSHIP

The acceptance of the leadership style is **average**. The style found can be described as consultative:

The team leader usually consults with team members before reaching a decision. The team leader announces a decision after listening to and considering the advice of team members. It is then expected that all will work loyally to implement it, whether or not it is in accordance with the advice they gave.

D8 IDENTIFICATION WITH THE ORGANISATION

The identification with the organisation is **high**.

Next steps

If you are interested in receiving a more detailed report containing also your optimal culture, which can be defined with you in a workshop, please contact info@hofstedecentre.com. We can also help you in changing your culture to become more effective in realising your specific goals.