DCMOVES Values Alignment

Prepared by

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Presented by

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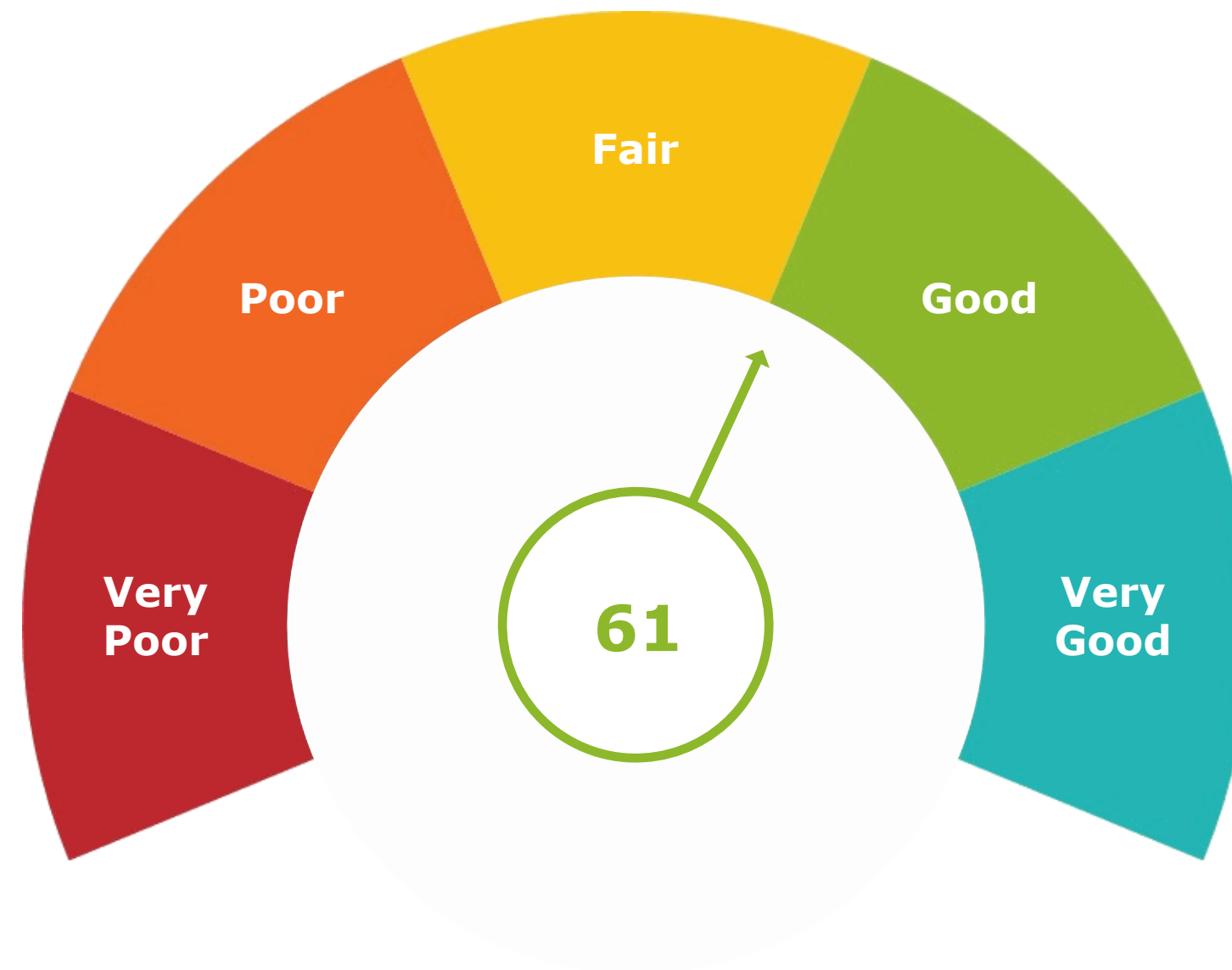# THE BARRETT MODEL

CONTRIBUTION

7

Living Purpose
Being of Service, Future Generations Vision,
Social Responsibility, Long-term Perspective

COLLABORATION

6

Cultivating Communities
Community Involvement, Partnership
Mentoring/Coaching, Employee Fulfillment

ALIGNMENT

5

Authentic Expression
Openness, Creativity, Integrity, Passion, Trust,
Honesty, Transparency

EVOLUTION

4

Courageously Evolving
Innovation, Transformation, Agility,
Accountability, Empowerment

PERFORMANCE

3

Achieving Excellence
Quality, Results Orientation, Competence,
Self-Esteem, Productivity, Efficiency

RELATIONSHIPS

2

Building Relationships
Customer Satisfaction, Connection, Respect,
Listening, Open Communication

VIABILITY

1

Ensuring Stability
Financial Stability, Profit, Safety, Health

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BARRETT VALUES CENTRE

Culture Score

This is the benchmark metric reflecting the health and strength of a culture.

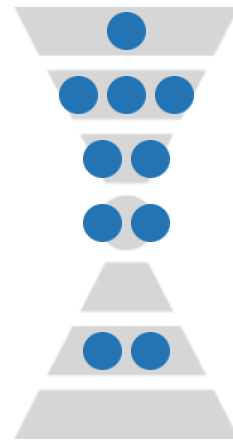The score is based on matches, Cultural Entropy® and balance between the levels.

Global Average: 50	
Regional Average: 50	
Industry Average: 45	

Poor

Fair

Good

Very Poor

Very Good

61

Overall Group Results

Personal Values (PV)

7 Contribution
6 Collaboration
5 Alignment
4 Evolution
3 Performance
2 Relationships
1 Viability

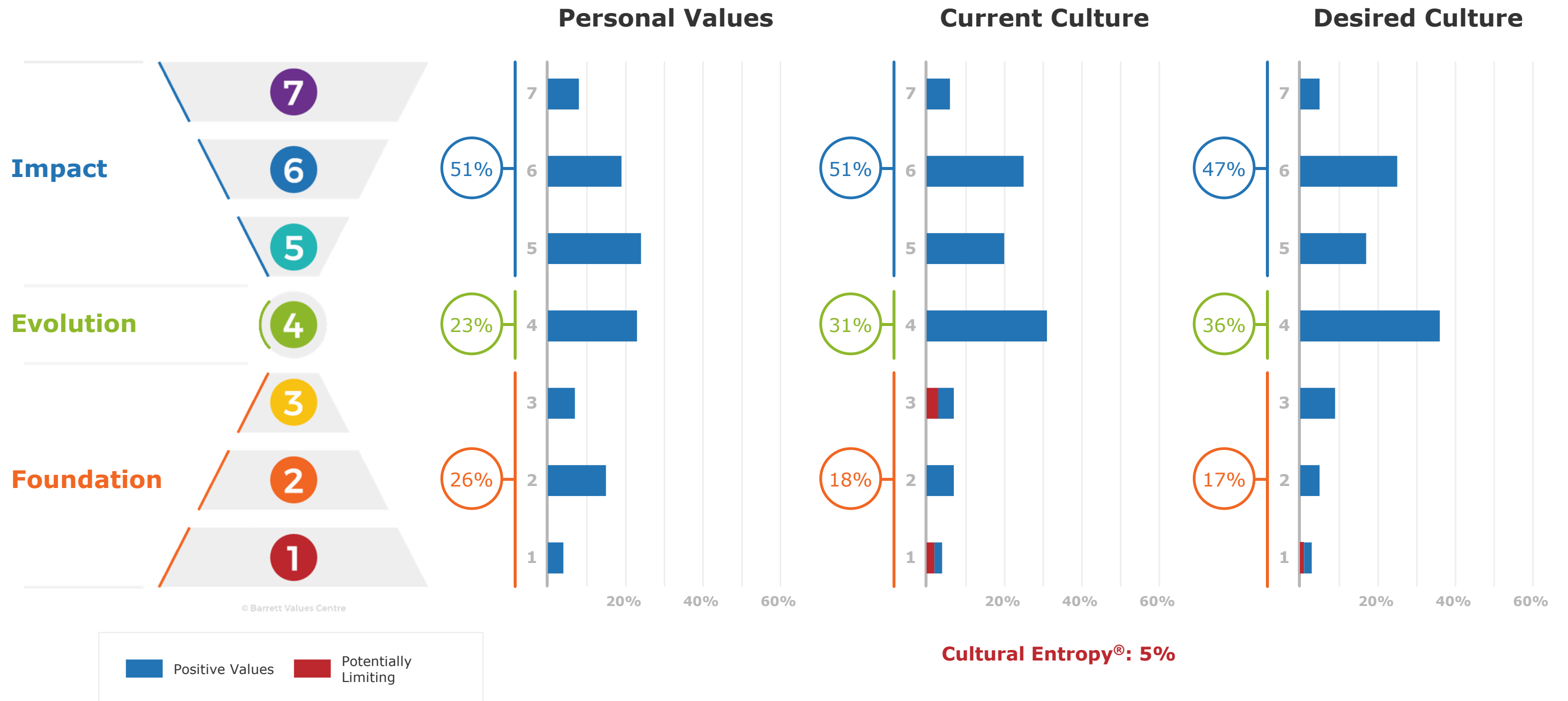| Positive Value | | |
Potentially Limiting		
PV & CC 1 Match		
PV & DC 1 Match		
CC & DC 4 Matches		
PV, CC & DC 2 Matches		

VALUE	VOTES	LEVEL
honesty	11	5
integrity	11	5
community involvement	10	6
leadership	10	6
making a difference	9	6
accountability	8	4
compassion	8	7
continuous learning	8	4
family	8	2
friendship	8	2

Current Culture Values (CC)
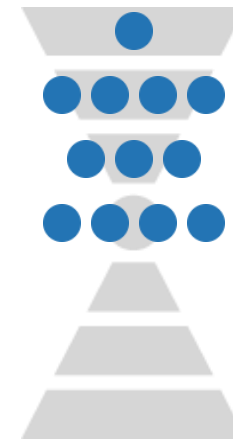
VALUE	VOTES	LEVEL
community involvement	17	6
information sharing	17	4
cross group collaboration	14	6
engagement	13	5
teamwork	11	4
partnerships	10	6
shared vision	10	5
continuous learning	9	4
inclusiveness	8	4
making a difference	8	6
positive attitude	8	5
social responsibility	8	7

Desired Culture Values (DC)
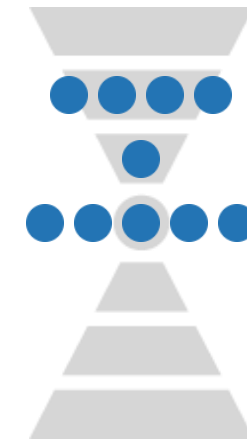
VALUE	VOTES	LEVEL
cross group collaboration	15	6
accountability	14	4
community involvement	13	6
innovation	12	4
information sharing	10	4
partnerships	10	6
client collaboration	9	6
continuous learning	9	4
embracing diversity	8	4
engagement	8	5

DCMOVES Foundational/Means Values:

- Community Involvement
- Collaboration
- Continuous Learning
- Information Sharing

DCMOVES Proposed Vision (Aspirational) Values:

Accountability

Client Collaboration

Embracing Diversity

Innovation

Break Out Group Number 1:

DEFINE VALUES ACCORDING TO <u>DC MOVES </u>INTERPRETATIONS
1. Look at the dictionary definition provided – as a starting point only!
2. Craft a definition that is <u>true for DC MOVES</u>
3. Be as specific as you can
4. Use language that is inclusive and fosters equity and belonging

Break Out Group Number 2:

CREATE ASSOCIATED BEHAVIOURS

1. Come up with 4 or 5 supporting behaviors that we all will be able to commit to
2. Be specific about the desired behavior (i.e. not just "show up" but "show up" – how?)

* Be prepared to report back to the full group

DCMOVES Values Definitions:

Accountability :

Client Collaboration :

Embracing Diversity:

Innovation:

NOW WHAT??

Commit to and LIVE your values!!!