



Name: D40611649

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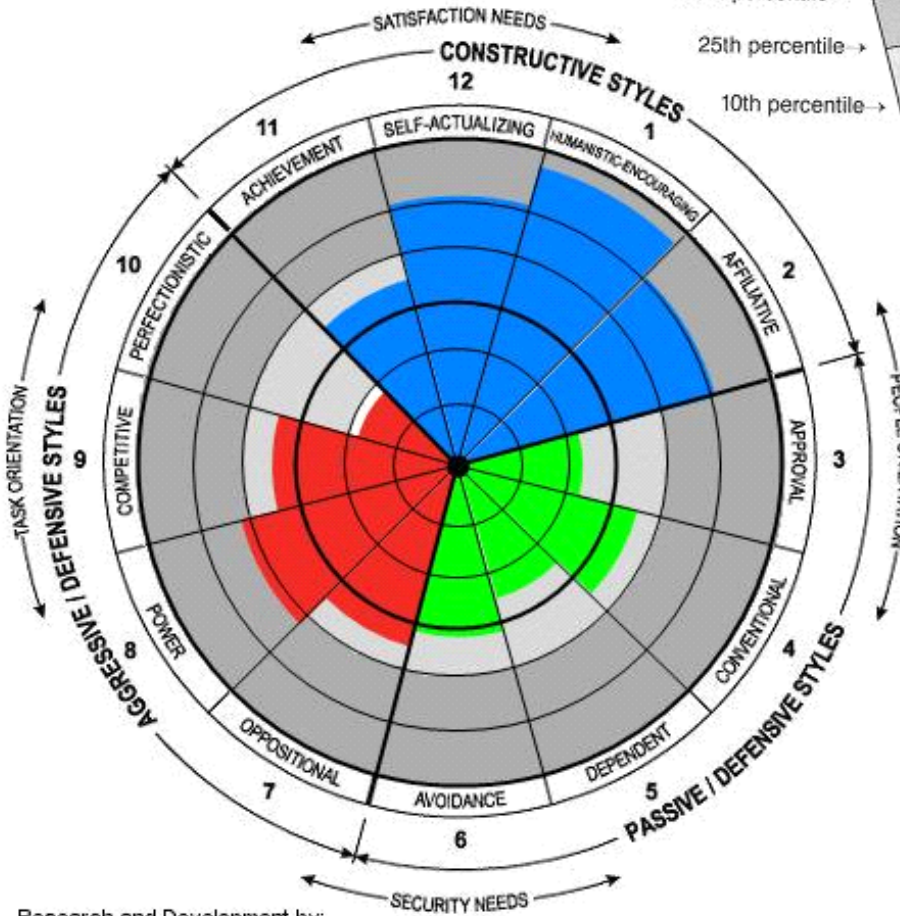
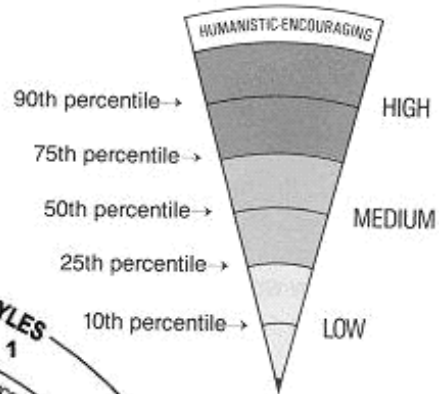
Organizational Culture Profile

The culture of your organization is reflected in the shared values and beliefs that guide the thinking and behavior of members. While the prevailing culture can be somewhat subtle and abstract, it nevertheless sets patterns for the activities of the organization and the personal styles exhibited by members. These styles can range from Affiliative and Achievement oriented in organizations with constructive cultures to Competitive and Dependent in those with defensive cultures.

The Organizational Culture Inventory provides a point-in-time picture of the culture of your organization. The results reflect your beliefs regarding how members should interact with one another in carrying out their work and meeting the expectations of their supervisors. The profile below graphically portrays your impressions of your organization's culture in terms of norms and expectations for 12 distinct, but inter-related, behavioral styles.

Your OCI Circumplex

Your OCI results are plotted on this profile against the responses of 5,685 members of other organizations. Thus your "raw" score along each style has been converted to a percentile score.



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Position	Style	Score	Percentile
1	Humanistic-Encouraging	49	98%
2	Affiliative	47	90%
3	Approval	23	28%
4	Conventional	29	57%
5	Dependent	28	36%
6	Avoidance	21	57%
7	Oppositional	24	63%
8	Power	31	80%
9	Competitive	25	64%
10	Perfectionistic	24	22%
11	Achievement	40	66%
12	Self-Actualizing	43	93%