

TEAM CULTURE SCAN Manual

PURCHASE

Get your Team Culture Scan

Once you are ready to launch the scan, add it to your cart. At the checkout, there are several payment options: PayPal, credit card, direct bank transfer. Once the payment is successful, you will receive an email with a link (make sure to also check your spam folder).

START

Start

The email contains a link, make sure you **don't delete** it. Click it and start the process. Enter the email addresses of group members (ideally a sample of 5 - 30 respondents). Include yourself if you are part of the group. You can click the link again as long as the process is ongoing (by default 30 days from the purchase date) in order to check the response rate/who has answered, to add more respondents, to change the reminder or reporting date, or to manually generate the report once you have received enough responses (you need at least 5).

SURVEY

The survey

The survey contains 46 questions about your working environment and 23 questions on work-related values. It takes about 15 minutes to answer.

LANGUAGE

Multiple languages

The survey can be filled in the following languages: Arabic, Chinese (Simplified), Czech, Danish, Dutch, English, Finnish, French, German, Italian, Japanese, Macedonian, Polish, Portuguese (Brazil), Portuguese (Portugal), Russian, Serbian, Slovak, Spanish (Latin America), Spanish (Spain), Swedish, Turkish.

The team report is currently only available in English, Brazilian Portuguese and Japanese. The OCS report is available in several more languages, for details please visit our website.

RESULTS

Results

The charts on report pages show your actual culture on the 6 dimensions of the Multi-focus Model on Organizational Culture and Change. To interpret results you can use our web app <http://hofstede-insights.com/oc/> to learn more about what certain positions on the dimensions mean. If you would like to dive deeper, our consultants can help you analyse the results for a fee.

RED

Red areas

If your team as a whole is positioned within the red area, it means that the culture is dysfunctional on this dimension. If your score is very much on the border of the red area, it may still be functional, as only 10 points or more really make a difference. The red area only indicates dysfunctionality for the average score of the team on this dimension, not for individual statements. Not being in the red area does not necessarily mean the team is functional. Functionality is directly connected to what the team should achieve.

PURPLE

Statements in Purple

The statements in purple are those 6 statements per dimension that have the least variance in answers (in other words, respondents could agree about those the most).

AFTER

How to leverage the Team Culture report?

You need to think about what your optimal culture would be (the one that best enables you to achieve your goals). If there is a big difference between your actual culture and your optimal one, these are the areas you should focus on. Try to come up with measures that will make people behave differently (more in line with your optimal culture). These should be very practical and enforceable.

To visualize the differences between the actual and optimal culture you can upgrade your report to the OCS report. You only need to pay the difference of the price between the Team report and the OCS report.

For support contact info@hofstede-insights.com