



Hofstede  
Insights

# Team Culture Scan

based on 14 team members

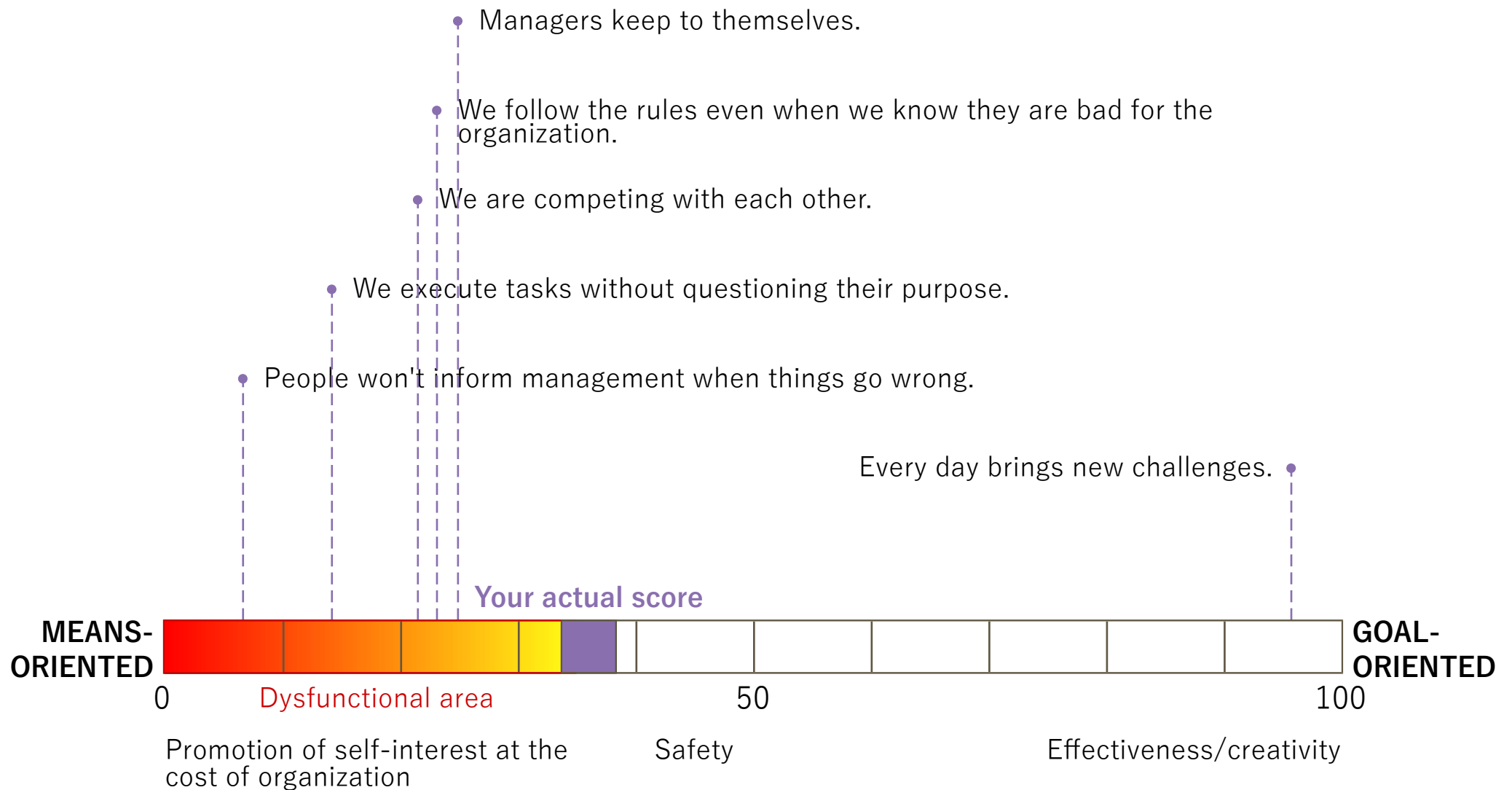
for  
Demo Team

Report date: September 04, 2018

#### Disclaimer

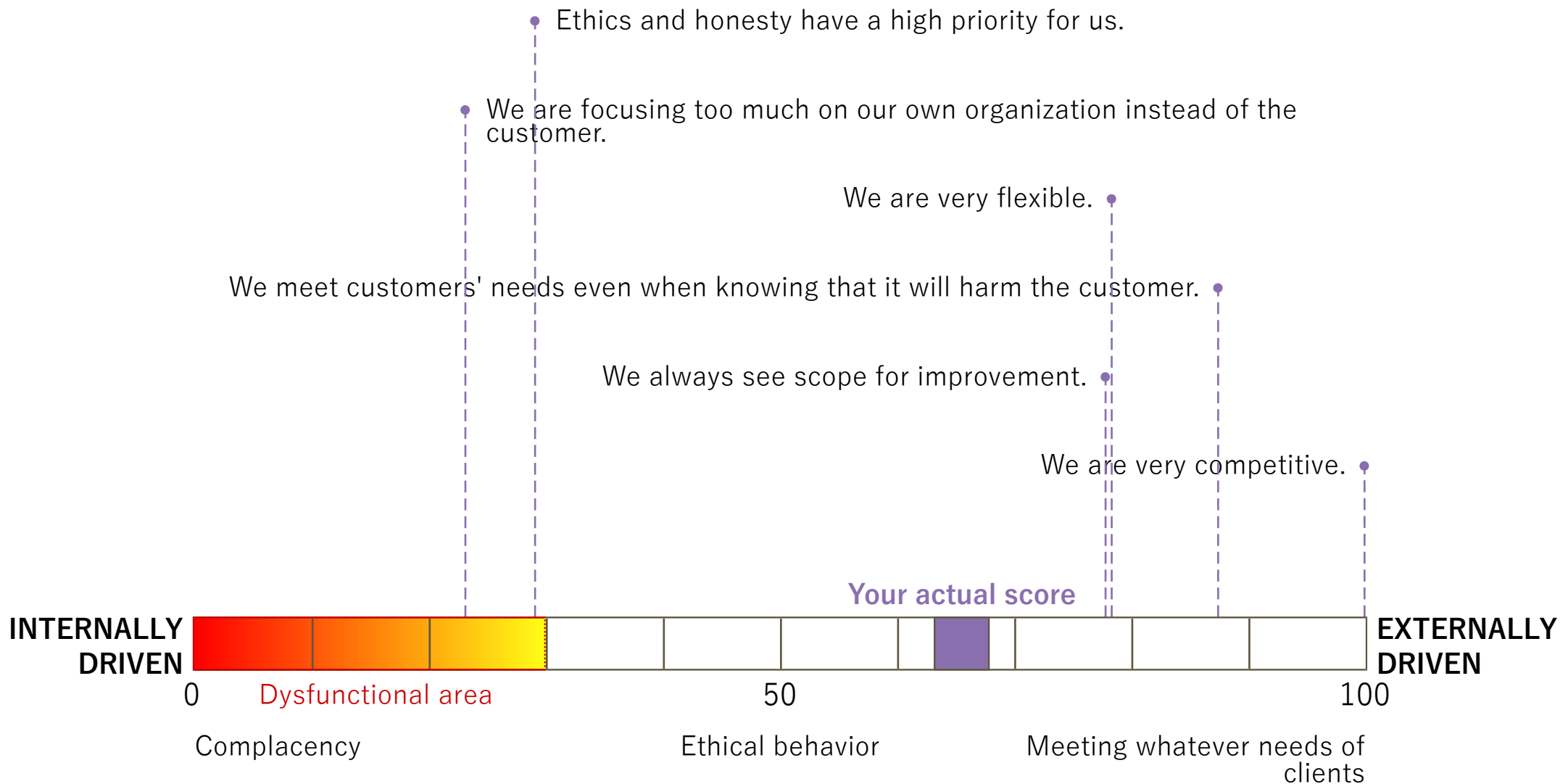
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## D1 ORGANIZATIONAL EFFECTIVENESS



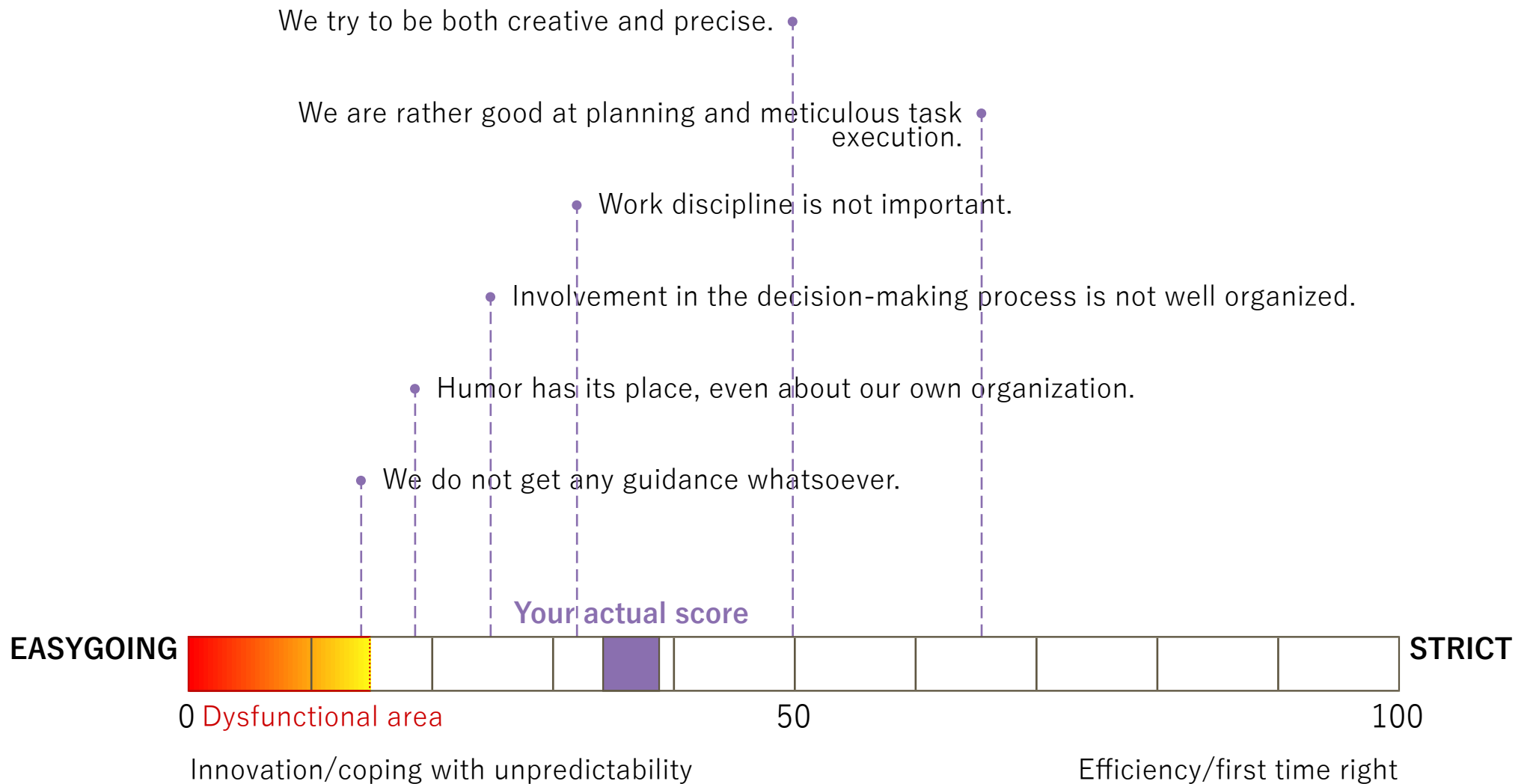
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## D2 CUSTOMER ORIENTATION



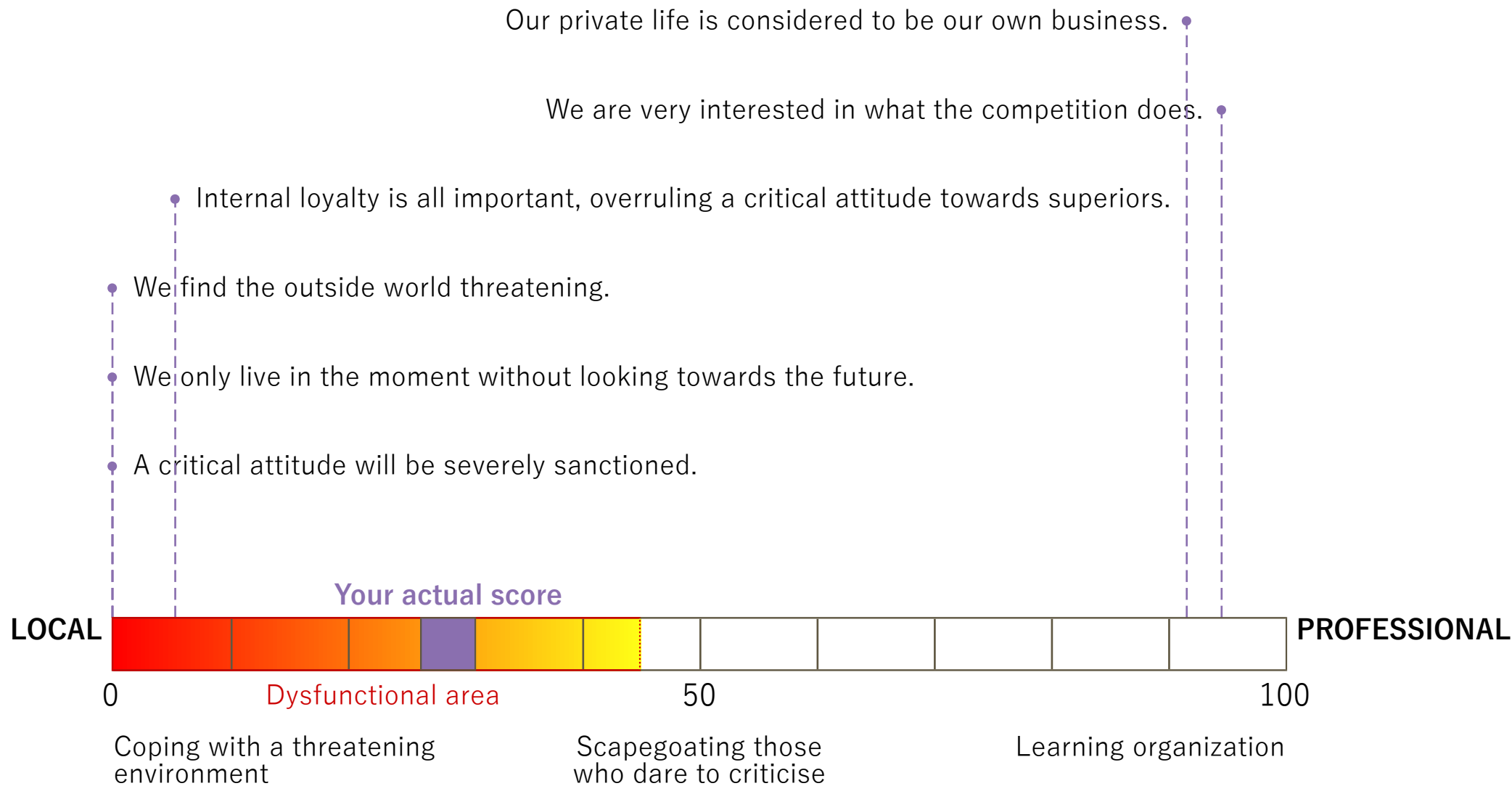
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# D3 CONTROL



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## D4 FOCUS



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## D5 APPROACHABILITY

It takes new employees years before they feel part of our organization.

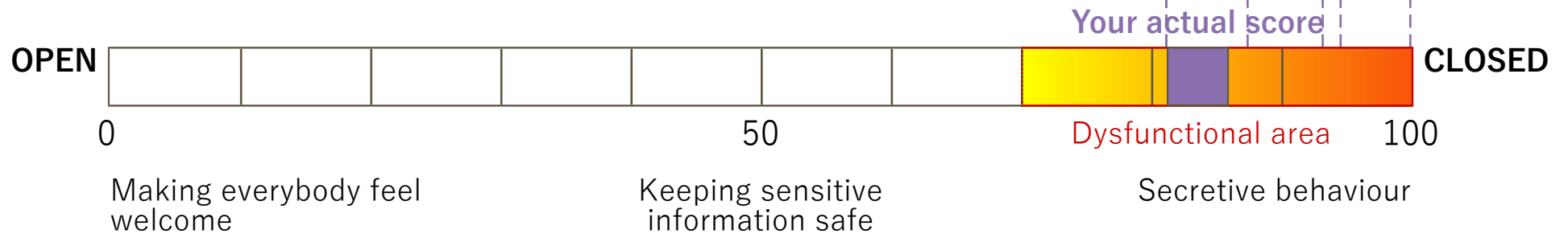
We never tell our boss what we really think.

Personal problems have no place at work.

If something goes wrong, there is always someone who gets the blame.

Our organization is closed, even to most long-term employees.

Management is secretive, leading to many rumors.



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## D6 MANAGEMENT PHILOSOPHY

Most important team decisions are made by individuals without involving others.

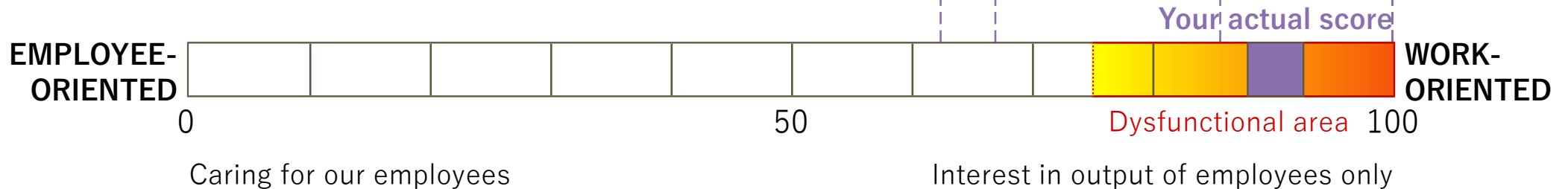
If you do not like it here, we suggest that you leave.

People are very concerned about losing their jobs.

Managers do not care at all about others' opinions.

The pressure of getting the work done is very high.

Management only cares about the employees' output.



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## What is your optimal culture?

The Team Culture Scan is a tool of Organizational Culture\* measuring actual culture. To get the most out of your culture, continue with Organisational Culture Scan and

1. keep a workshop to define an optimal score on each of the 6 autonomous dimensions
2. get a comprehensive gap report, pointing out what exactly causes the discrepancies between actual and optimal culture, and other relevant information like
  - Acceptance of leadership style
  - Identification with our organization
  - Is your culture strong or weak
  - Identity of your culture
  - Early warning signs
  - Additional salient findings

Note: There is no ONE optimal culture - make sure YOUR culture is aligned with YOUR strategy.

\*Organisational Culture Scan requires a deep understanding of organizational culture and the Multi-focus model. Therefore, the workshop conductor needs to be Hofstede Insights certified. [Contact us](#) and we will recommend a consultant for your organization with relevant industry expertise and language skills, or get certified yourself by attending one of our [certification courses](#).

## Do you want to change your culture?

If actual and optimal culture are not aligned, consider **CHANGING** your culture and use culture as a tool of change. Hofstede Insights can support you with change tools\*:

- Levers of change™: changes culture indirectly through implementation of levers of change.
- Executive Match 360™: 360° feedback of your management team - make sure your management is aligned with your culture.

\*The usage of our change tools requires certification. Contact us and we will recommend a consultant for your organization with relevant industry expertise and language skills, or get certified yourself by attending one of our certification courses.



## Open questions?

If you would like to dive deeper, our consultants can help you analyse the results for a fee.

- Do you have any questions about this report?
- You're not sure how to continue from here on?
- You'd like speak to an expert who can interpret the report for you?

Simply send a mail to [info@hofstede-insights.com](mailto:info@hofstede-insights.com), attach your report, let us know what you'd like to talk about and any other preferences (e.g. language) you may have, and we will have a certified consultant get in touch with you. By having purchased this report you are entitled to a 15 min. free phone or Skype consultation.

You can also request a list of over 200 topics that can be analysed on the basis of this report for more input.