

LEARNING ABOUT YOURSELF EXERCISE

What Kind of Organizational Culture Fits You Best?

For each of the following statements, circle the level of agreement or disagreement that you personally feel :

SA = Strongly Agree
A = Agree
U = Uncertain
D = Disagree
SD = Strongly disagree

1. I like being part of a team and having my performance assessed in terms of my contribution to the team.	SA	A	U	D	SD
2. No person's needs should be compromised in order for a department to achieve its goals.	SA	A	U	D	SD
3. I like the thrill and excitement from taking risks.	SA	A	U	D	SD
4. If a person's job performance is inadequate, it's irrelevant how much effort he or she made.	SA	A	U	D	SD
5. I like things to be stable and predictable.	SA	A	U	D	SD
6. I prefer managers who provide detailed and rational explanations for their decisions.	SA	A	U	D	SD
7. I like to work where there isn't a great deal of pressure and where people are essentially easygoing.	SA	A	U	D	SD

SCORING KEY

For items 1, 2, 3, 4, and 7, score as follows : Strongly agree (+2); Agree (+1); Uncertain (0); Disagree (-1); and Strongly disagree (-2).

For items 5 and 6, **reverse** the score [Strongly agree (-2), and so on].

Add up your total. Your score will fall somewhere between +14 and -14.

What does your score mean? The lower your score, the more comfortable you will be in a formal, mechanistic, rule-oriented, and structured culture. This is often associated with large corporations and government agencies. Positive scores indicate a preference for informal, humanistic, flexible, and innovative cultures, which are more likely to be found in research units, advertising firms, high-tech companies, and small businesses.