

Part One – Personal Values

1. This values survey takes approximately 20 minutes to complete.

This survey can be completed online <http://corptools.com/konvergeandknow>.

2. Select 10 words from this list of values/behaviours that most reflect who you are, not who you desire to become.

Then proceed to Part Two - Current Culture Values

- | | | | | | |
|-----|--------------------------|---|-----|--------------------------|---------------------|
| 1. | <input type="checkbox"/> | achievement | 40. | <input type="checkbox"/> | human rights |
| 2. | <input type="checkbox"/> | adaptability | 41. | <input type="checkbox"/> | humility |
| 3. | <input type="checkbox"/> | balance (home/work) | 42. | <input type="checkbox"/> | humour/fun |
| 4. | <input type="checkbox"/> | balance (physical/emotional/mental/spiritual) | 43. | <input type="checkbox"/> | image |
| 5. | <input type="checkbox"/> | being liked | 44. | <input type="checkbox"/> | independence |
| 6. | <input type="checkbox"/> | being the best | 45. | <input type="checkbox"/> | initiative |
| 7. | <input type="checkbox"/> | caution | 46. | <input type="checkbox"/> | innovation |
| 8. | <input type="checkbox"/> | clarity | 47. | <input type="checkbox"/> | integrity |
| 9. | <input type="checkbox"/> | commitment | 48. | <input type="checkbox"/> | interdependence |
| 10. | <input type="checkbox"/> | community service | 49. | <input type="checkbox"/> | job security |
| 11. | <input type="checkbox"/> | compassion | 50. | <input type="checkbox"/> | knowledge |
| 12. | <input type="checkbox"/> | compromise | 51. | <input type="checkbox"/> | listening |
| 13. | <input type="checkbox"/> | conflict resolution | 52. | <input type="checkbox"/> | logic |
| 14. | <input type="checkbox"/> | conformity | 53. | <input type="checkbox"/> | making a difference |
| 15. | <input type="checkbox"/> | continuous learning | 54. | <input type="checkbox"/> | mission focus |
| 16. | <input type="checkbox"/> | control | 55. | <input type="checkbox"/> | open communication |
| 17. | <input type="checkbox"/> | co-operation | 56. | <input type="checkbox"/> | openness |
| 18. | <input type="checkbox"/> | counseling | 57. | <input type="checkbox"/> | performance |
| 19. | <input type="checkbox"/> | creativity | 58. | <input type="checkbox"/> | perseverance |
| 20. | <input type="checkbox"/> | dialogue | 59. | <input type="checkbox"/> | personal fulfilment |
| 21. | <input type="checkbox"/> | diversity | 60. | <input type="checkbox"/> | personal growth |
| 22. | <input type="checkbox"/> | ease with uncertainty | 61. | <input type="checkbox"/> | power |
| 23. | <input type="checkbox"/> | education | 62. | <input type="checkbox"/> | pride |
| 24. | <input type="checkbox"/> | efficiency | 63. | <input type="checkbox"/> | professional growth |
| 25. | <input type="checkbox"/> | empathy | 64. | <input type="checkbox"/> | quality |
| 26. | <input type="checkbox"/> | enthusiasm | 65. | <input type="checkbox"/> | reliability |
| 27. | <input type="checkbox"/> | environmental awareness | 66. | <input type="checkbox"/> | respect |
| 28. | <input type="checkbox"/> | ethics | 67. | <input type="checkbox"/> | responsibility |
| 29. | <input type="checkbox"/> | excellence | 68. | <input type="checkbox"/> | reward |
| 30. | <input type="checkbox"/> | experience | 69. | <input type="checkbox"/> | risk-taking |
| 31. | <input type="checkbox"/> | fairness | 70. | <input type="checkbox"/> | safety |
| 32. | <input type="checkbox"/> | family | 71. | <input type="checkbox"/> | security |
| 33. | <input type="checkbox"/> | financial stability | 72. | <input type="checkbox"/> | self-discipline |
| 34. | <input type="checkbox"/> | forgiveness | 73. | <input type="checkbox"/> | success |
| 35. | <input type="checkbox"/> | friendship | 74. | <input type="checkbox"/> | tradition |
| 36. | <input type="checkbox"/> | future generations | 75. | <input type="checkbox"/> | trust |
| 37. | <input type="checkbox"/> | generosity | 76. | <input type="checkbox"/> | vision |
| 38. | <input type="checkbox"/> | health | 77. | <input type="checkbox"/> | wealth |
| 39. | <input type="checkbox"/> | honesty | 78. | <input type="checkbox"/> | wisdom |

Part Two – Current Culture Values

Select 10 words from a list of values/behaviour that most reflect how your organisation currently operates. Then proceed to Part Three - Desired Culture Values.

- | | | | | | |
|-----|--------------------------|---|-----|--------------------------|-----------------------------|
| 1. | <input type="checkbox"/> | accountability | 48. | <input type="checkbox"/> | honesty |
| 2. | <input type="checkbox"/> | achievement | 49. | <input type="checkbox"/> | human rights |
| 3. | <input type="checkbox"/> | adaptability | 50. | <input type="checkbox"/> | humour/fun |
| 4. | <input type="checkbox"/> | balance (home/work) | 51. | <input type="checkbox"/> | image |
| 5. | <input type="checkbox"/> | balance (physical/emotional/mental/spiritual) | 52. | <input type="checkbox"/> | information hoarding |
| 6. | <input type="checkbox"/> | being the best | 53. | <input type="checkbox"/> | information sharing |
| 7. | <input type="checkbox"/> | blame | 54. | <input type="checkbox"/> | innovation |
| 8. | <input type="checkbox"/> | bureaucracy | 55. | <input type="checkbox"/> | integrity |
| 9. | <input type="checkbox"/> | caution | 56. | <input type="checkbox"/> | interdependence |
| 10. | <input type="checkbox"/> | clarity | 57. | <input type="checkbox"/> | internal community building |
| 11. | <input type="checkbox"/> | commitment | 58. | <input type="checkbox"/> | internal competition |
| 12. | <input type="checkbox"/> | community service | 59. | <input type="checkbox"/> | job security |
| 13. | <input type="checkbox"/> | compassion | 60. | <input type="checkbox"/> | leadership development |
| 14. | <input type="checkbox"/> | conflict resolution | 61. | <input type="checkbox"/> | listening |
| 15. | <input type="checkbox"/> | consensus | 62. | <input type="checkbox"/> | long-term perspective |
| 16. | <input type="checkbox"/> | continuous improvement | 63. | <input type="checkbox"/> | making a difference |
| 17. | <input type="checkbox"/> | continuous learning | 64. | <input type="checkbox"/> | manipulation |
| 18. | <input type="checkbox"/> | control | 65. | <input type="checkbox"/> | market focus |
| 19. | <input type="checkbox"/> | co-operation | 66. | <input type="checkbox"/> | mentoring |
| 20. | <input type="checkbox"/> | creativity | 67. | <input type="checkbox"/> | mission focus |
| 21. | <input type="checkbox"/> | customer collaboration | 68. | <input type="checkbox"/> | open communication |
| 22. | <input type="checkbox"/> | customer satisfaction | 69. | <input type="checkbox"/> | openness |
| 23. | <input type="checkbox"/> | diversity | 70. | <input type="checkbox"/> | organisational growth |
| 24. | <input type="checkbox"/> | ease with uncertainty | 71. | <input type="checkbox"/> | personal growth |
| 25. | <input type="checkbox"/> | efficiency | 72. | <input type="checkbox"/> | philanthropy |
| 26. | <input type="checkbox"/> | empathy | 73. | <input type="checkbox"/> | power |
| 27. | <input type="checkbox"/> | empire building | 74. | <input type="checkbox"/> | process orientation |
| 28. | <input type="checkbox"/> | employee fulfilment | 75. | <input type="checkbox"/> | productivity |
| 29. | <input type="checkbox"/> | employee health | 76. | <input type="checkbox"/> | professional growth |
| 30. | <input type="checkbox"/> | employee recognition | 77. | <input type="checkbox"/> | profit |
| 31. | <input type="checkbox"/> | employee safety | 78. | <input type="checkbox"/> | quality |
| 32. | <input type="checkbox"/> | empowerment | 79. | <input type="checkbox"/> | reliability |
| 33. | <input type="checkbox"/> | enthusiasm | 80. | <input type="checkbox"/> | respect |
| 34. | <input type="checkbox"/> | environmental awareness | 81. | <input type="checkbox"/> | responsibility |
| 35. | <input type="checkbox"/> | ethics | 82. | <input type="checkbox"/> | results orientation |
| 36. | <input type="checkbox"/> | excellence | 83. | <input type="checkbox"/> | risk-taking |
| 37. | <input type="checkbox"/> | excessive hospitality | 84. | <input type="checkbox"/> | shared values |
| 38. | <input type="checkbox"/> | experience | 85. | <input type="checkbox"/> | shared vision |
| 39. | <input type="checkbox"/> | exploitation | 86. | <input type="checkbox"/> | short-term orientation |
| 40. | <input type="checkbox"/> | external competitiveness | 87. | <input type="checkbox"/> | skills training |
| 41. | <input type="checkbox"/> | extreme loyalty | 88. | <input type="checkbox"/> | strategic alliances |
| 42. | <input type="checkbox"/> | fairness | 89. | <input type="checkbox"/> | success |
| 43. | <input type="checkbox"/> | financial stability | 90. | <input type="checkbox"/> | teamwork |
| 44. | <input type="checkbox"/> | forgiveness | 91. | <input type="checkbox"/> | territory |
| 45. | <input type="checkbox"/> | future generations | 92. | <input type="checkbox"/> | tradition |
| 46. | <input type="checkbox"/> | global perspective | 93. | <input type="checkbox"/> | trust |
| 47. | <input type="checkbox"/> | goals orientation | 94. | <input type="checkbox"/> | wisdom |

Part Three – Desired Culture Values

Select ten of the following values/behaviors that, in your opinion, are essential for your organization to achieve its highest performance.

- | | | | | | |
|-----|--------------------------|---|-----|--------------------------|-----------------------------|
| 1. | <input type="checkbox"/> | accountability | 48. | <input type="checkbox"/> | honesty |
| 2. | <input type="checkbox"/> | achievement | 49. | <input type="checkbox"/> | human rights |
| 3. | <input type="checkbox"/> | adaptability | 50. | <input type="checkbox"/> | humour/fun |
| 4. | <input type="checkbox"/> | balance (home/work) | 51. | <input type="checkbox"/> | image |
| 5. | <input type="checkbox"/> | balance (physical/emotional/mental/spiritual) | 52. | <input type="checkbox"/> | information hoarding |
| 6. | <input type="checkbox"/> | being the best | 53. | <input type="checkbox"/> | information sharing |
| 7. | <input type="checkbox"/> | blame | 54. | <input type="checkbox"/> | innovation |
| 8. | <input type="checkbox"/> | bureaucracy | 55. | <input type="checkbox"/> | integrity |
| 9. | <input type="checkbox"/> | caution | 56. | <input type="checkbox"/> | interdependence |
| 10. | <input type="checkbox"/> | clarity | 57. | <input type="checkbox"/> | internal community building |
| 11. | <input type="checkbox"/> | commitment | 58. | <input type="checkbox"/> | internal competition |
| 12. | <input type="checkbox"/> | community service | 59. | <input type="checkbox"/> | job security |
| 13. | <input type="checkbox"/> | compassion | 60. | <input type="checkbox"/> | leadership development |
| 14. | <input type="checkbox"/> | conflict resolution | 61. | <input type="checkbox"/> | listening |
| 15. | <input type="checkbox"/> | consensus | 62. | <input type="checkbox"/> | long-term perspective |
| 16. | <input type="checkbox"/> | continuous improvement | 63. | <input type="checkbox"/> | making a difference |
| 17. | <input type="checkbox"/> | continuous learning | 64. | <input type="checkbox"/> | manipulation |
| 18. | <input type="checkbox"/> | control | 65. | <input type="checkbox"/> | market focus |
| 19. | <input type="checkbox"/> | co-operation | 66. | <input type="checkbox"/> | mentoring |
| 20. | <input type="checkbox"/> | creativity | 67. | <input type="checkbox"/> | mission focus |
| 21. | <input type="checkbox"/> | customer collaboration | 68. | <input type="checkbox"/> | open communication |
| 22. | <input type="checkbox"/> | customer satisfaction | 69. | <input type="checkbox"/> | openness |
| 23. | <input type="checkbox"/> | diversity | 70. | <input type="checkbox"/> | organisational growth |
| 24. | <input type="checkbox"/> | ease with uncertainty | 71. | <input type="checkbox"/> | personal growth |
| 25. | <input type="checkbox"/> | efficiency | 72. | <input type="checkbox"/> | philanthropy |
| 26. | <input type="checkbox"/> | empathy | 73. | <input type="checkbox"/> | power |
| 27. | <input type="checkbox"/> | empire building | 74. | <input type="checkbox"/> | process orientation |
| 28. | <input type="checkbox"/> | employee fulfilment | 75. | <input type="checkbox"/> | productivity |
| 29. | <input type="checkbox"/> | employee health | 76. | <input type="checkbox"/> | professional growth |
| 30. | <input type="checkbox"/> | employee recognition | 77. | <input type="checkbox"/> | profit |
| 31. | <input type="checkbox"/> | employee safety | 78. | <input type="checkbox"/> | quality |
| 32. | <input type="checkbox"/> | empowerment | 79. | <input type="checkbox"/> | reliability |
| 33. | <input type="checkbox"/> | enthusiasm | 80. | <input type="checkbox"/> | respect |
| 34. | <input type="checkbox"/> | environmental awareness | 81. | <input type="checkbox"/> | responsibility |
| 35. | <input type="checkbox"/> | ethics | 82. | <input type="checkbox"/> | results orientation |
| 36. | <input type="checkbox"/> | excellence | 83. | <input type="checkbox"/> | risk-taking |
| 37. | <input type="checkbox"/> | excessive hospitality | 84. | <input type="checkbox"/> | shared values |
| 38. | <input type="checkbox"/> | experience | 85. | <input type="checkbox"/> | shared vision |
| 39. | <input type="checkbox"/> | exploitation | 86. | <input type="checkbox"/> | short-term orientation |
| 40. | <input type="checkbox"/> | external competitiveness | 87. | <input type="checkbox"/> | skills training |
| 41. | <input type="checkbox"/> | extreme loyalty | 88. | <input type="checkbox"/> | strategic alliances |
| 42. | <input type="checkbox"/> | fairness | 89. | <input type="checkbox"/> | success |
| 43. | <input type="checkbox"/> | financial stability | 90. | <input type="checkbox"/> | teamwork |
| 44. | <input type="checkbox"/> | forgiveness | 91. | <input type="checkbox"/> | territory |
| 45. | <input type="checkbox"/> | future generations | 92. | <input type="checkbox"/> | tradition |
| 46. | <input type="checkbox"/> | global perspective | 93. | <input type="checkbox"/> | trust |
| 47. | <input type="checkbox"/> | goals orientation | 94. | <input type="checkbox"/> | wisdom |