



Culture shift analysis worksheet

First, transfer the data from your culture diagnostic to the first two columns of this worksheet and complete column three. Then rate each shift high (H), medium (M) or low (L) for likely impact on the execution of your strategy and likely speed of that impact.

Dimension	Definition	A. Current (1-10)	B. Desired (1-10)	Size of shift (A minus B)	Likely impact (H/M/L)	Likely speed (H/M/L)
1 Candour	The extent to which we say what we really think.					
2 Internal/ External focus	The extent to which we try to please our boss and colleagues versus our external customers.					
3 Collaboration	The extent to which work is done primarily by individuals versus groups.					
4 Autonomy/ Initiative	The extent to which tasks are self-directed versus directed from above.					
5 Mistake Tolerance	The extent to which we try to avoid mistakes or welcome and learn from them.					
6 Time Horizon	The extent to which we prioritise short, medium or long- term thinking and planning.					
7 Task or People Orientation	The extent to which we value getting things done versus the people who do them.					
8 Concentration of Power	The extent to which the authority to make decisions and control the allocation of resources is centralised or decentralised.					
9 Innovation	The extent to which we favour tried and tested solutions versus continually look for new ways to do things.					
10 Control/ Flexibility	The extent to which we consistently follow our agreed processes and procedures or value flexibility.					