AGILE CULTURE – PULSE SURVEY

Enabling you to easily understand your team's culture

Using five levels and the seven DNA elements of cultural agility. **See how to develop your team's culture**

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The AGILE CULTURE DNA allows you to easily understand your team's culture using five levels and the seven DNA elements of cultural agility. For each of the DNA elements of cultural agility, you can work out what level your team is operating at. As well as this report, there is an accompanying set of 35 cards that capture similar statements which are ideal for an activity for those that are interested to do more in a collective space.
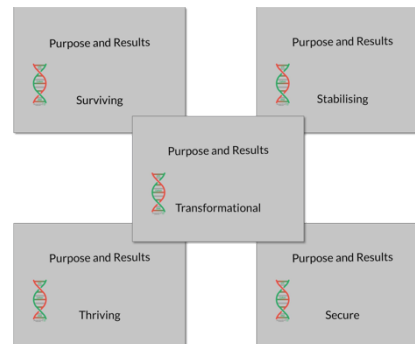
More details can be found here

https://getagilemindsets.com/agile-culture

Your summary report

The following summary provides you with your overall scores for five different forms of organisational behaviours. Many organisations experience 'Securing' behaviours as one of their higher scores.

If your results show high scores (> 7) in the Thriving and/or Transforming groups of statements, your business is probably having a track record of Innovation and may even see itself as an agile organisation.

If your results show high scores (> 7) in the Surviving and/or Stabilising groups of statements, your business is probably having challenges Innovating and is unlikely to see itself as an agile organisation.

Your summary scores are:

Organisational characteristics	Score	
Surviving behaviours		**8.29**
Stabilising behaviours		**10.00**
Securing behaviours		**6.29**
Thriving behaviours		**2.29**
Transforming behaviours		**1.43**

NB: Bars are rounded to the nearest integer.

AGILE CULTURE DEVELOPMENT MATRIX

Level	Purpose and Results (PR)	Agile Leadership (AL)	Well-being and Fulfilment (WF)	Collaboration and Autonomy (CA)	Trust and Transparency (TT)	Adaptability to Change (AC)	Innovation and Learning (IL)
Transformational	A compelling, game-changing vision drives a passion to deliver	Leaders are selfless, supporting the needs of today and the vision of tomorrow	People achieve and are fulfilled at work and are vocal ambassadors for the organisation	A network of collaborative teams deliver change with an appropriate level of autonomy	Honesty, transparency and security allows knowledge sharing	Challenges sought with ideas rapidly tested. A strong operational core supports innovation	Reflection is seen as essential People happily admit and analyse their failures
Thriving	Individual and team goals aligned to clear, long-term customer focused vision	Leaders take responsibility for their actions, admit personal limitations and act on feedback	People feel valued with a good work-life balance, sometimes over-loaded but don't feel threatened	Cross functional collaboration 'the norm' with cases of successful autonomous teams	Generally open and honest but under pressure old behaviours resurface, undermining trust	Reactive change is well managed and implemented although there is a tension with operational needs	People are encouraged to develop with lessons learnt included into change projects
Secure	Some alignment of targets with goals incorporating customer value	Leaders are task focused. They engage in discussion to obtain buy-in not genuine feedback	People enjoy working with colleagues and are active in decision making but don't always feel valued	Tensions between business as usual & improvements; responsibilities still functional & hierarchical	Most managers and peers trusted but decisions made behind closed doors	Small changes are managed in process; larger ones often imposed and therefore resisted	People aren't encouraged to develop their ideas. Training is seen as secondary
Stabilising	Predominantly Financial or Functional targets set with little alignment or buy-in	Leaders are authoritative and give orders but do not inspire	People keep their heads down and focus on delivering work to get paid	Functional silos exist with people tasked to deliver objectives rather than the common good	People don't feel valued and see some managers as manipulative. Information is not readily shared	There is a view 'if it is not broken don't fix it' so change is limited and seen as a risk	Very limited personal development and change is not encouraged
Surviving	Changes in direction and priorities are chaotic	Leaders prioritise fire-fighting and personal status	People feel demotivated and disengaged and cover up mistakes	Crisis mode prevails with unclear responsibilities and conflicting orders	A culture of everyone for themselves and knowledge is power so not shared	Changes are chaotic and uncoordinated, driven by immediate pressures	Experimentation is discouraged, and failure leads to blame. Little personal development

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Level	Purpose and Results	Agile Leadership	Well-being and Fulfilment	Collaboration and Autonomy	Trust and Transparency	Adaptability to Change	Innovation and Learning	Overall Culture
Transforming	1	1	2	2	1	2	1	1.43
Thriving	4	3	3	1	1	2	2	2.29
Securing	5	5	5	5	8	8	8	6.29
Stabilising	10	10	10	10	10	10	10	10.00
Surviving	6	9	8	8	10	8	9	8.29
Weighted Element Score	**4.40**	**4.45**	**4.65**	**4.15**	**4.65**	**5.00**	**5.00**	

The higher the value of the Weighted Element Score, the more agile the organisation is likely to be.

NB: The Weighted Element Scores represent factored scores where 'Surviving' attracts a factor of "1" and Transforming attracts a factor of "3".

Surviving behaviours

Where 1 = 'DOES NOT' and 10 = 'IT DOES'

6	Changes in direction and priorities are chaotic
9	Leaders prioritize fire-fighting and personal status
8	People feel demotivated and disengaged and cover up mistakes
8	'Crisis mode' prevails with unclear responsibilities and conflicting orders
10	A culture of everyone for themselves and knowledge is power so not shared
8	Changes are chaotic and uncoordinated, driven by immediate pressures
9	Experimentation is discouraged, and failure leads to blame. Little personal development
	Page 1 ideas

Stabilising behaviours

Where 1 = 'DOES NOT' and 10 = 'IT DOES'

10	Predominantly Financial or Functional targets set with little alignment or buy-in
10	Leaders are authoritative and give orders but do not inspire
10	People keep their heads down and focus on delivering work to get paid
10	Functional silos exist with people tasked to deliver objectives rather than the common good
10	People don't feel valued and see some managers as manipulative. Information is not readily shared
10	There is a view 'if it is not broken don't fix it' so change is limited and seen as a risk
10	Very limited personal development and change is not encouraged
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Securing behaviours

Where 1 = 'DOES NOT' and 10 = 'IT DOES'

5	Some alignment of targets with goals incorporating customer value
5	Leaders are task focused. They engage in discussion to obtain buy-in not genuine feedback
5	People enjoy working with colleagues and are active in decision making but don't always feel valued
5	There are tensions between business as usual & improvements; with functional responsibilities overriding organisational learning
8	Most managers and peers trusted but decisions made behind closed doors
8	Small changes are managed in process; larger ones often imposed and therefore resisted
8	People aren't encouraged to develop their ideas. Training is seen as secondary
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Thriving behaviours

Where 1 = 'DOES NOT' and 10 = 'IT DOES'

4	Individual and team goals aligned to clear, long-term customer focused vision
3	Leaders take responsibility for their actions, admit personal limitations and act on feedback
3	People feel valued with a good work-life balance, sometimes over-loaded but don't feel threatened
1	Cross functional collaboration 'the norm' with cases of successful autonomous teams
1	Generally open and honest but under pressure old behaviours resurface, undermining trust
2	Reactive change is well managed and implemented although there is a tension with operational needs
2	People are encouraged to develop with lessons learnt included into change projects
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Transforming behaviours

1	A compelling, game-changing vision drives a passion to deliver
1	Leaders are selfless, supporting the needs of today and the vision of tomorrow
2	People achieve and are fulfilled at work and are vocal ambassadors for the organisation
2	A network of collaborative teams deliver change with an appropriate level of autonomy
1	Honesty, transparency and security allows knowledge sharing
2	Challenges sought with ideas rapidly tested. A strong operational core supports innovation
1	Reflection is seen as essential People happily admit and analyse their failures
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Acknowledgments

These statements printed in this report are based on the Agile Business Consortium's 'AGILE CULTURE DEVELOPMENT MATRIX'.

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The GTC Culture DNA Image.

Why not explore another no charge resource

https://getcollaborating.com/6-zones-of-collaboration