

## Culture Inventories

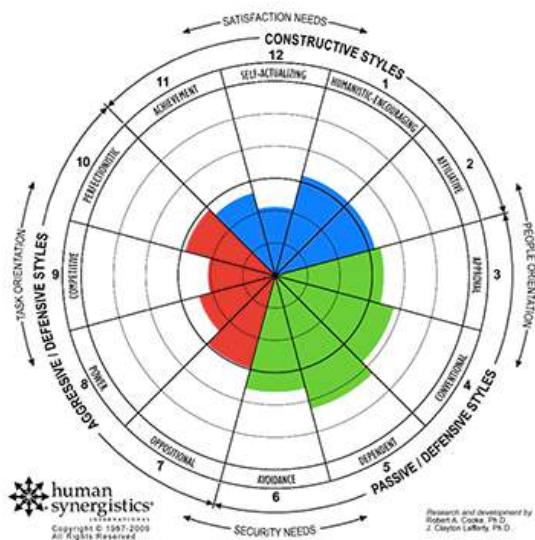
Designed for individuals/organizations

In order to achieve greater happiness, harmony, and achievement in fulfilling the mission of your organization, the Spitzer Center offers some short surveys that will help you measure your ideal along with your current styles of working together. To ensure complete confidentiality, Human Synergetics International, the recognized leader in cultural assessment, administers these inventories. While the surveys are secular in nature, their approach nicely aligns with our Catholic view of human nature. These same inventories are used for Phase 4 Validation:

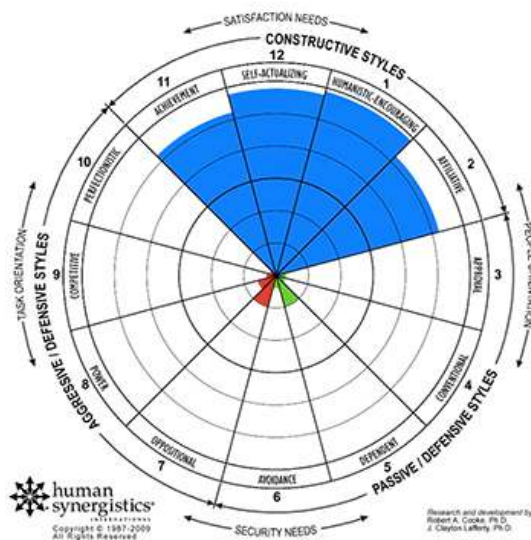
1. **The Organizational Culture Inventory® (OCI®)** measures the current culture of an organization in terms of the behavioral norms and expectations that are rooted in shared values and beliefs.
2. **The Organizational Effectiveness Inventory® (OEI)** measures the structural and procedural factors that influence and shape the culture as well as the impact of that culture on members. This understanding can then be used as “levers” for positive change throughout the organization.
3. **The Organizational Culture Inventory® Ideal (OCI® Ideal)** measures the extent to which behaviors should ideally be expected of people, in order to maximize effectiveness. Effectiveness can be viewed in terms of the involvement, motivation and productivity of employees, as well as the overall long-term performance of the organization.

As an example, below is an aggregation of a current OCI across 5 dioceses, and the ideal OCI from 21 bishops. We work with the bishop’s on behavior styles they would like to see decreased (red and green styles) and likewise increased in the Constructive (blue) styles among their staffs. Overall, these kinds of engagements are highly successful and the feedback from just about everyone is very positive.

Current Culture=428 staff from 5 dioceses



Ideal Culture=21 Bishops from 21 dioceses



# Organizational Culture Inventory<sup>®</sup> (OCI<sup>®</sup>) Circumplex with a Brief Description of the 12 Styles

