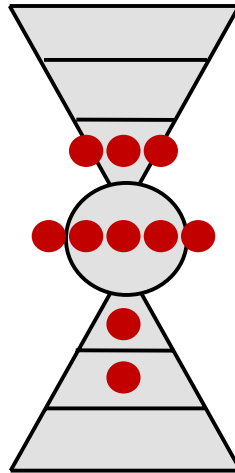




Harper-Anderson: Personal Values

Harper

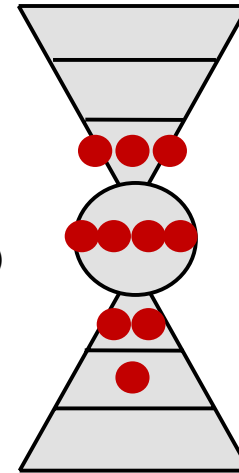
1. **responsibility** (72)
2. **co-operation** (65)
3. **commitment** (63)
4. **honesty** (62)
5. **accountability** (49)
6. **continuous learning** (39)
7. **reliability** (38)
8. **adaptability** (34)
9. family (34)
10. achievement (31)



PL = 10-0
 IRS (P) = 6-4-0
 IRS (L) = 0-0-0

Anderson

1. **co-operation** (480)
2. **responsibility** (452)
3. **honesty** (440)
4. **commitment** (381)
5. efficiency (281)
6. **accountability** (269)
7. **continuous learning** (261)
8. **adaptability** (240)
9. friendship (232)
10. **reliability** (230)



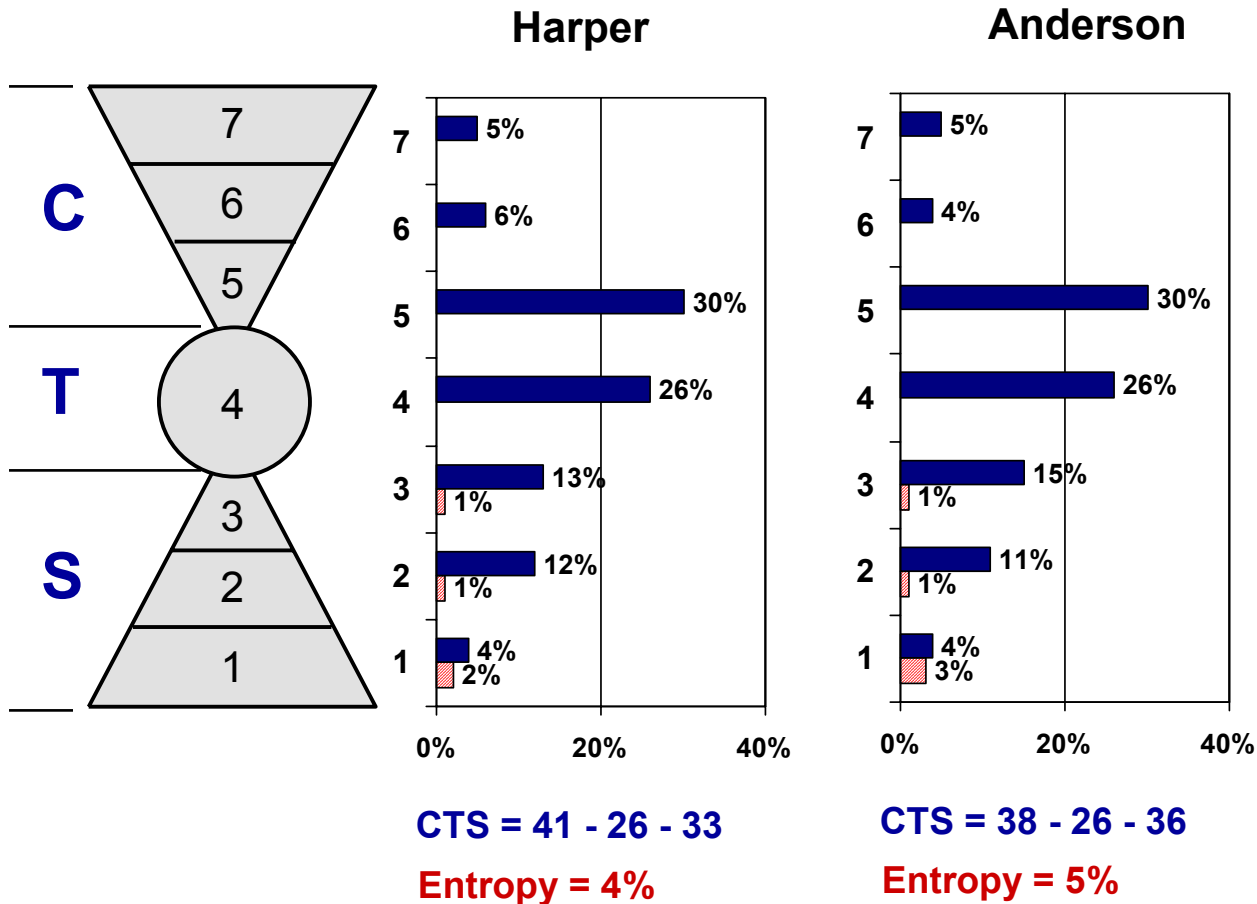
PL = 10-0
 IRS (P) = 6-4-0
 IRS (L) = 0-0-0

8 matches

Purple = Anderson & Harper match	LEGEND P = Positive L = Potentially Limiting	I = Individual R = Relationship S = Societal
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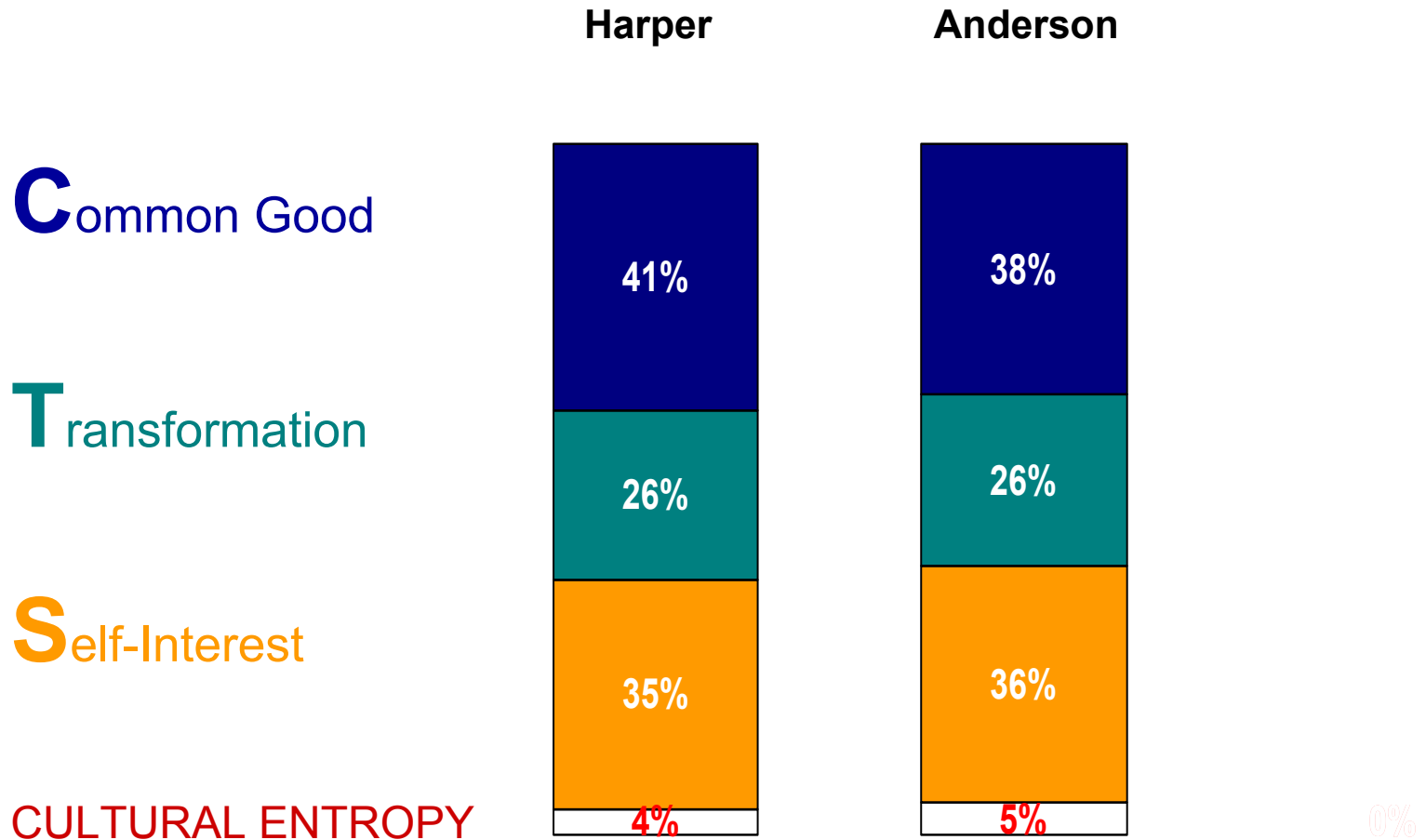
Harper-Anderson: Personal Values



C = Common Good ■ Positive Values
 T = Transformation ▨ Potentially Limiting
 S = Self-interest



Harper-Anderson: Personal Values

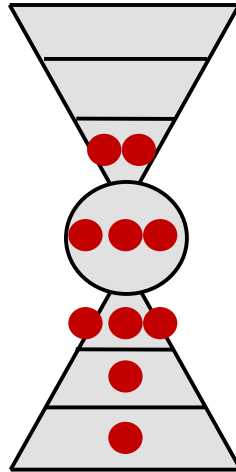




Harper-Anderson: Current Culture Values

Harper

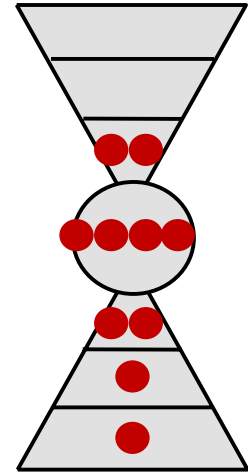
1. **customer satisfaction** (48)
2. **continuous improvement** (46)
3. **cost reduction** (45)
4. **quality** (40)
5. **co-operation** (39)
6. business orientation (38)
7. **commitment** (33)
8. customer centered (32)
9. **information sharing** (31)
10. **accountability** (30)



PL = 10-0
 IROS (P) = 1-2-7-0
 IROS (L) = 0-0-0-0

Anderson

1. **customer satisfaction** (405)
2. **co-operation** (387)
3. **continuous improvement** (288)
4. **cost reduction** (253)
5. **commitment** (247)
6. **accountability** (245)
7. **information sharing** (238)
8. **quality** (225)
9. achievement (215)
10. efficiency (206)



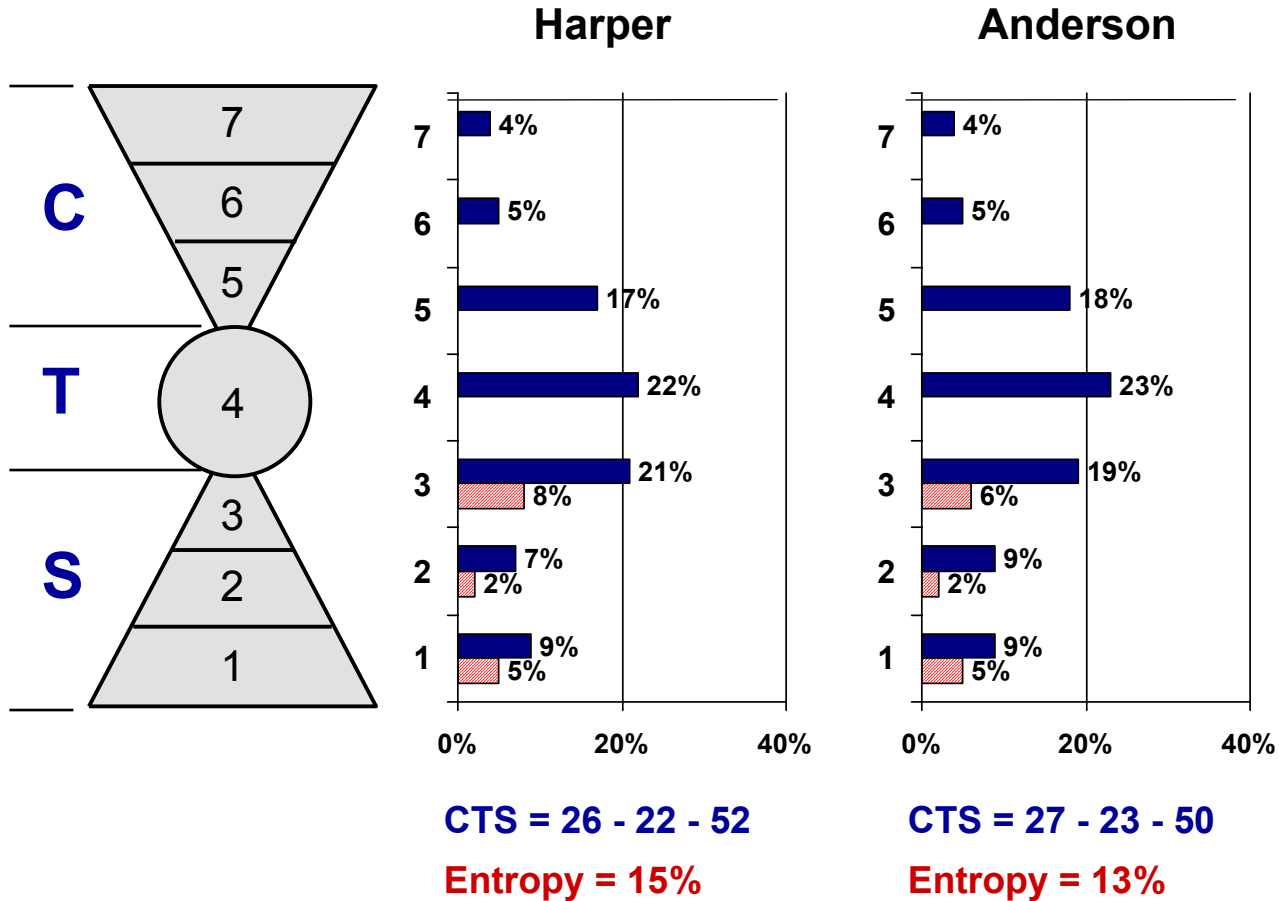
PL = 10-0
 IROS (P) = 2-2-6-0
 IROS (L) = 0-0-0-0

8 matches

Red = Anderson & Harper match	LEGEND		
	L = Potentially Limiting (hollow dots)	P = Positive	I = Individual
		R = Relationship	
		O = Organisational	
		S = Societal	



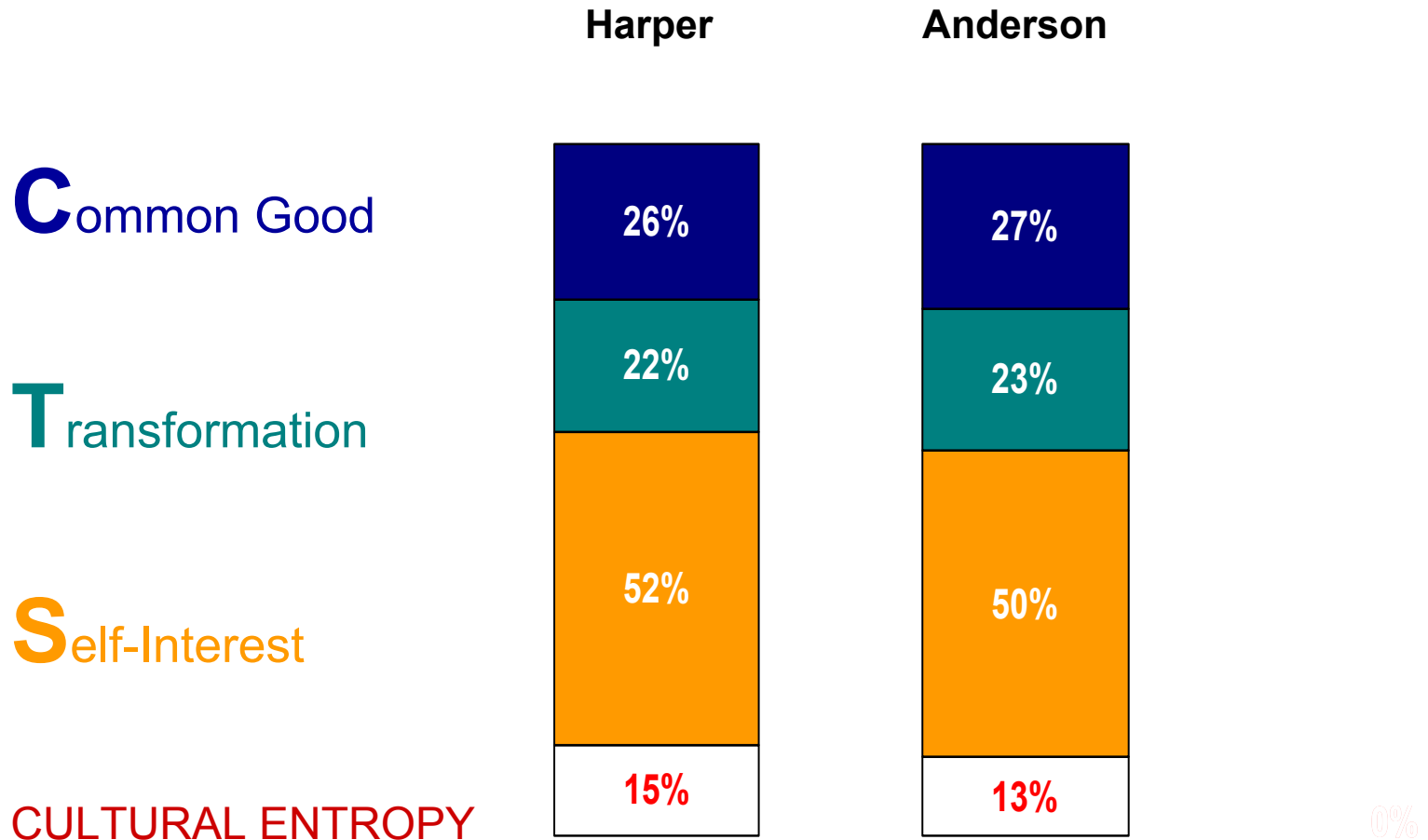
Harper-Anderson: Current Culture Values



C = Common Good ■ Positive Values
 T = Transformation ▨ Potentially Limiting
 S = Self-interest



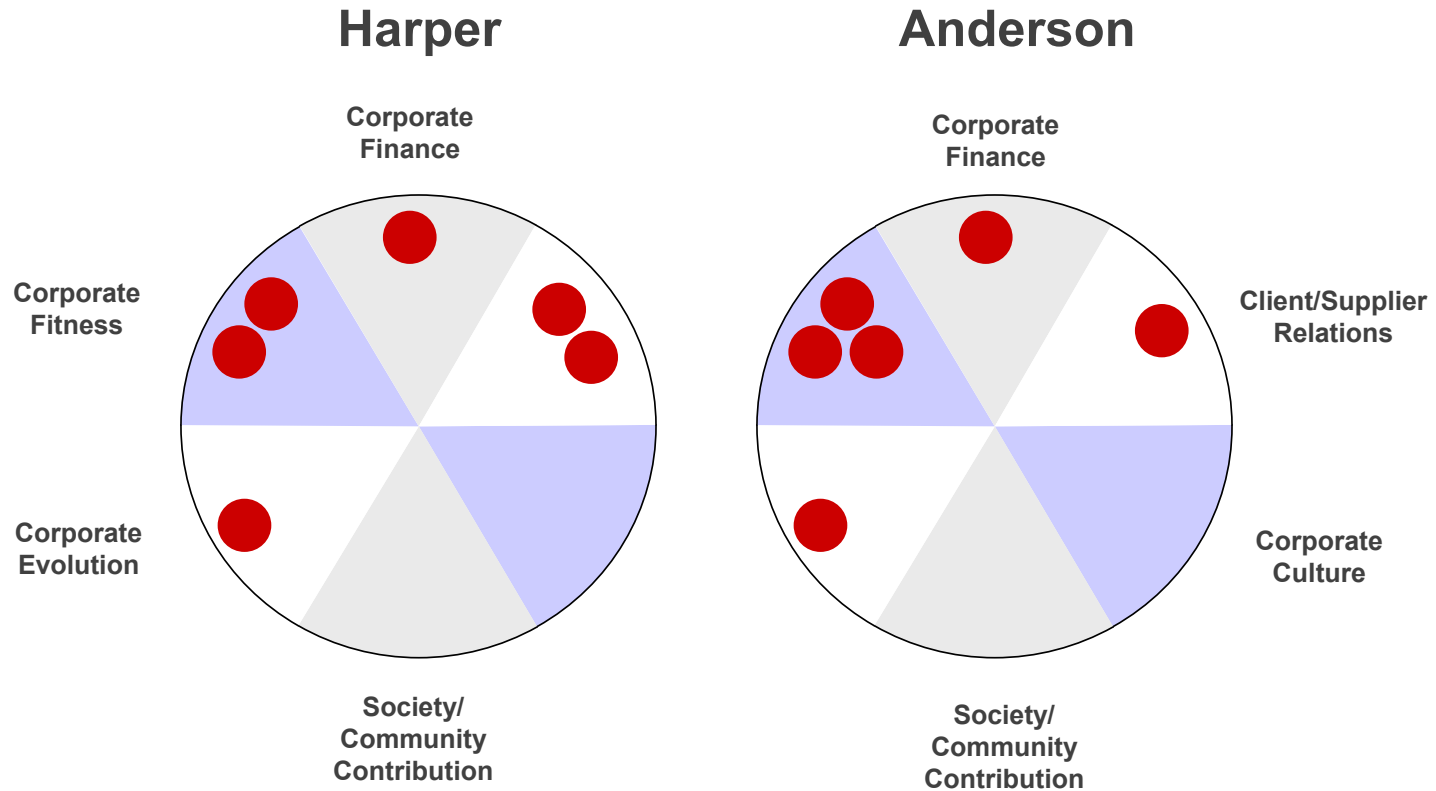
Harper-Anderson: Current Culture Values





Harper-Anderson: Current Culture Values

BALANCED NEEDS SCORECARD

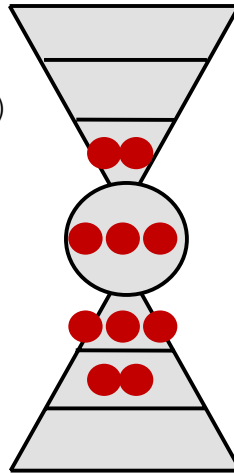




Harper-Anderson: Desired Culture Values

Harper

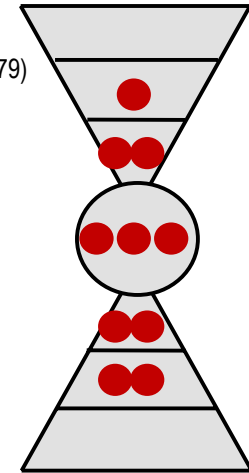
1. **customer satisfaction** (50)
2. **accountability** (44)
3. **continuous improvement** (43)
4. **commitment** (40)
5. employee recognition (37)
6. business orientation (34)
7. **co-operation** (33)
8. **information sharing** (33)
9. customer centered (32)
10. **being the best** (31)



PL = 10-0
 IROS (P) = 1-3-6-0
 IROS (L) = 0-0-0-0

Anderson

1. **customer satisfaction** (391)
2. **continuous improvement** (379)
3. **co-operation** (331)
4. **accountability** (270)
5. **commitment** (264)
6. **information sharing** (251)
7. efficiency (232)
8. open communication (232)
9. leadership development (231)
10. **being the best** (230)



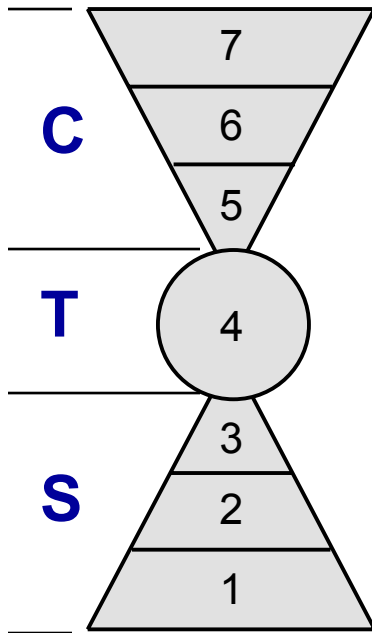
PL = 10-0
 IROS (P) = 1-4-5-0
 IROS (L) = 0-0-0-0

7 matches

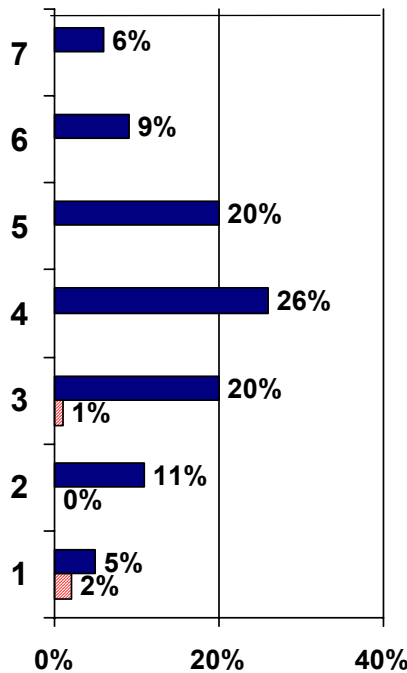
<p>Green = Anderson & Harper match</p>	LEGEND		
	<p>L = Potentially Limiting (hollow dots)</p>	<p>P = Positive</p>	<p>I = Individual</p>
		<p>R = Relationship</p>	
		<p>O = Organisational</p>	
		<p>S = Societal</p>	



Harper-Anderson: Desired Culture Values



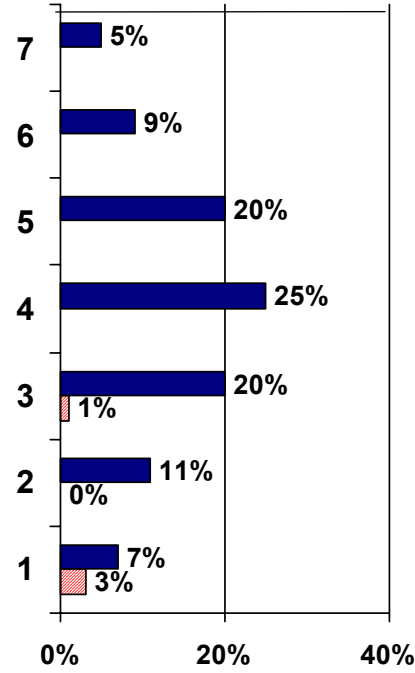
Harper



CTS = 35 - 26 - 39

Entropy = 3%

Anderson



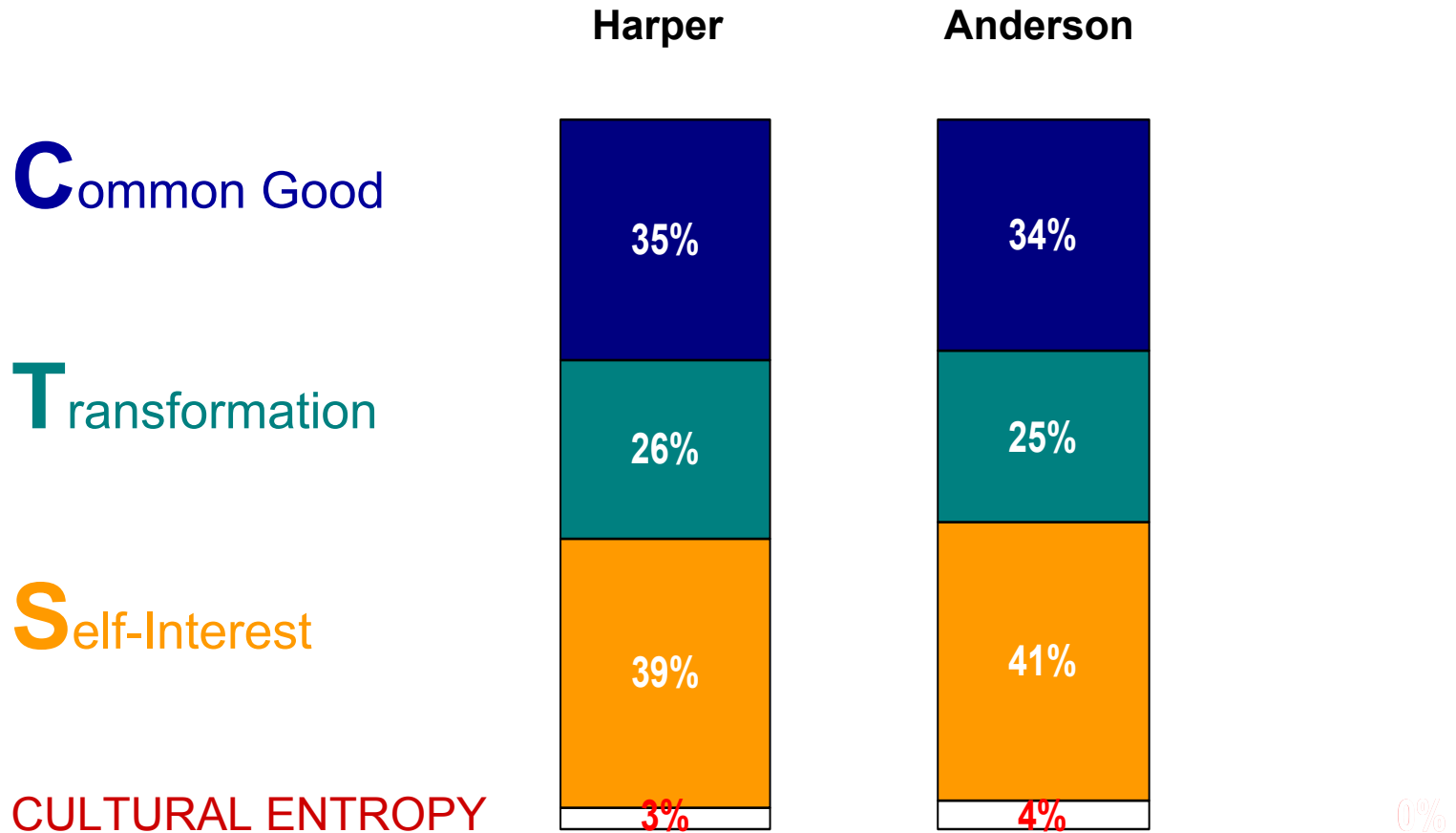
CTS = 34 - 25 - 41

Entropy = 4%

C = Common Good	■ Positive Values
T = Transformation	▨ Potentially Limiting
S = Self-interest	



Harper-Anderson: Desired Culture Values





Harper-Anderson: Desired Culture Values

BALANCED NEEDS SCORECARD

