Develop Real Culture. Achieve Real Results.

CULTURE AND FINANCIAL RETURNS

Constructive culture styles are related to profitability. Based on a study of companies across multiple industries.

ORGANIZATIONAL CULTURE INVENTORY®
The OCI® is the most trusted and thoroughly researched culture assessment in the world. It has been used by approximately four million individuals across the globe. The OCI measures behaviors in terms of “what’s expected” (REAL CULTURE) in an organization and displays the results on a circumplex.

HUMAN SYNERGISTICS CIRCUMPLEX
The Circumplex provides a way to “see,” measure, and change REAL CULTURE—that is, the behavioral norms proven to drive the performance of individuals, groups, and organizations. It provides feedback on the strength of 12 specific norms associated with three types of cultures.

IMPROVED CULTURE AND FINANCIAL PERFORMANCE AT LION

Why Real Culture Matters

Intention to Stay
Teamwork
Quality
Adaptability
Satisfaction
Turnover
Stress

Constructive
Aggressive/Defensive
Passive/Defensive

High Engagement
Disengagement

Correlations from Szumal, J.L. Reliability and Validity of the OEI. Human Synergistics.

3 Curtis, K. & Lane, S. Creating a Top 100 Workplace Through Constructive Leadership and Culture. Regina, SK, Canada: SaskCentral.