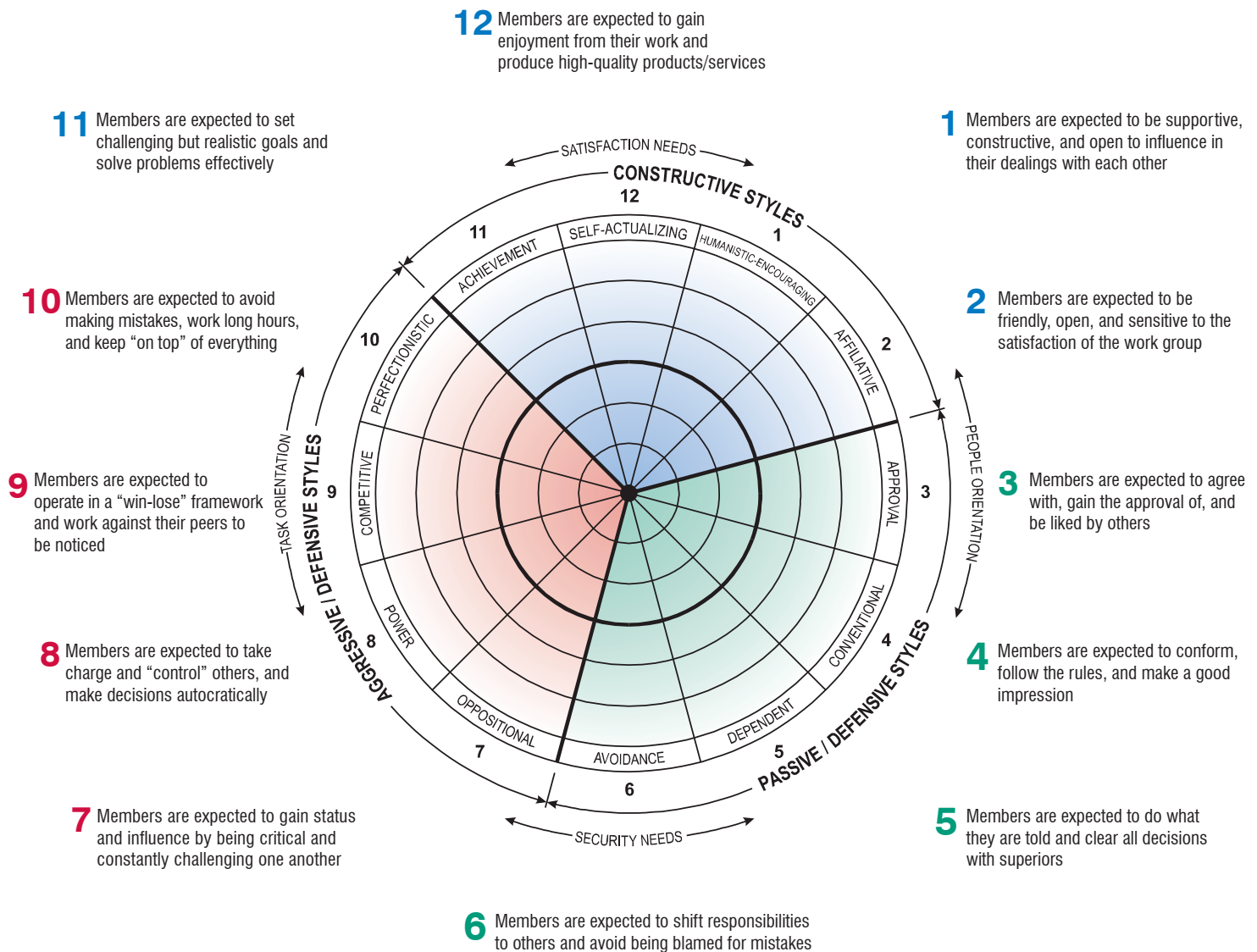


Organizational Culture Inventory® (OCI®) Circumplex with Style Descriptions



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Research & development by Robert A. Cooke, Ph.D.
and J. Clayton Lafferty, Ph.D.

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Changing the World—One Organization at a Time®

How Culture Works

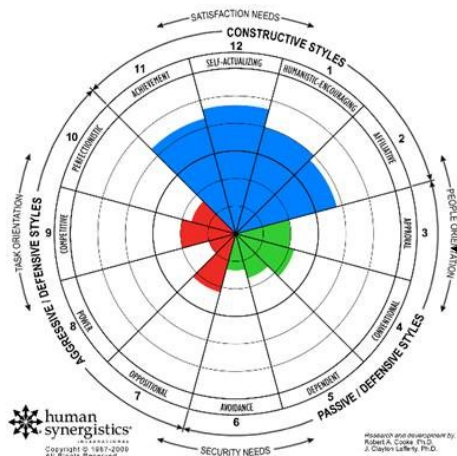


Ideal Culture

Causal Factors

Actual Culture

Outcomes



Mission & Philosophy

Leadership Practices

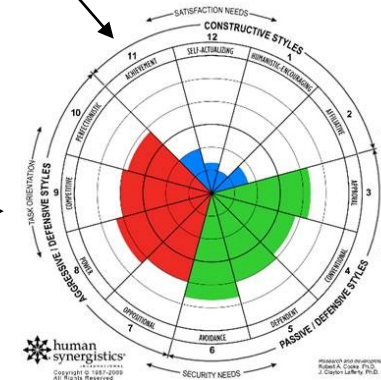
Leadership Styles
Communications
Empowerment
Influence

HRM Systems & Practices

Hiring & Selection
Orientation & Training
Performance Appraisals

Organizational Structure & Job Design

Degree of Centralization
Variety & Autonomy
Identity & Significance



People Factors

Employee Engagement
Satisfaction
Employee Stress/Health
Personal Motivation

Productivity Factors

Customer Service
Quality Improvement
External Adaptability
Group Motivation