

Elements of Adaptive Culture Assessment

Assess the extent to which your organization is ready to adopt digital technologies, embrace new business models, or implement new ways of working on these seven dimensions. Then sum up the scores to get an overall Culture Readiness Score for your organization.

CUSTOMER CENTRICITY												
More product-centric	-5	-4	-3	-2	-1	0	1	2	3	4	5	More customer-centric
ECOSYSTEM FOCUS												
More company-focused	-5	-4	-3	-2	-1	0	1	2	3	4	5	More ecosystem-focused
ANALYTICAL ORIENTATION												
More decision-making informed by judgment	-5	-4	-3	-2	-1	0	1	2	3	4	5	More decision-making informed by analytics
COLLABORATIVE REFLEX												
More hierarchical control and coordination within silos	-5	-4	-3	-2	-1	0	1	2	3	4	5	More lateral collaboration and teamwork
BIAS TO ACTION												
More risk minimization	-5	-4	-3	-2	-1	0	1	2	3	4	5	More speed maximization
LEARNING MINDSET												
More planning and execution	-5	-4	-3	-2	-1	0	1	2	3	4	5	More experimentation and learning
LEADERSHIP VALUE CREATION												
More focus on direction and oversight	-5	-4	-3	-2	-1	0	1	2	3	4	5	More focus on coaching and empowerment

Culture Readiness Score

If your organization's score totals 20 or less, or if it's on the negative side on any of the dimensions, you likely have work to do on your culture, especially if you hope to successfully engage in transformation.