

Dimensions of Corporate Culture

Corporate culture comprises the leadership and management styles, decision making procedures, politics, attitudes, and the formal and informal lines of communication of an organization. Please rate your organization on these characteristics of corporate culture. Please rate the characteristics first, then give the overall rating for the **Dimension**:

	Rating	
Dimension/Characteristic		Dimension/Characteristic
Entrepreneurial	1 2 3 4 5 6 7	Conservative
Risk Encouraging	1 2 3 4 5 6 7	Risk Averse
Informal	1 2 3 4 5 6 7	Formal
Decisive	1 2 3 4 5 6 7	Deliberate
Results Oriented	1 2 3 4 5 6 7	Process Oriented
Aggressive	1 2 3 4 5 6 7	Defensive
Clear Authority Lines	1 2 3 4 5 6 7	Ambiguous Authority
Functional or Divisional	1 2 3 4 5 6 7	Matrix
Profit and Loss Responsibility	1 2 3 4 5 6 7	Cost & Revenue Centers
Hierarchical	1 2 3 4 5 6 7	Consensual
Cooperative	1 2 3 4 5 6 7	Competitive
Team Oriented	1 2 3 4 5 6 7	“Macho”
Collaborative	1 2 3 4 5 6 7	Individualistic
Reward Oriented	1 2 3 4 5 6 7	Censure Oriented
Merit Based	1 2 3 4 5 6 7	Power Based
Led	1 2 3 4 5 6 7	Managed
Long-term Goals	1 2 3 4 5 6 7	Short-term Objectives
Clear, Enduring Mission	1 2 3 4 5 6 7	Mixed Messages
Big Picture Oriented	1 2 3 4 5 6 7	Detail Oriented
Creative	1 2 3 4 5 6 7	Analytical
Ethical	1 2 3 4 5 6 7	Amoral
Visible Ethics and Policies	1 2 3 4 5 6 7	Tacit Acceptance of Unethical Behavior
Ethical Leadership & Suprv	1 2 3 4 5 6 7	Hiring for Cultural Fit
Internal Checks & Balances	1 2 3 4 5 6 7	No Attention to Reconciliation Between Systems

Five Dimensions of Corporate Culture, from Jane Linder, *Computer World*, September 23, 1985. Rating scale is my own.