

Organisation: _____ Group/Team _____ Date: _____

TIPU AKE ASSESSMENT QUESTIONNAIRE

Behaviours that characterise our organisation's culture
(0 = disagree, 1 = agree, 2 = strongly agree)

Answer these questions as a team in a "sensing mode" -- put aside your own opinion and sense what the collective wisdom of your organisation/group would say (be a fly on the wall in the cafeteria). Have participants close their eyes and uses a finger symbol to give their answer with out hearing what others answer or seeing what the boss thinks first.

In cases of wide disagreement, try to find out what different experiences the other person has that makes their answer to the same question different.

Then negotiate an appropriate team consensus answer to add into the box (half points may be used eg 1.5 if most are spread around 1 and 2) Reflect and agree on the comments that you might want to record against this assessment for future reference. Then log in to the assessment tool to enter your results, get a graph and if appropriate benchmark with other groups in your organisation entered by the same log in person (or externally with functions planned in 2009)

Poisons: Our growth is blocked: eg by greed, exploitation, aggression, abuse, retribution, dishonesty, put downs and fear. (If we are constantly knocked back downwards by pests, people give up and nothing new germinates).

LEVEL 0 - UNDERCURRENTS - KORE (UNFRUITFUL):

PESTS

We tend to exclude those people who challenge the established point of view and thus cause conflict.

We always like to be ordered and in control with firm targets and a clearly defined path ahead of us.

Our new directions mostly come from those who manage the organisation and it's funding.

BIRDS

We face issues; often looking outside the square to question our assumptions and gather new ideas.

We appreciate our people's diversity, and use all our talent and ideas to address the issues we face.

We learn from our mistakes or experiences and have the courage to try new things again.

Reflections: _____

LEVEL 1 - LEADERSHIP - VISION - KAAKANO (THE SEED)

PESTS

We rely on project heroes and firefighters to get things done; if they leave we can be left in strife.

We are expected to proceed and succeed, even when the target is obviously impractical.

Others around here seem to take all the credit and get the rewards for our successes.

BIRDS

We have a clear vision of what we are all here for and the outcomes we all seek.

We have no room for egos here, just encouragement to work together for the cause.

We celebrate, evaluate, nurture and get behind those ideas that will take us where we want to be.

Reflections: _____

LEVEL 2 - TEAMWORK (PROJECT) - PUTAKE (THE ROOTS)

PESTS

We have people around here who like to tell us exactly how we should do everything.

We often don't or can't get the right people appointed to our teams, or the other resources we need.

We too often get into power plays or arguments that prevent us from making the best decisions.

BIRDS

We enjoy working together and strongly support each other in our learning.

Together we question our assumptions, think and decide, then plan ahead before we start work.

We actively use our networks and external partners to bring in more information when we need it.

Reflections: _____

LEVEL 3 - ORGANISATIONAL PROCESSES - TINANA (THE TRUNK)

PESTS

Some of our processes are so rigid and cumbersome that they often block or slow the best ideas

Our organisation splits us into separate boxes that do not encourage intercommunication and sharing.

Our culture encourages just compliance with the rules; without questioning or taking responsibility.

BIRDS

We continuously look for ways to improve our processes and use our resources more effectively.

We have simple procedures we understand and constantly update with what we learn.

We find ways for "the system" to encourage and support us when we propose new ideas or projects.

Reflections: _____

LEVEL 4 - COLLECTIVE SENSING - PUA (THE BRANCHES)

PESTS

What we are measured and rewarded for (KPI's) often drive us to do the inappropriate things.

We are confused and sometimes paralysed by too much emphasis on information and analysis.

We are too busy firefighting, so often don't see new opportunities or address the real underlying issues.

BIRDS

We constantly sense the probability of our process or project delivering its agreed outputs.

We constantly sense the probability of our process outputs delivering the right customer outcomes.

We constantly sense opportunity and risk, find information to confirm or deny this, then take action.

Reflections: _____

LEVEL 5 - WISDOM - PUAWAITANA (THE FLOWERS)

PESTS

The values of our organisation do not always match those of our people, community and customers.

We waste too much effort blindly attempting to follow examples from other different places.

We tend to make the same mistakes over and over again without questioning the cause.

BIRDS

We are valued highly for our ongoing learning, development, peer support and sharing of information.

We know how to sense, capture and use the diversity and collective wisdom of all our people.

We develop networks and links with other groups for sharing, mutual support and learning.

Reflections: _____

LEVEL N - WELLBEING - NGAHUA (THE FRUITS)

PESTS

We tend to get complacent when things seem to be going well.

We often focus on our short term financial wealth at the expense of other more distant factors.

We do many things just to make us look good in front of our peers, customers or detractors.

BIRDS

We do many things that make both our people and organisation more prosperous and fulfilled.

The result of all our actions has a positive effect on the natural environment we pass on to our children.

Wellbeing for us includes our customers, suppliers, people, families, communities, countries.

Reflections: _____
