



Barrett Values Centre

## Construction Industry Report

Report Extract - Prepared by Jay  
Blithe November 2016

Original Report: Barrett Values  
Centre February 2015



## Construction Industry Report 2007-2014

**Total number of organizations: 55**

**Time Period: 2007-2014**

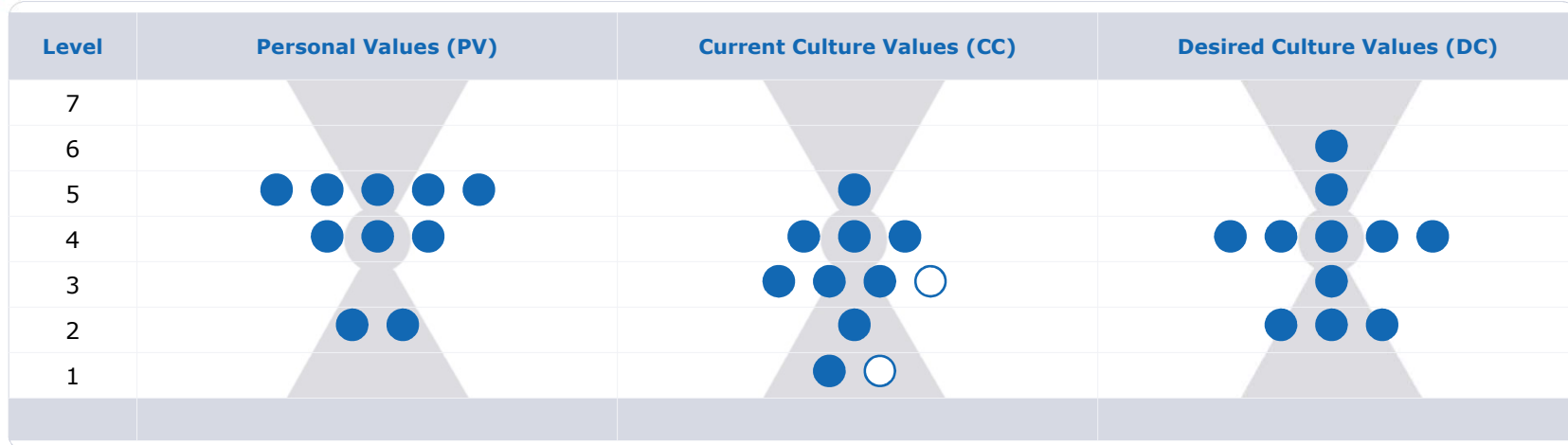
**Countries represented: 15**

Industry Reports are a composite view of a specific industry using results collected from Cultural Values Assessments over time.

The values data represents the most commonly occurring top values.



# Construction Industry Report 2007-2014



Matches	PV - CC 2	CC - DC 6	PV - DC 2	Value	Count	Value	Count
				honesty	5	<i>teamwork</i>	4
				<u>commitment</u>	5	<i>customer satisfaction</i>	2
				family	2	<u>commitment</u>	5
				responsibility	4	<i>continuous improvement</i>	4
				<u>accountability</u>	4	cost reduction (L)	1
				positive attitude	5	<u>accountability</u>	4
				integrity	5	achievement	3
				respect	2	<i>quality</i>	3
				humour/ fun	5	profit	1
				continuous learning	4	long hours (L)	3
						productivity	3
						<i>teamwork</i>	4
						<u>accountability</u>	4
						<i>continuous improvement</i>	4
						<u>commitment</u>	5
						open communication	2
						<i>customer satisfaction</i>	2
						<i>quality</i>	3
						employee recognition	2
						leadership development	6
						balance (home/work)	4
						information sharing	4

Black Underline = PV & CC  
 Orange = PV, CC & DC

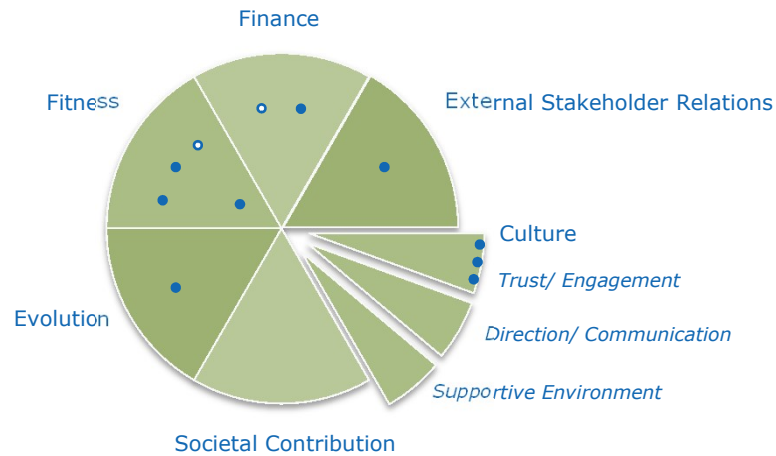
Orange = CC & DC  
 Blue = PV & DC

L = Potentially Limiting (white circle)

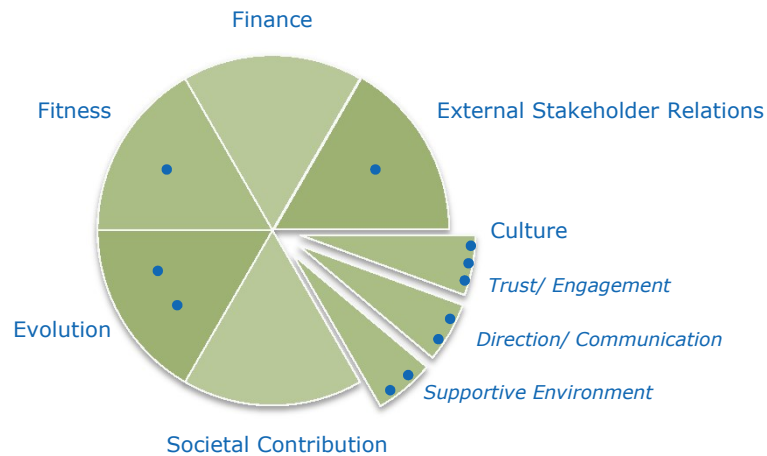


# Construction Industry Report 2007-2014

## Current Culture Values



## Desired Culture Values



		Current Culture	Desired Culture
	<b>Finance</b>	cost reduction (L) profit	
	<b>Fitness</b>	achievement long hours (L) productivity quality	quality
	<b>External Stakeholder Relations</b>	customer satisfaction	customer satisfaction
<b>Culture</b>	<b>Evolution</b>	continuous improvement	continuous improvement leadership development
	<b>Trust/Engagement</b>	accountability commitment teamwork	accountability commitment teamwork
	<b>Direction/Communication</b>		information sharing open communication
	<b>Supportive Environment</b>		balance (home/work) employee recognition
<b>Societal Contribution</b>			



## Consolidated Cultural Data – Construction 2007-2014

### VALUES JUMPS

A value jump occurs when there are more votes for a value in the Desired Culture than in the Current Culture. Listed below are the values with the largest increase in votes. The values in **bold and underlined** are a values jump, in the desired culture and show up in the Business Needs Scorecard.

VALUE	Percentage of Assessments
<b><u>open communication</u></b>	67%
<b><u>accountability</u></b>	64%
employee fulfilment	60%
<b><u>balance (home/work)</u></b>	53%
<b><u>employee recognition</u></b>	53%
efficiency	49%
<b><u>information sharing</u></b>	49%
honesty	38%
<b><u>leadership development</u></b>	36%
coaching/mentoring	35%