

FRAMEWORK TO DESCRIBE YOUR CULTURE

Culture can be defined as “the way we do things around here”.

Culture acts as the ‘glue’ that holds things together, making it capable of accomplishing what an individual cannot.

Culture reflects the capabilities that the organisation needs to ‘play the game’.

In its purest form, culture can be a reflection of 1 of the four forces, F, I, T, or S. It can also comprise some combinations. For this purpose, we will confine

What each FITS Culture Feels Like

System Element	Fast Response F Logic	Imaginative I Logic	Take Time T Logic	Structured S Logic
Performance Review	Informal Irregular Results	Informal Irregular Individualistic	Formal Regular Personal	Formal Regular Consistent
Concern for Person	Low If you can't stand the heat...	High What barriers can we remove?	High How do you feel?	Low This is the way we do things around here
Rewards	Money Incentives	Challenge Individual	Growth Equitable	Promotion Incremental
Overall Style	Fast Get it done Forward	Intuitive Spontaneous Developmental	Emotional Understanding Caring	Deliberate Cautious Detailed

My dominant Logic is: circle one **F, I, T, S, FI, IT, TS, SF**

List 4 or 5 words that best describes your culture

- 1.....
- 2.....
- 3.....
- 4.....
- 5.....

the forces to one or two of equal intensity and dominance. Therefore, there are eight potential valid combinations, viz F, I, T, S, FI, IT, TS, SF.

It is best to do this exercise in a small group that reflects your culture or a subculture, such as a department. Thinking individually about your current culture, review ‘how you do things’ using the four forces (FITS). Circle the most relevant one or two forces for each system element. Then look for the dominance as represented by one of the 8 valid combinations. Using these forces, list 4 or 5 words that best describe your culture. Have individuals share and discuss their perceptions. Are they similar or different? Culture is difficult to describe and measure.