



**CCS**  
THE TRUE EDGE IN  
ORGANISATION CULTURE



## Circumplex Culture Scan™ (CCS)

# PRODUCT OVERVIEW

### WHAT IT MEASURES

Organisational behavioural norms measuring 8 styles:

- Courageous & Confident
- Engaged & Open
- Respectful & Modest
- Yielding & Cautious
- Timid & Hesitant
- Evasive & Guarded
- Rude & Combative
- Competitive & Pushy

### WHO IT IS FOR

- Organisations, divisions, departments interested in measuring organisational culture norms

### SURVEY COMPONENTS

- 1 x current culture survey
- 1 x ideal culture survey
- 64 items
- 12 culture outcomes

### TIME TO COMPLETE

10 minutes per survey

### COMPLETION METHOD

- “Real-time” via smartphone, tablet or laptop during a Culture Workshop OR
- Email notification to individual respondents to complete within the survey timeframe (typically 2-3 weeks)

### DEBRIEFING OPTIONS

- “Real-time” debriefing and action planning during a Culture Workshop OR
- Cascade communication of results after on-line collection (typically 4+ weeks after collection)

### REPORTING OPTIONS

- “Real-time” display of organisation, division or department culture results
- HTML link to culture results
- Paper-based Organisation, Division or Department Culture Feedback Reports

### NORMS

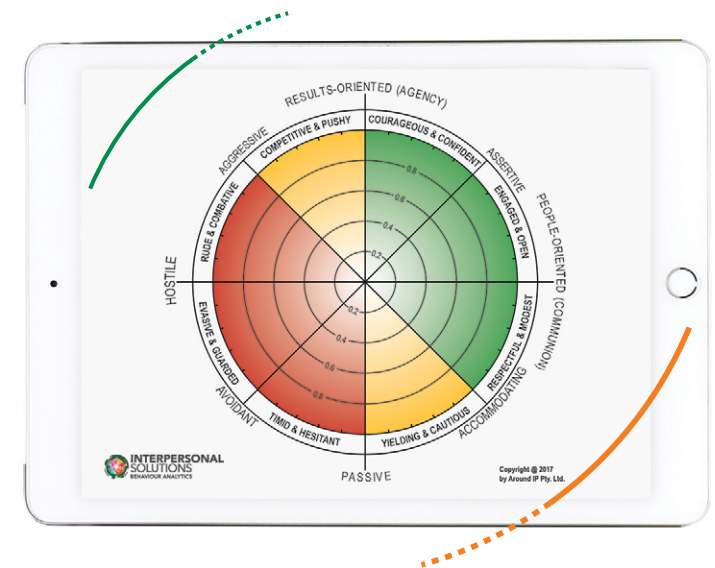
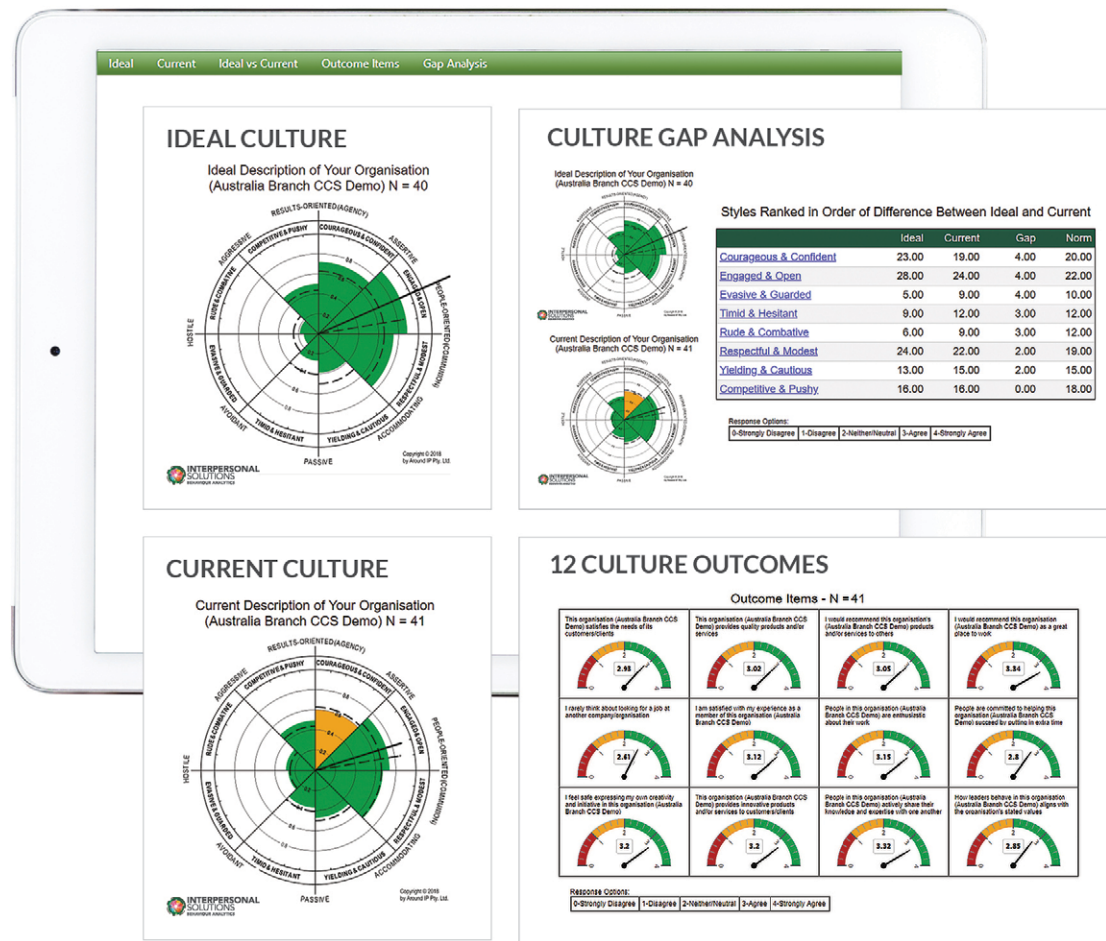
- Australian organisations



Whilst culture has many layers, interpersonal behavioural norms are the most easily observed, measured, and influenced aspect of culture.

How people interact and communicate with each other is a reliable manifestation of the deeper layers of culture. And as such, analysing, activating, and aligning these interpersonal behavioural norms becomes the key to culture change.

The Circumplex Culture Scan™ (CCS) provides organisations with a contemporary and powerful tool to measure, and align their organisation's behaviour norms – their culture.



## 8 Culture Style

### COURAGEOUS & CONFIDENT

Members tend to act boldly, decisively, and fearlessly; they are comfortable being assertive and taking charge.

### ENGAGED & OPEN

Members tend to welcome opportunities to interact and communicate with each other; they are involved and eager to share their perspectives.

### RESPECTFUL & MODEST

Members tend to support and care for each other; they are mindful not to behave in ways that other members might consider boastful or annoying

### YIELDING & CAUTIOUS

Members tend to be very conflict-avoidant; they are careful not to say or do anything that might provoke controversy or negative attention.

### TIMID & HESITANT

Members tend to anxiously avoid appearing assertive and ambitious; they prefer to remain inconspicuous and follow the lead of others.

### EVASIVE & GUARDED

Members tend to ignore or avoid each other; they may avoid contributing because they doubt their contributions would be positively received.

### RUDE & COMBATIVE

Members tend to forcefully struggle among themselves for power and dominance; they sometimes undercut, belittle, and bully each other to get their way.

### COMPETITIVE & PUSHY

Members tend to compete with each other for attention and prestige; they strive for opportunities to distinguish themselves and advance their own careers.