



ASSESSING YOUR CULTURE

What is your current culture? Pathological, Bureaucratic, or Generative.

PATHOLOGICAL	BUREAUCRATIC	GENERATIVE
Power-oriented	Rule-oriented	Performance-oriented
Low cooperation	Modest cooperation	High cooperation
Messengers shot	Messengers neglected	Messengers trained
Responsibilities shirked	Narrow responsibilities	Risks are shared
Bridging discouraged	Bridging tolerated	Bridging encouraged
Failure leads to scapegoats	Failure leads to justice	Failure leads to inquiry
Novelty crushed	Novelty seen as a problem	Novelty implemented

Assess your current culture (1=Low to 3=High)

- 1 2 3 Increased Collaboration
- 1 2 3 Shared Responsibility
- 1 2 3 No Silos
- 1 2 3 Autonomous Teams
- 1 2 3 Build Quality In
- 1 2 3 Value Feedback
- 1 2 3 Automation



Where do you need to focus improving your culture?

- Increased Collaboration** - EVERYBODY in the entire software supply chain should be communicating and collaborating every single day.
- Shared Responsibility** - Whole team quality aspect that extends into production. Nobody is finished with a task until everybody is finished.
- No Silos** - Silos reduce communication, hinder the establishment of a whole team, and reduce quality.
- Autonomous Teams** - Autonomous teams make decisions themselves and have the ability to apply change without approvals or signoffs.
- Build Quality In** - Build quality (and security) into the process at every step from requirements through to deployment.
- Value Feedback** - Value feedback as a way of correcting issues quickly and constantly improving the process.
- Automation** - Automation is essential for leveraging the power of collaboration and communication as it accelerates the mundane work within a system.