

Business Analysts Driving Corporate Culture: The 9 Levels of Value Systems

February 14th, 2017

Question (Q)	Presenter Responses (R)																																		
<p>1. Were the questions in the survey designed in such a way that BAs were self-identifying their values? Or, were the questions designed to extract those values in a less explicit way?</p> <p><i>Peter Gerstbach: The questions in the survey were similar designed, however randomized and with more questions per level. Self-assessments such as this always allows the participant to influence the results. Therefore, when using the tool in a real-world change project, it is important to explain the importance of giving unbiased answers. It is also recommended to discuss the results with the employee in a one-to-one coaching setting.</i></p>																																			
<p>2. Can you please provide the link to download the report, again?</p> <p><i>Peter Gerstbach: The report can be access here for free: https://gerstbach.at/en/9levels/</i></p>																																			
<p>3. Is it possible for an organization to shift downwards, rather than upwards? If so, what does that say about the change happening within the organization?</p> <p><i>Peter Gerstbach: It can happen, for example because of a massive change in direction, such as after a merger, buy-out or due to insolvency. But as with upward movement, this may be the best way to deal with a changing situation.</i></p>																																			
<p>4. Results of the Poll</p> <table border="1"> <thead> <tr> <th>Poll Statements</th> <th>Strongly Disagree</th> <th>Disagree</th> <th>Neither Agree /Disagree</th> <th>Agree</th> <th>Strongly Agree</th> </tr> </thead> <tbody> <tr> <td>Ties that last forever are important to me. n=345</td> <td>24 (7%)</td> <td>30 (9%)</td> <td>48 (14%)</td> <td>170 (49%)</td> <td>73 (21%)</td> </tr> <tr> <td>You just have to keep pushing until you get what you want. n=337</td> <td>22 (7%)</td> <td>98 (29%)</td> <td>79 (23%)</td> <td>114 (34%)</td> <td>24 (7%)</td> </tr> <tr> <td>I value a clear and predictable environment. *n=351</td> <td>6 (2%)</td> <td>50 (14%)</td> <td>69 (20%)</td> <td>174 (50%)</td> <td>52 (15%)</td> </tr> <tr> <td>Rules are not imperative but leave some room for interpretation.</td> <td>12 (3%)</td> <td>67 (20%)</td> <td>55 (16%)</td> <td>165 (48%)</td> <td>44 (13%)</td> </tr> </tbody> </table>	Poll Statements	Strongly Disagree	Disagree	Neither Agree /Disagree	Agree	Strongly Agree	Ties that last forever are important to me. n=345	24 (7%)	30 (9%)	48 (14%)	170 (49%)	73 (21%)	You just have to keep pushing until you get what you want. n=337	22 (7%)	98 (29%)	79 (23%)	114 (34%)	24 (7%)	I value a clear and predictable environment. *n=351	6 (2%)	50 (14%)	69 (20%)	174 (50%)	52 (15%)	Rules are not imperative but leave some room for interpretation.	12 (3%)	67 (20%)	55 (16%)	165 (48%)	44 (13%)					
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n=343					
I like to discuss things thoroughly. *n=337	3 (1%)	22 (7%)	34 (10%)	177 (53%)	101 (30%)
I like to combine concepts and ideas from as many schools of thought as possible. *n=326	2 (1%)	16 (5%)	32 (10%)	169 (52%)	107 (33%)
What I think and what I do is driven by the collective unconscious. n=320	35 (11%)	110 (34%)	110 (34%)	56 (18%)	9 (3%)
*percentage amounts to 101 due to rounding error					