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The Competing Values Framework

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The Competing Values
Culture Assessment. A
Tool from the
Competing Values
Product Line . Kim S.
Cameron . Robert E.
Quinn . The OCAI --
Organizational Culture
Assessment Instrument
Diagnosing and
Changing
Organizational Culture:
Based on the
Competing Values
Framework, 3rd Edition
Kim S. Cameron,

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Robert E. Quinn ISBN:
978-0-470-65026-4 ...

**The Competing
Values Culture
Assessment**

Competing Values
Framework. The OCAI
is based on the
Competing Values
Framework: one of the
most used and useful
frameworks in business
(ten Have, 2003). Over
10,000 companies
used it. It is well-
researched and

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validated, but also compact with six aspects that reliably represent an organization's culture.

About the Organizational Culture Assessment Instrument (OCAI)

Based on the Competing Values Framework, they developed the Organizational Culture Assessment Instrument that distinguishes four

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culture types.

Competing values produce polarities like flexibility vs. stability and internal vs. external focus – these two polarities were found to be most important in defining organizational success.

Organizational culture - Wikipedia

P21 Framework

Definitions Page 7 of 9

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- Respect cultural

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differences and work effectively with people from a range of social and cultural

backgrounds •

Respond open-mindedly to different ideas and values •

Leverage social and cultural differences to create new ideas and increase both innovation and quality of work

**P21 Framework
Definitions FIN - ed**

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Types of study. Ethical issues that value may be regarded as a study under ethics, which, in turn, may be grouped as philosophy. Similarly, ethical value may be regarded as a subgroup of a broader field of philosophic value sometimes referred to as axiology. Ethical value denotes something's degree of importance, with the aim of determining what

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action or life is best to do, or at least attempt

Value (ethics) - Wikipedia

Business Policy &
Strategic Management
McKinsey's 7 S

Framework • Shared
Values: these are the
core values of the
company that are
evidenced in the
corporate culture and
the general work ethic.

- **Style:** the style of

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- leadership adopted.
- Staff: the employees and their general capabilities.

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