Company Cultures - which is yours?

QUANTUM COMMON WEALTH

Stability, order, control ↑

Control (Hierarchy)
Highly-structured, formal
Rules and procedures govern
Stability, performance and
efficient operations
Dependable delivery, smooth
scheduling and low cost
Management wants **security
and predictability**

Compete (Market)
Results-driven, job
completion
Competitive, goal-oriented
Leaders are demanding,
hard-driving and productive
Emphasis on winning
Competitive pricing and
market leadership are
important

← Integration, unity (team, process focus)

Differentiation, rivalry (customer, competition focus) →

Collaborate (Clan)
Open and friendly
People share themselves
Like an extended family
Leaders are mentors
Strong group loyalty, tradition
Premium on teamwork,
participation, consensus

Create (Adhoc)
Dynamic, entrepreneurial,
creative
**Embrace innovation, risk-
taking**
Experimentation and thinking
differently
Leaders strive to be on the
cutting edge
Individual initiative and freedom
are encouraged

Flexible, discretion, dynamic ↓

What culture questions can you ask in an interview?