

KEY ORGANIZATION CULTURAL DIMENSIONS

Job **MEMBER IDENTITY** **Organization**

Individual **TEAM EMPHASIS** **Group**

Task **MANAGEMENT FOCUS** **People**

Independent **UNIT INTEGRATION** **Interdependent**

Loose **CONTROL** **Tight**

Low **RISK TOLERANCE** **High**

Performance **REWARD CRITERIA** **Other**

Low **CONFLICT TOLERANCE** **High**

Means **MEANS-ENDS ORIENTATION** **Ends**

Internal **OPEN-SYSTEM FOCUS** **External**