

CULTURE - PERSONALITY COMPARISON CHART

Organizational Culture Feature	Your Org. Score	Description of Matching Personality Traits	IPIP-NEO Measure	Your IPIP Average Score
High ability to Influence (3) ----- Low ability to influence (1)		Challenges authority, likes to be empowered ----- Respect for hierarchical structure, need direction	High liberalism (3) High self-efficacy (3) ----- Low liberalism (1) Low self-efficacy (1)	
High comfort with ambiguity (3) ----- Low comfort with ambiguity (1)		Adventurous, risk taking ----- Rigorous, cautious	Low cautiousness (3) High adventurousness (3) ----- High cautiousness (1) Low adventurousness (1)	
High achievement (3) ----- Low achievement (1)		Achievement striving, active ----- A follower, contemplative, less concerned with high levels of achievement	High assertiveness (3) High activity level (3) High achievement-striving (3) ----- Low activity level (1) Low achievement-striving (1)	
Collectivism (3) ----- Individualism (1)		Cooperative, find doing things for others as rewarding, trust others ----- Independent, don't like to share and help, don't trust others, able to do their own work.	High cooperation (3) High trust (3) High altruism (3) ----- Low cooperation (1) Low trust (1) Low altruism (1)	
Present-Future oriented (3) ----- Past- present oriented (1)		Liberal, open to future experiences ----- Conservator, inclination towards stability and tradition	High liberalism (3) ----- Low liberalism (1)	
Public (3) ----- Private (1)		Friendly, seeks company of people ----- Reserved, needs privacy	Low self-consciousness (3) High gregariousness (3) ----- High self-consciousness (1) Low gregariousness (1)	