

## The organisation being studied is: Ministry of Education in Timor-Leste

a	b	c	d	e
1: 0	2: 2	3: 2	4: 0	5: 0
10: 3	9: 2	8: 0	7: 2	6: 0
11: 0	12: 0	13: 0	14: 3	15: 0
20: 3	19: 2	18: 0	17: 0	16: 0
21: 3	22: 0	23: 2	24: 2	25: 0
30: 3	29: 2	28: 3	27: 0	26: 0
31: 3	32: 2	33: 3	34: 0	35: 0
40: 2	39: 0	38: 0	37: 2	36: 0
Total	Total	Total	Total	Total
17	10	10	9	0

### Organisational Types Audit: Profile

Simple Structure (a)	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	<a href="#">View profile</a>
Machine Bureacracy (b)	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	<a href="#">View profile</a>
Professional Bureacracy (c)	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	<a href="#">View profile</a>
Divisionalised Form (d)	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	<a href="#">View profile</a>
Adhocracy (e)	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	<a href="#">View profile</a>

### Interpreting the organisational types audit

#### High score is (a) (Simple structure)

A high score in this column indicates a "simple structure". Power and control are centralised in the hands of one person. Normally, simple structures are small, although in difficult times all organisations need to revert to this form.

The simple structure is tight knit, informal, quick to respond to new situations and controlled by a single person. It is dependent on their health, wisdom and energy.

The top teams are handpicked by the boss. He or she is the "hub of the wheel". Decision making is flexible, with the risk of excessive use of intuition and hunch. The organisation is, in many ways, a projection of the boss's personality. There are few uncertainties about direction and identity. The strengths of the boss-led organisation are also its weaknesses. The limitations of an individual can ruin the concern.

Communication in simple structures uses the wheel approach. The boss is in the centre and the spokes radiate outwards. It is crucial for the boss to constantly know what is going on and communicate across boundaries. No one else can provide inspiration and co-ordination.

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