

Organisational-Sector Mindset Audit 4.0 Overview

The Organisation's Resource

*The difficult problems you couldn't solve yesterday,
combing with new challenges today, and on the horizon
It's 'sink or swim' the in the perfect storm of sports industry '4.0'.*



Using the Audit

The purpose of this audit is to design, construct, field, test and implement a process of identifying leadership mindset systems within a specific culture, company and country.

This audit provides a view of leadership mindset systems and structures, which empowers decision makers with knowledge of the thinking systems (both individual and collective) of the relevant culture, company and country. These mindset systems are critical to shaping actions and behaviour in leaders and organisations.

VERY IMPORTANT NOTE ABOUT SCORES, TOTALS AND RANKINGS

IMPORTANT NOTE: ORGANISATION-SECTOR Mindset-Thinking systems are neither good or bad, healthy (for better) and unhealthy (for worse), positive or negative, and depend context, situation and life conditions. Some facilitate expression, others lack self-regulation and others become closed and locked in.

Answering the Questions in Context

The organisation-sector leadership audit provides insight into the complex adaptive intelligences most active or undergoing adjustment within in organisation-sector (collective set of individuals). Complex adaptive intelligences naturally arise in response to changes in internal and external life conditions and influence organisational-sector thinking and behaviour. You will be presented with six core organisational-sector mindset-thinking descriptions and, in addition, you will be asked to evaluate each in terms of three scales:

- **Importance:** How critical is this mindset-thinking to the culture, organisation or sector?
- **Power or Influence:** How impactful is this mindset-thinking?
- **Direction/Intensity of Change:** Is this mindset-thinking on the increase or decrease?

Note that you will be describing your country, culture, company or sector and not yourself.

The country, culture, company or sector I plan to audit it is _____

Audit 1: Core Mindset-Thinking

You will be presented with six core organisational and sector mindset-thinking descriptions and, in addition, you will be asked to evaluate each in terms of three scales **according to the subject you have chosen to audit:**

- **Importance:** How critical is this mindset-thinking to the culture, organisation or sector?
- **Power or Influence:** How impactful is this mindset-thinking?
- **Direction/Intensity of Change:** Is this mindset-thinking on the increase or decrease?

<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	Minimal Importance
<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	Weak & Insignificant
<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	On the Decrease

Tribal-Kinship Bonds:

Ethnic tribes, rites, rituals, folkways and law, superstitions, rights of passage, myth and magic, family bloodlines, group identities, and mystical science. Respects ancestors, ways of the elders, group or family instincts stay close and find safety/security in a threatening and dangerous world. Quickly develops “us:them” used to protect one's chin and kind.

<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	Minimal Importance
<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	Weak & Insignificant
<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	On the Decrease

Power-Force Bonds:

Empires, conquest, impulsivity, instant gratification, lives for the moment, power in action, epic heroes, challenge the average series, rein in rule, express self and let things go, everyone for themselves, legends of power and glory, fiefdoms, soldiers of fortune, feats of valour.

<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	Minimal Importance
<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	Weak & Insignificant
<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	On the Decrease

Traditional-Purpose Bonds

Meaning and purpose in life, impulse control through discipline, belief in a cause, system, or ideology. Sacrificed herself to principles, rules, and the master plan. Highly values traditions, patriotism, flags, hymns, crusades, and sacred places. Seeks after future rewards, lives and ordered existence based on truth such as personal courage, dependability, responsibility, and perseverance. Strong sense of duty, honour and country.

<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	Minimal Importance
<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	Weak & Insignificant
<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	On the Decrease

Achievement-Innovative Bonds:

the belief that one can determine your own destiny by learning and developing. Materialistic, pragmatic, strategic, seeking, scientific method and quantification, competition to win again greater status, high levels of consumption, free-market principles, give-and-take politics, success driven rollers, better living through higher technology, innovation, instant access to information. Life is measured in terms of personal accomplishments and tangible possessions.

	<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	Minimal Importance
Critical Importance	<input type="checkbox"/>										
Strong & Influential	<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	Weak & Insignificant
On the Increase	<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	On the Decrease

Sustainable-Sharing Bonds:

the quest for human values beyond materialism, legality area, humanistic, earthy community focused, consensus driven decision-making and ‘we are all one human family and should share equally in resources’ beliefs, feelings-based, introspective, spiritual, aware of all human needs, and open to life’s fuller experiences, generally warm and caring. Opposes racial, ethnic, gender, nationalistic and class divides by removing barriers and providing equal opportunities for all.

	<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	Minimal Importance
Critical Importance	<input type="checkbox"/>										
Strong & Influential	<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	Weak & Insignificant
On the Increase	<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	On the Decrease

Complex-Systems Bonds:

Senses the natural flow of people, systems, events, and life itself. Influenced more by self-principle than rules, status, laws, social approval, or the agenda of others. More becomes less, individual responsibility is greater than collective mandates, competent people make decisions for society based on the inherent needs within nature’s process. Supports functional outcomes by empowering and enhancing whatever economic and political system that works for different people at different times and in different circumstances. Transcends but includes all that has come before and anticipates and what will come next.

	<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	Minimal Importance
Critical Importance	<input type="checkbox"/>										
Strong & Influential	<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	Weak & Insignificant
On the Increase	<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	On the Decrease

Rank 1 through 6 in terms of priorities where 1 is the highest and 7 is the lowest											
Tribal-Kinship Bonds (TOTAL)											
Power-Force Bonds (TOTAL)											
Traditional-Purpose Bonds (TOTAL)											
Achievement-Innovative Bonds (TOTAL)											
Sustainable-Sharing Bonds (TOTAL)											
Complex-Systems Bonds (TOTAL)											

Audit 2: Country and Cultural

Indicate your impression of country based on the critical descriptions.

You can only make one selection between the two end points.

Please note that these are listed in mixed as sending and descending order.

Can Do Optimism	<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	Hopeless-Pessimism
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Decisions made by Few	<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	Decision made by the Many
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New and Fresh	<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	Old and Stale
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National or Ethnic Centric	<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	World or Global
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Abundant Resources	<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	Limited Resources
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Conflict/Violence Prone	<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	Peaceful / Harmony Prone
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Open to Future	<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	Captive of Past
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Individuals Comes First	<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	Groups/Collectiveness Comes First
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Deeply Spiritual	<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	Highly Materialistic
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Cohesive and United	<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	Fragment and Chaotic
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Exciting and Energetic	<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	Passive and Restrained
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Rigid and Closed	<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	Flexible and Open
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Fearful and Constrained	<input type="checkbox"/>	9	8	7	6	5	4	3	2	1	Hopeful and Free
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Audit 3: Change States

Different countries, cultures, organisations and industry/sectors go through different State of Change. In this case, select one statement below that best represents the overall state or condition in this country, culture, organisation and industry/sector.

You may choose only one.

Everything is ok and the work is basically stable	
Serious trouble is brewing beneath the surface	
This (country, culture, organisation and industry/sector) is evolving gradually in a new way of thinking that can solve new problems and challenges.	
This (country, culture, organisation and industry/sector) is trapped behind barriers and is helpless and hopeless.	
This (country, culture, organisation and industry/sector) is revolting against the old order as it strives frantically to break free.	
This (country, culture, organisation and industry/sector) has overthrown the barriers and is now on a clear course to a better future,	

Audit 4: Self Analysis

Which of these groupings of words best describes you?

You may choose only one.

Spunky, risky, daring, often rebellious	
Self-reliant, at anonymous, flexible with multiple interests	
Loyal, dependable, order with firm convictions and beliefs	
Ambitious, competitive, a 'winner' with strong aspirations	
Warm, open, inclusive with focus on feelings and community	
Superstitious, tribal, with family group clan rituals	
Global, integrated, lens M harmonises for the good of all	

The bio-neuro-socio-cultural 'DNA' of Organisation-Sector/Industry

