

Organizational Structure and Culture Chart

Note: make a new copy of this document in order to edit it.

Aspect	Description	Low	Medium	High
Structure	The rules, roles and responsibilities that coordinate people.			
Centralization	The degree to which decisions are made from the top down. <i>- Which is the process by which everyday decisions are made? Big decisions?</i> <i>- Where in the organization is power situated?</i>			
Formalization	The degree to which organizational function is documented. <i>- How common are standardized formal processes?</i>			
Complexity	The degree to which organizations divide work across jobs, divisions and locations. <i>- How many different groups of internal stakeholders must coordinate for an organization-wide initiative?</i>			
Culture	Shared assumptions and expectations for behaviour in an environment.			
Power Distance	The degree to which power differences are normalized and accepted. <i>- How comfortable do people with the least power feel sharing critical or negative feedback?</i>			
Interdependence	The degree to which people see themselves as connected to a broader group. <i>- To what extent do people act to share their personal views versus deferring to the widely understood views of a larger group?</i>			
Uncertainty Avoidance	The degree to which uncertainty or ambiguity is avoided or devalued. <i>- What happens when people encounter something new or uncommon?</i>			
Failure Avoidance	The degree to which failure or imperfection is avoided or devalued. <i>- How do people react when a person fails or exposes another's failure?</i>			

Source: Lily Zheng, DEI Deconstructed, pg 136, 120-128