

Introduction
Instructions
Registration

Current situation Question

Preferred situation Question Results



OCAI results

Your profile :

| | NOW | PREFERRED |
|-----------|-------|-----------|
| CLAN | 23.33 | 26.83 |
| ADHOCRACY | 26.67 | 36.83 |
| MARKET | 29.17 | 21.67 |
| HIERARCHY | 20.83 | 14.67 |

Pro / Enterprise participant

walk through



OCAI online

OCAI Pro / Enterprise participant walk-through

OCAI online

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How to participate in the online OCAI culture assessment

You are invited to the OCAI culture assessment by email. In this email you'll find the specific web link for your organization's or team's assessment.

After you click this link, you'll arrive at the ocai-online website and see this:



If you are here for the first time, you must create a user account. If you've already started the survey (but didn't finish) you can log back on. You can do the survey from multiple devices, so you can go back to the survey on your home computer or tablet or smart phone. You have to remember your username and password.

You create an account with a username and a valid email address. Currently gmail and hotmail are not accepted. The assessment code is already filled in when you click the link from the invitation email - please note the one displayed here is only an example. Do not change the code! If no assessment code is present, please contact support.

Enter a password, confirm the password and click 'Create new account' to continue.

OCAI online

[Create New Account](#) [Log In](#) [Request New Password](#)

Unfortunately we no longer accept gmail and hotmail due to deliverability issues and abuse.

User account

Username *

Spaces are allowed; punctuation is not allowed except for periods, hyphens, apostrophes, and underscores.

E-mail address *

A valid e-mail address. All e-mails from the system will be sent to this address. The e-mail address is not made public and will only be used if you wish to receive a new password or wish to receive certain news or notifications by e-mail.

Password *

Confirm password *

Provide a password for the new account in both fields.

Assessment code *

This code should be pre-filled. If it is empty [contact support](#) before proceeding.

Create new account

Next enter your name and click 'Save' to complete your registration and continue with the assesment.

OCAI online

View Edit

mnwemannual

 Registration successful. You are now logged in. Enter your name and click Save to continue with the assessment.

First Name *

Last Name *

Current password

Enter your current password to change the E-mail address or Password. Request new password.

E-mail address *

A valid e-mail address. All e-mails from the system will be sent to this address. The e-mail address is not made public and will only be used if you wish to receive a new password or wish to receive certain news or notifications by e-mail.

Save

After you entered your name, you arrive at the general introduction page of the OCAI assessment, followed by the Instruction page of the OCAI. In case of OCAI Enterprise an Advanced Introduction page might show up before the Instruction page.

OCAI online

Introduction Current situation Question Preferred situation Question Results

Instructions Registration

Introduction OCAI

 The changes have been saved.

Start using this workable tool for diagnosing organizational culture right now! OCAI is a validated instrument, developed by Quinn and Cameron based on the Competing Values Framework, and used by over 10,000 companies worldwide. The Organizational Culture Assessment Instrument (OCAI) takes about seventeen minutes to measure the current, as well as the preferred culture. How is your organization doing? Find out in just a few minutes!

What can the OCAI do for teams and organizations?



OCAI online

Introduction Instructions Registration Current situation Question Preferred situation Question Results

Instructions for OCAI

- Take the assessment in one go, without interruption.
- Do not open new windows or tabs during the assessment except for support.
- You are not allowed to register again with the same email address. Instead use a different email address.
- If you need assistance, [contact support](#).

Assess the six aspects twice

The OCAI assessment is based on six key dimensions of culture that were found to make a difference in organizational success. You're going to assess them twice.

You first rate the organization in its current state.

Next, you respond to the six culture aspects as you would prefer your organization to be in five years (or the time frame you were given in your invitation), in order to be successful.

Rules

- OCAI Online has obtained permission from Quinn & Cameron to use this assessment.
- You can only do the assessment once, using one particular email address.
- Use of personal information will be limited to research purposes. This is why you have to specify gender, job title, job level, industry group, subunit, or organization.
- We need the email address in

Next, you arrive at the registration page.

In case your organization ordered one collective profile, your registration is simple. Participants must confirm their gender and whether they hold a management position or not by default. These demographics are stored for scientific research purposes only.



OCAI online

Introduction Instructions Registration Current situation Question Preferred situation Question Results

Registration

Before starting the assessment, please fill in the requested information below.

OCAI Online respects your privacy, will not share your personal data with third parties, and guarantees they serve research purposes only. Also read our Rules in the right sidebar.

Fields marked with * are required.

Gender *

Female Male Other Gender Identities

Management position *

no yes

Rules

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- Use of personal information will be limited to research purposes. This is why you have to specify gender, job title, job level,

NOTE: Your details are safe. The system needs a valid email address for you to register and send you your personal culture profile. Your email address is not used for anything else. The results report of the assessment contains collective culture profiles and is thus anonymous. You alone can access your personal culture profile.

In case of multiple culture profiles to compare levels or departments, you must identify for the requested culture profiles by ticking the right boxes for these demographics (level, department, tenure, location, etc). Only collective culture profiles will be calculated for these categories - we never deliver personal culture profiles or profiles based on too little participants.

Then, you'll arrive at the actual OCAI assessment. You have to rate 6 questions for current culture first. The system will help you with dividing 100 points over the 4 statements for each question.

OCAI online

Introduction Instructions Registration Current situation Question Preferred situation Question Results

1 2 3 4 5 6 1 2 3 4 5 6

Question 1: Dominant Characteristics - current

The organization is a very personal place. It is like an extended family. People seem to share a lot of themselves.

The organization is a very dynamic entrepreneurial place. People are willing to stick out their necks and take risks.

The organization is very results-oriented. A major concern is with getting the job done. People are very competitive and achievement-oriented.

The organization is a very controlled and structured place. Formal procedures generally govern what people do.

100 total points to divide

OCAI Tips

When rating the alternatives, follow the spirit rather than the letter. Stay with your first impulse—it is usually correct. Don't focus too much on separate words or adjectives. Go with the "general" flow.

« Back Continue »

After the current culture part, you score the preferred culture - by assessing the 6 questions again.

The screenshot shows the OCAI online interface. At the top, the logo "OCAI online" is displayed in pink and black. Below the logo, a navigation menu includes "Introduction", "Instructions", "Registration", "Current situation Question", "Preferred situation Question", and "Results". A progress bar below the menu shows a sequence of steps: 1, 2, 3, 4, 5, 6, 1, 2, 3, 4, 5, 6. The first six steps are highlighted in dark blue, and the next six steps are in light grey. A large pink heading reads "Thank you for completing the first part". Below this, a message says: "Thank you for assessing the 'current culture'. You can now proceed to the second part and focus on the 'preferred culture'." A bold instruction follows: "Concentrate on the desired situation for a moment. If you could perform magic, how would you like your organization to be, to think, to speak, and to behave? What is needed for future success? What trends and developments, challenges, and opportunities lie ahead?". At the bottom, there are two buttons: "« Back" and "Continue »".

After rating the last question, you'll see your personal results immediately. You will also get an email with the link to your personal results. You must be logged in to see your results.

Below your personal culture profile (displaying both current and preferred culture) is a short explanation - and you will see the average of all the participants to date. In case this average profile is not visible, this feature is turned off and the collective profile will be reported in the final culture results report.

The culture results report shows the current and preferred culture profiles of all participants combined and, if requested, the collective culture profiles by category such as departments.

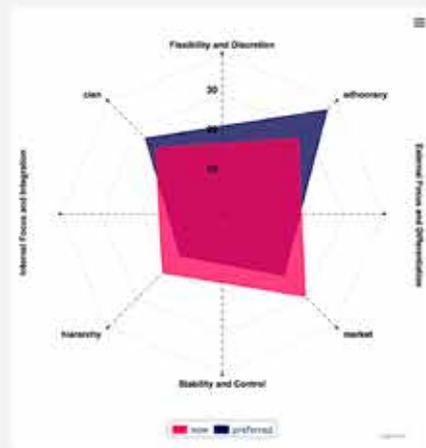
Your personal profile may help you become more aware of culture - as a first step to engage with culture if needed and change anything in "the way we do things around here". Good luck with your culture project!



OCAI results

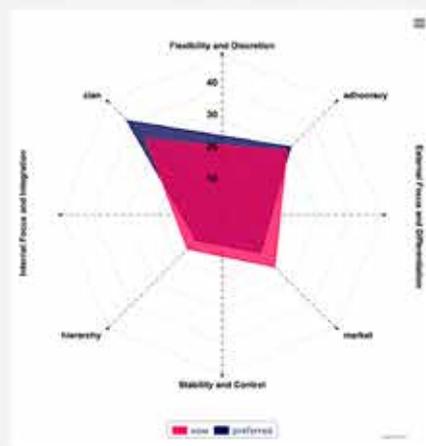
Your profile :

| | NOW | PREFERRED |
|-----------|-------|-----------|
| CLAN | 23.33 | 26.83 |
| ADHOCRACY | 26.67 | 36.83 |
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EnterpriseExample (4 participants)

| | NOW | PREFERRED |
|-----------|-------|-----------|
| CLAN | 33.33 | 41.71 |
| ADHOCRACY | 28.42 | 30.04 |
| MARKET | 23.08 | 16.88 |
| HIERARCHY | 15.17 | 11.38 |



General Guidelines of Interpretation

Your profile shows your personal assessment of the current and preferred culture in your organization. Your colleague from the same section can have a different profile if he or she assessed certain characteristics differently.

Your personal profile must still be interpreted. What does this outcome mean, and what can you do with it?

1. Observe and analyze your profile

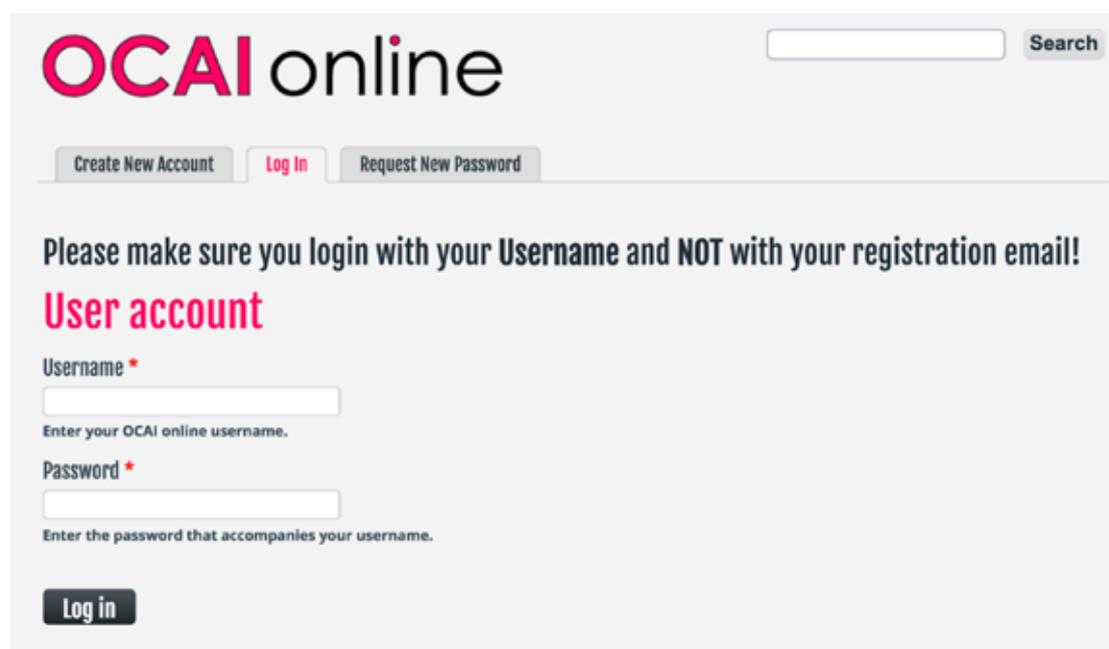
What is the current culture (pink), and what is the preferred culture (blue)? Do you recognize this profile? What specific observations support the current culture, and what specific behavior would fit in with the desired culture? Why is this desirable?

If you see large or striking differences between the current and preferred situation, this means changes are desirable. The profile indicates the direction.

If you need to log back in, you can find the log-in button at the bottom right hand side of our homepage <https://www.ocai-online.com>.

Otherwise click the link you received to start the assessment and select the Login button (see page 3).

The online OCAI culture survey takes 15-20 minutes to complete on average.



OCAI online **Search**

[Create New Account](#) [Log In](#) [Request New Password](#)

Please make sure you login with your Username and NOT with your registration email!

User account

Username *

Enter your OCAI online username.

Password *

Enter the password that accompanies your username.

Log in

If you have any technical questions, please visit

<https://www.ocai-online.com/ocai/technical-support>

The link is available during most of the assessment. Please be as specific as possible and include a screenshot if applicable.

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Technical Support form

Please note that we are in timezone GMT+1. We'll do our best to answer as soon as possible.

- *Contact Information*

Your name *

Your email address *

Your phone number

[Next Page >](#)

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