OCAI results

Your profile:

<table>
<thead>
<tr>
<th>NOW</th>
<th>PREFERRED</th>
</tr>
</thead>
<tbody>
<tr>
<td>CLAN</td>
<td>23.33</td>
</tr>
<tr>
<td>ADHOCRACY</td>
<td>26.67</td>
</tr>
<tr>
<td>MARKET</td>
<td>29.17</td>
</tr>
<tr>
<td>HIERARCHY</td>
<td>20.30</td>
</tr>
</tbody>
</table>

Pro / Enterprise participant

walk through
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.
Next enter your name and click ‘Save’ to complete your registration and continue with the assessment.
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.
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.
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.

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

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**Enterprise Example (4 participants)**

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<tbody>
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</tr>
<tr>
<td>HIERARCHY</td>
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<td>11.36</td>
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**General Guidelines of Interpretation**

Your profile shows your personal assessment of the current and preferred culture in your organization. Your colleague from the same team can have a different profile if he or she assessed various characteristics differently. Your personal profile can be compared with the output on the map and what you can do with it.

1. **Observe and analyze your profile**
   - What is the current culture (now)? Which is the preferred culture (ideal)? Does your profile reflect your preferences?
   - What specific behaviors would you like to see in the desired culture? Why is this desirable?
   - If you see large or striking differences between the current and preferred situations, these issues should be addressed. 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.

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.
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