



The EARN Method

Chapter 2

Employment Synergy Assessment

“It is not a matter of ends justifying means: but of the creation of new means and new ends.”

— Joseph O'Connor, Star of the Sea

Culture is:	Organization	Me	Difference
Organization or CEO focused – the organization talks a lot about increasing shareholder value and focuses mainly on gaining awards and CEO recognition	1 2 3 4 5 6	1 2 3 4 5 6	
Customer focused – the organization has signs on the wall that state the customer is ALWAYS right and talks about the number one priority being the customer	1 2 3 4 5 6	1 2 3 4 5 6	
Employee focused – The organization has a strong Learning and Development department and has opportunities in place for you to learn new skills, advance and measure your success	1 2 3 4 5 6	1 2 3 4 5 6	
Family Oriented – the employees refer to each other as one big happy family	1 2 3 4 5 6	1 2 3 4 5 6	
Focused on Individual Contributors – The organization is focused on individual production and what you contribute individually to the team	1 2 3 4 5 6	1 2 3 4 5 6	
Focused on Teamwork – There is a culture of working collaboratively and using shared spaces	1 2 3 4 5 6	1 2 3 4 5 6	
Competitive – Being the best is important and people thrive	1 2 3 4 5 6	1 2 3 4 5 6	



when they are pushing each other to be even better			
Stable – The culture has a deep history and prides itself on continuing to stick to its roots and offer the customer a familiar experience every time – they still have paper forms	1 2 3 4 5 6	1 2 3 4 5 6	



Culture is:	Organization	Me	Difference
Growing – It seems like every single week there is a new hire orientation class and you are doubling and tripling the number of employees	1 2 3 4 5 6	1 2 3 4 5 6	
Structured – There are processes and procedures in place for every aspect of everyone’s job and everyone is expected to follow them	1 2 3 4 5 6	1 2 3 4 5 6	
Honest – Integrity is woven into the fabric of the culture and it is important to always do the right thing, even if the organization loses money as a result	1 2 3 4 5 6	1 2 3 4 5 6	
Creative – Innovation is important to the culture and they work to hear new ideas, create new projects or business lines and continually improve and grow	1 2 3 4 5 6	1 2 3 4 5 6	
Compassionate – they care about the welfare of all including the community and all stakeholders	1 2 3 4 5 6	1 2 3 4 5 6	
Exciting – Every day the employees are breaking new ground with discoveries, ideas or projects	1 2 3 4 5 6	1 2 3 4 5 6	
Technically Savvy – Technology is important, and the organization is using cutting edge technology	1 2 3 4 5 6	1 2 3 4 5 6	
Scholarly – Learning is important in this culture and they talk a lot about skills and knowledge, succession planning and promoting from within	1 2 3 4 5 6	1 2 3 4 5 6	