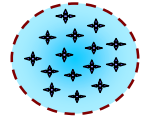


Leadership Culture: The Organisation Description Questionnaire

Bernard M. Bass and Bruce J. Avolio

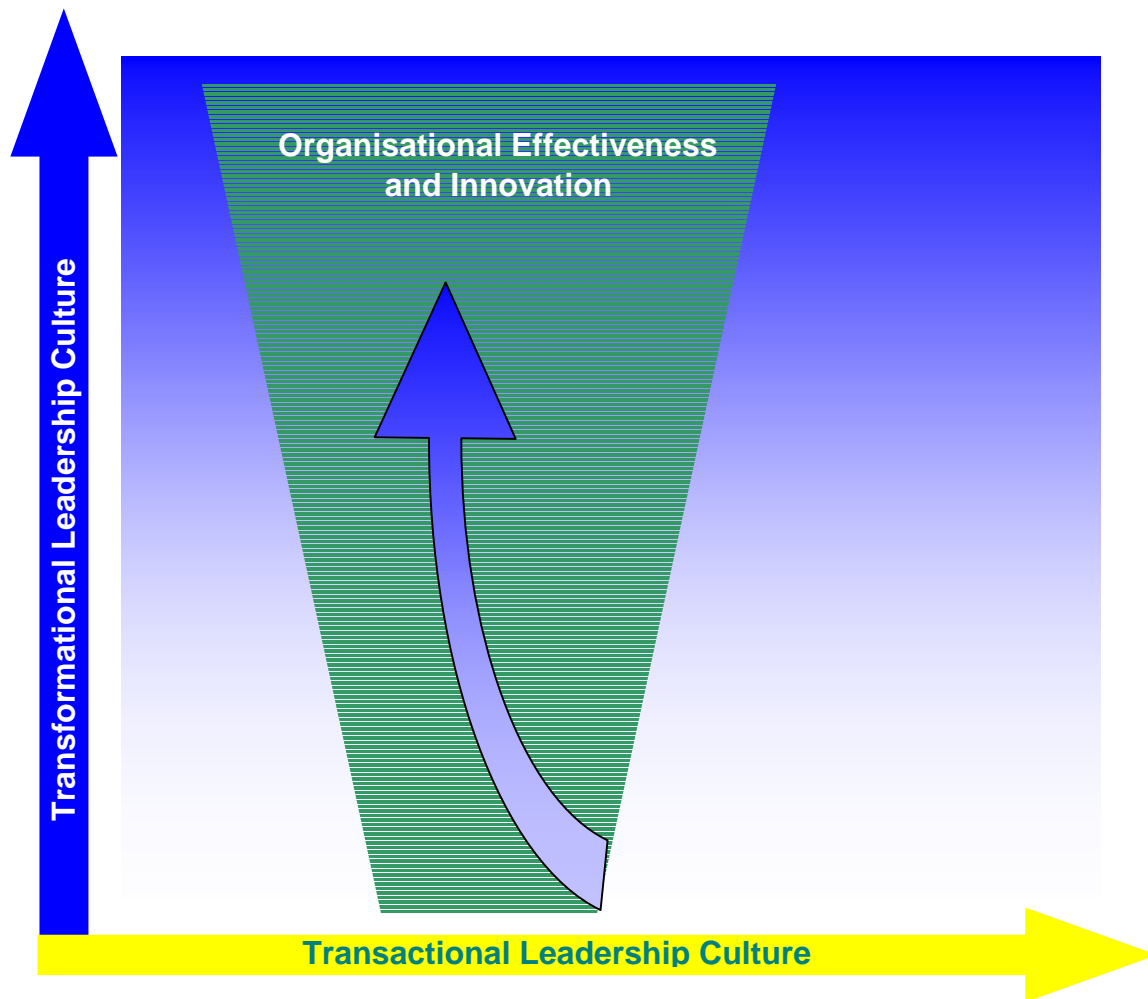


ODQ

Confidential Report prepared for

Coasting Organisation

2006



LEADERSHIP ASSESSMENT &
DEVELOPMENT SERVICES

Prepared by:
MLQ Pty. Ltd.
Melbourne, Australia
www.mlq.com.au info@mlq.com.au
+ 61 (3) 9819 3689

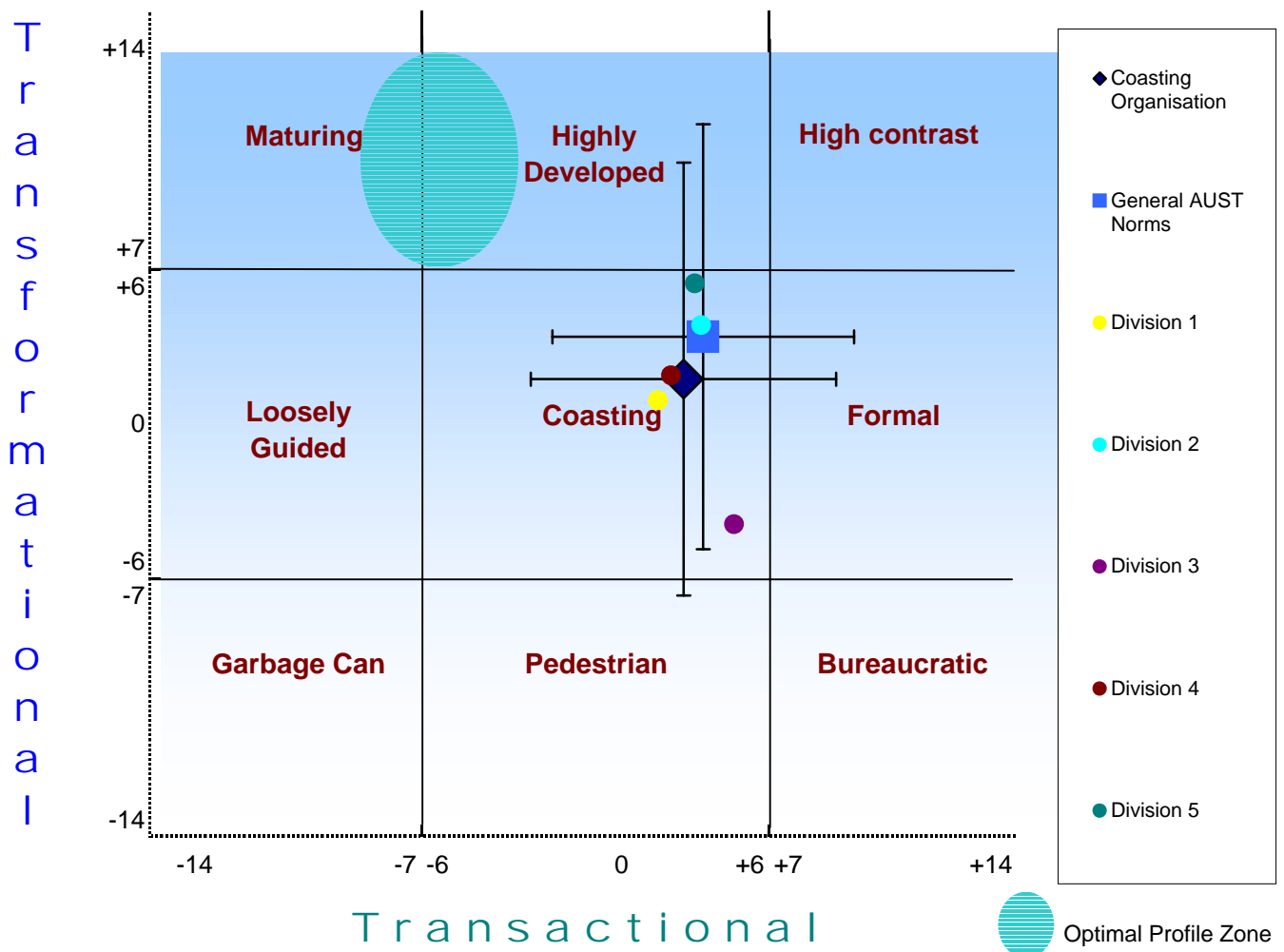
For: **Mind Garden Inc.**
1690 Woodside Road, Redwood City,
California 94061. USA.
+ (650) - 261 3500

Leadership Culture: Your aggregate Score Report

ODQ Results

Transformational Leadership Culture		Transactional Leadership Culture		Organisational Division	
Ave.	SD.	Ave.	SD.	Count	
2.2	7.8	1.9	4.6	80	Coasting Organisation
3.7	7.7	2.5	4.6		General AUST Norms
1.4	8.1	1.1	4.7	24	Division 1
4.1	7.1	2.4	6.0	18	Division 2
-3.1	5.2	3.4	3.0	9	Division 3
2.3	9.1	1.5	4.5	21	Division 4
5.6	5.3	2.3	3.4	8	Division 5

Plot of Leadership Culture Profile



Organisational Leadership Culture: Text profile

Coasting Organisation is classified as:

A COASTING ORGANISATIONAL LEADERSHIP CULTURE

This Leadership Culture Profile is selected for organisations in the following ranges:

Transformational -6 to +6

Transactional -6 to +6

How your organisation's culture rated:

Transformational: 2.2

Transactional: 1.9

Culture Description (Coasting)

For both of the transactional and transformational culture scores, team members responded that half of the items were characteristic of the culture while almost another half were not. Or, team members had many questions about the items and responded by selecting “?”. The culture in your organisation is neither extremely transformational nor extremely transactional and falls in the middle range. External controls, for example, are balanced by self-controls. Illustrative are subsidized athletic clubs accustomed to doing well against competition.

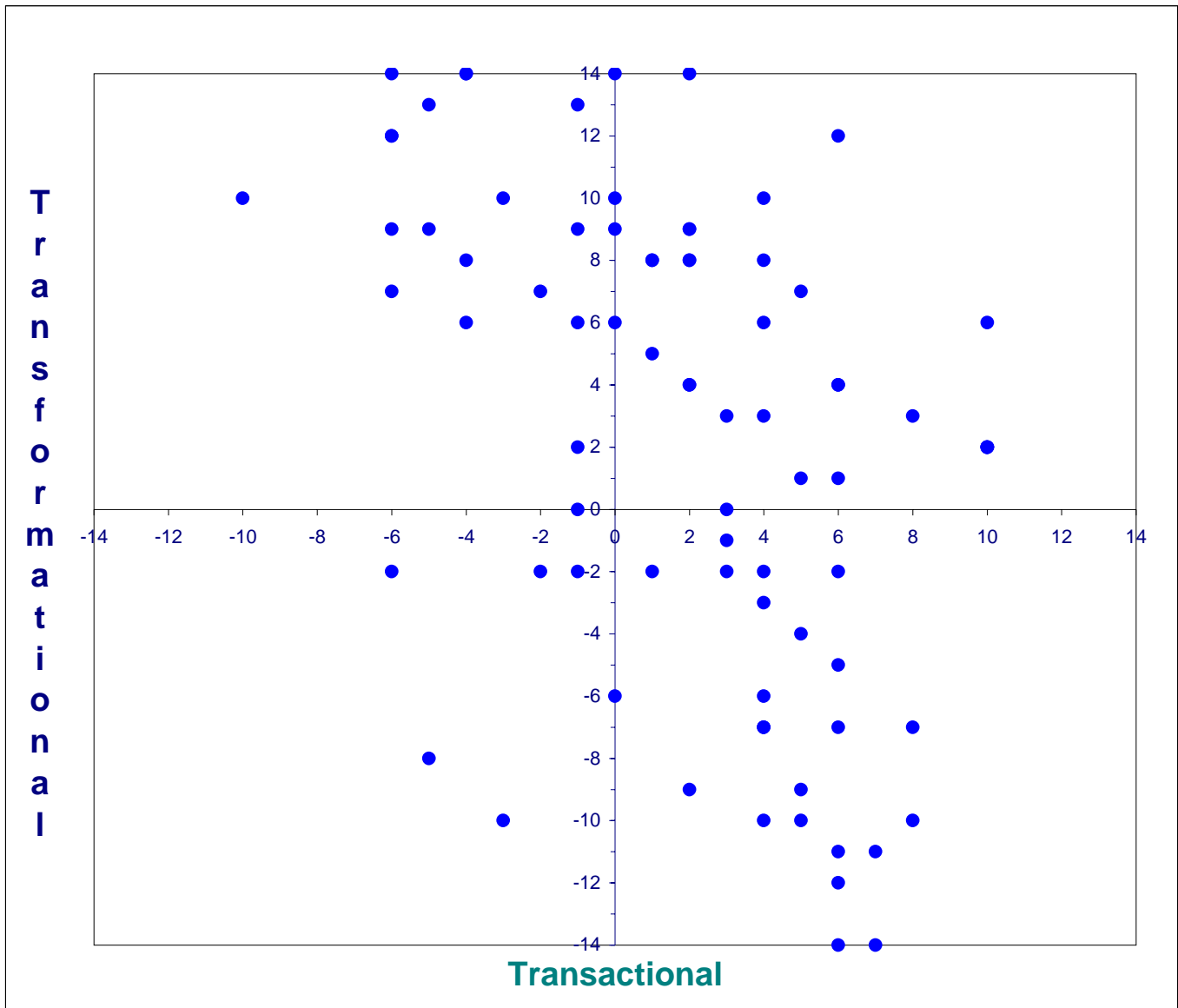
Related Probabilities:

Managerial and leadership activity tends to be moderate in amount, and the organisation is likely to coast along but not as well as it might with the resources and opportunities it possesses. This pattern may represent an organisation that is simply maintaining its current position.

Your Leadership Culture Coherence: All Data Scattergram

	Average	Standard Deviation
Transformational	2.2	7.8
Transactional	1.9	4.6

All Data Plots for Coasting Organisation*



* each plot on the graph represents the value of one individual's Transformational and Transactional rating for the organisation.

Coasting Organisation had a total of 80 respondents

Effective, flexible, creative, adaptable and innovative organisations are characterised by high coherence and high transformational leadership cultures.

Frequency Ratings of All Transformational Items

This chart lists the 14 Transformational Items in rank order left to right by number of 'True' responses. The first Item is therefore the most strongly supported in the organisation. The full text for each item can be found on page 10.

