

What makes up your culture?



**The way we
say we get
things done.**

Vision
Shared Values
Strategy
Procedures
Goals
Policies
Structure

**Visible
Organizational
Culture**

Shared Assumptions

Values

Perceptions

**The way we
really get
things done.**

Unwritten rules

Stories

Beliefs

Tradition

Norms

Feelings

**Invisible
Organizational
Culture**

Organizational Culture Iceberg