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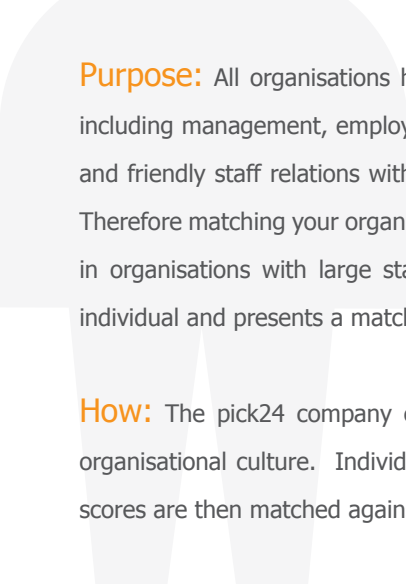
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## Company culture test



**Purpose:** All organisations have their own culture. It is a product of the combined experience of the organisation including management, employees and customers. Understanding your organisations culture can be critical for efficient and friendly staff relations within your organisation, and effective interactions between your customers and employees. Therefore matching your organisations predominant culture with that of potential employees is very important, particularly in organisations with large staff pools. The pick24 culture test identifies the preferred organisational culture of an individual and presents a match against the organisations culture.

**How:** The pick24 company culture test presents a series of scale based questions which identify key elements of organisational culture. Individuals are forced to select preferred culture types, preventing balanced responses. These scores are then matched against the organisations culture and a goodness of fit score is presented.

**Useful for:** This test is useful for all employment levels as all employees are immersed in an organisations culture. With pick24 human resource software you will know how well an individual will fit in with your organisation.

**Applications:** All levels of employment in an organisation are associated with organisational culture. For new managers it is important they do not clash with the organisations culture, as this can disrupt the organisation. For front line staff differences with the organisations culture can result in dissonance from the organisation.