

# Compliance Companies vs. Creation Companies

The idea of Compliance and Creation is the difference between looking back at where you've come from and looking forward to where you're going. The seeds of Creation Companies are within all Compliance Companies. Listed below are the attributes of Compliance and Creation Companies to help you find the seeds of Creation Companies within your own organization. These attributes are scalable- they characterize the organization as a whole as well as its smallest groups.

<b>Compliance Companies</b>	<b>Creation Companies</b>
Policy driven	Principle driven
Rule Based	Relationship based
Conducts Training	Allows for structured and unstructured learning
Forced organization	Self-organizing
Reactive	Proactive
Good of organization over good of individual	Good of organization through good of individuals
Measures activity	Measures outcome
Ordered	Chaotic
Closed System	Open System
Patterned	Emergent
Internal Focus	External Focus
Risk Avoidance	Opportunity creation
Confuses models with reality	Understands modeling
Tries to recreate past success	Tries to create new success
Methodology based	Model based
Expert's mind	Beginner's mind
Tolerates diversity	Thrives on diversity
Seek equilibrium	Seeks progress
Deficit focused	Positive focused
Creates burning platforms	Creates compelling opportunities