

**Title of Article:** Culture of Architectural Firms in Nigeria: An Exploratory Study

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**Abstract:** *What is the culture of architectural firms and which organizational characteristics influence their culture? These questions are addressed in this paper in a survey of 92 architectural firms in Nigeria. The study investigated the types of culture which are applicable to the architectural firms using the responses of the principals to the value statements questionnaire constructed from the innovation, stability, people orientation, outcome orientation, team orientation, and aggressiveness dimensions of culture. The data were analyzed using two-step cluster analysis to determine the culture types. Categorical regression was also carried out to determine the factors which influenced culture. The study reveals that the architectural firms did not adopt the market and hierarchical cultures. The findings also question the idea that larger firms tend to be impersonal in character. It however confirms the notion that the service sector organizations are more people-oriented than outcome oriented because there was a predominance of the responsive and staff-oriented cultures. The leadership style of the principals was the best predictor of the culture of the firms.*