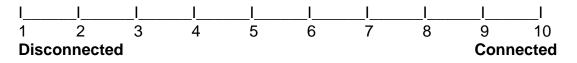
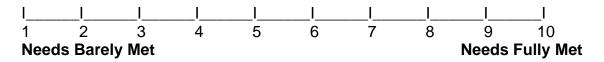
Handout #6 - QUESTIONNAIRE FOR ASSESSING THE HEALTH OF AN ORGANIZATION

The purpose of this questionnaire is to get your feedback on the current state of health of this organization; how well it is functioning, achieving its purpose, and meeting your needs. This feedback is anonymous and only the amalgamated results will be used to identify issues and take appropriate actions. It is important that you be honest and fair in your answers and comments. It is not intended for detailed feedback but rather to give an overall impression of the organization's state of health based on your perception. Although the questions are directed more toward a business, they are applicable to any organization.

1. The first question is concerned with how you feel about being part of the organization. Place an "X" on the line below that best indicates your current feeling.



- **SCALE:** This first question should not require a lot of thinking. We want a gut reaction. Use the following as a guideline.
- (1) It's just a job or a means to an end; it has no real meaning or purpose for me other than the fact that I need the money/security. I feel little sense of connection with the company/organization or its people. Except for the money, it would not bother me to move on. I would not experience a feeling of loss. I remain out of necessity rather than choice.
- (10) This is much more than just employment. Yes, money is important, but I also look forward to going to work every day. It is enjoyable and fulfilling. I feel a strong sense of connection with the organization and the other people (almost like family). I feel like I am contributing to something worthwhile. I would experience a feeling of loss if I no longer worked here or participated in this group.
- 2. The purpose of this question is to determine whether there is a correlation between the length of time you have been with the organization and how you feel. Encircle the number that is closest to the number of years that you have been with this organization.
 - 2 or less 4 6 8 10 20 or more
- **3.** This next question is concerned with needs. Indicate on a scale of 1 to 10 the degree to which your needs, wants and desires are being met by the organization. These expectations are specific to you and ones that you expect the organization to meet. This could include money, status, recognition, acceptance, enjoyment, sense of purpose or many other things.



SCALE: Use the following as a guideline.

- (1) This indicates that needs are barely met. Perhaps the money is OK but that's about it. There is no sense of fulfillment.
- (10) In terms of expectations from this organization, needs are fully met.

4. Does this organization have a Vision or Vision Statement? Place a checkmark.
Yes____, No____, Don't Know_____. If you answered yes, do you know what it is? Yes____, No____.
If you answered yes, are the actions of the organization supportive of it? Yes____, No____.
Is the Vision being realized? Yes____, No____.

5. Does this organization have a Mission Statement?

Yes___, No___, Don't Know___. If you answered yes, do you know what it is? Yes___, No___. If you answered yes, is it being achieved? Yes___, No___. Do you agree with the Mission? Yes___, No___. No___.

6. This question has to do with culture. Culture refers to the mood, atmosphere, or climate of the organization. Culture establishes the way people are expected to behave and the way things are done in the organization. These expectations may or may not be written down but just generally understood that that is the way things are done. To get ahead you normally must support the rules (written or unwritten) of the culture. Some things to consider when evaluating culture: Is it a fun place to be? Is it a high-energy environment? Is it a secretive or controlling environment? Do you feel that your contributions are valued? Is the culture open and accepting of differences? Is it a supportive environment? Do you feel that you must watch your back all the time? Is the organization open to new ideas and input? Think of the culture as an energy field that either supports or encourages you to give your best or inhibits you from giving your best.

Do you think that the culture of this organization is such that it encourages people to give their best? Yes___, No___. Share your thoughts on the organization's culture.