



(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\_\_\_\_.

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.

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