

# Culture and Climate Survey for Organizations

## PURPOSE

This survey was designed to get feedback from you on the culture and climate practices of **YOUR ORGANIZATION**. The results of this survey will enable us to identify what we do well, and identify any areas needing improvement.

## ANONYMITY

Your responses to this survey will be completely anonymous. All completed surveys will be sent directly to an independent third party survey research firm (Performance Programs, Inc.) for analysis. To ensure anonymity, summary reports will not be produced for any group or subgroups with fewer than 3 completed surveys.

## INSTRUCTIONS:

This survey asks you to respond to a series of closed-end statements and 2 open-ended comment questions. Please consider each question in relation to how you view **your organization**, in general. Then click on the circle that best represents your opinion, based on the scale provided. Please respond to the two open-ended comment questions located at the end of the survey. We value your thoughts and suggestions.

It should take no longer than 20 minutes to complete. Your feedback is very important and greatly appreciated!

Strongly Disagree ①	Disagree ②	Neutral ③	Agree ④	Strongly Agree ⑤
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### I. ORGANIZATIONAL EFFECTIVENESS

- |   |   |   |   |   |   |
|---|---|---|---|---|---|
| 1. All in all, this is a good organization to work for. | ① | ② | ③ | ④ | ⑤ |
| 2.  | ① | ② | ③ | ④ | ⑤ |
| 3.  | ① | ② | ③ | ④ | ⑤ |
| 4.  | ① | ② | ③ | ④ | ⑤ |
| 5.  | ① | ② | ③ | ④ | ⑤ |

### II. COMMUNICATION

- |   |   |   |   |   |   |
|---|---|---|---|---|---|
| 6. Overall, information in this organization is communicated effectively. | ① | ② | ③ | ④ | ⑤ |
| 7.  | ① | ② | ③ | ④ | ⑤ |
| 8.  | ① | ② | ③ | ④ | ⑤ |
| 9.  | ① | ② | ③ | ④ | ⑤ |
| 10.   | ① | ② | ③ | ④ | ⑤ |
| 11.   | ① | ② | ③ | ④ | ⑤ |
| 12.   | ① | ② | ③ | ④ | ⑤ |
| 13. I am satisfied with the level of direction I receive.                 | ① | ② | ③ | ④ | ⑤ |

### III. EXPRESSION

- |   |   |   |   |   |   |
|---|---|---|---|---|---|
| 14. This organization promotes a climate where there is a free exchange of ideas. | ① | ② | ③ | ④ | ⑤ |
| 15.   | ① | ② | ③ | ④ | ⑤ |
| 16.   | ① | ② | ③ | ④ | ⑤ |
| 17.   | ① | ② | ③ | ④ | ⑤ |
| 18.   | ① | ② | ③ | ④ | ⑤ |
| 19.   | ① | ② | ③ | ④ | ⑤ |

### IV. ORGANIZATIONAL VALUES & PRACTICES

- |  |   |   |   |   |   |
|--|---|---|---|---|---|
| 20. This organization values its employees.                                  | ① | ② | ③ | ④ | ⑤ |
| 21.  | ① | ② | ③ | ④ | ⑤ |
| 22.  | ① | ② | ③ | ④ | ⑤ |
| 23.  | ① | ② | ③ | ④ | ⑤ |
| 24. I am encouraged to work cooperatively with others to achieve objectives. | ① | ② | ③ | ④ | ⑤ |
- 

- |   |   |   |   |   |   |
|---|---|---|---|---|---|
| 25. There is a high degree of involvement and positive energy in this organization. | ① | ② | ③ | ④ | ⑤ |
| 26.   | ① | ② | ③ | ④ | ⑤ |
| 27.   | ① | ② | ③ | ④ | ⑤ |
| 28.   | ① | ② | ③ | ④ | ⑤ |
| 29.   | ① | ② | ③ | ④ | ⑤ |
- 

- |   |   |   |   |   |   |
|---|---|---|---|---|---|
| 30. Our values ensure that we change as our business environment changes. | ① | ② | ③ | ④ | ⑤ |
| 31.   | ① | ② | ③ | ④ | ⑤ |
| 32.   | ① | ② | ③ | ④ | ⑤ |
| 33.   | ① | ② | ③ | ④ | ⑤ |
| 34.   | ① | ② | ③ | ④ | ⑤ |
| 35.   | ① | ② | ③ | ④ | ⑤ |
| 36. Overall, this organization lives up to its organizational values.     | ① | ② | ③ | ④ | ⑤ |
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**V. MY CO-WORKERS**

- |   |   |   |   |   |   |
|---|---|---|---|---|---|
| 37. The people I work with care a great deal about the quality of their work. | ① | ② | ③ | ④ | ⑤ |
| 38.   | ① | ② | ③ | ④ | ⑤ |
| 39.   | ① | ② | ③ | ④ | ⑤ |
| 40.   | ① | ② | ③ | ④ | ⑤ |
| 41.   | ① | ② | ③ | ④ | ⑤ |
| 42.   | ① | ② | ③ | ④ | ⑤ |
- 

**VI. PERFORMANCE MANAGEMENT**

- |  |   |   |   |   |   |
|--|---|---|---|---|---|
| 43. People receive the training they need to do a quality job. | ① | ② | ③ | ④ | ⑤ |
| 44.  | ① | ② | ③ | ④ | ⑤ |
| 45.  | ① | ② | ③ | ④ | ⑤ |
| 46.  | ① | ② | ③ | ④ | ⑤ |
| 47.  | ① | ② | ③ | ④ | ⑤ |
| 48.  | ① | ② | ③ | ④ | ⑤ |
| 49.  | ① | ② | ③ | ④ | ⑤ |
| 50.  | ① | ② | ③ | ④ | ⑤ |
- 

**VII. PARTICIPATION/INVOLVEMENT**

- |   |   |   |   |   |   |
|---|---|---|---|---|---|
| 51.   | ① | ② | ③ | ④ | ⑤ |
| 52.   | ① | ② | ③ | ④ | ⑤ |
| 53. This organization gives employees the freedom they need to do their jobs. | ① | ② | ③ | ④ | ⑤ |
| 54.   | ① | ② | ③ | ④ | ⑤ |
| 55.   | ① | ② | ③ | ④ | ⑤ |
-

## VIII. ORGANIZATIONAL LEADERSHIP

56. I have trust and confidence in the leadership of this organization.

① ② ③ ④ ⑤

57.

① ② ③ ④ ⑤

58.

① ② ③ ④ ⑤

59.

① ② ③ ④ ⑤

60.

① ② ③ ④ ⑤

61. My immediate supervisor is accessible.

① ② ③ ④ ⑤

62.

① ② ③ ④ ⑤

63.

① ② ③ ④ ⑤

64.

① ② ③ ④ ⑤

65.

① ② ③ ④ ⑤

## IX. GROWTH OPPORTUNITIES

66. Everyone is given a fair opportunity to succeed in this organization.

① ② ③ ④ ⑤

67.

① ② ③ ④ ⑤

68.

① ② ③ ④ ⑤

69.

① ② ③ ④ ⑤

70.

① ② ③ ④ ⑤

## X. YOUR FIVE CUSTOMIZED QUESTIONS

71.

① ② ③ ④ ⑤

72.

① ② ③ ④ ⑤

73.

① ② ③ ④ ⑤

74.

① ② ③ ④ ⑤

75.

① ② ③ ④ ⑤

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## ABOUT YOU (Demographic Examples)

### 76. DEPARTMENT:

- Accounting
- Human Resources
- Marketing
- Customer Service
- Information Technology

### 77. TENURE:

- < 1 Year
- > 1-3 years
- > 3-5 Years
- > 5 Years

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## WRITE-IN COMMENTS

Please identify at least 2-3 things that we should be doing to improve as an organization:

Please identify at least 2-3 things that you like about working for this organization: