

## Organizational Climate Sample Survey Questions

The Organizational Climate online assessment evaluates best practices in eight critical areas for creating and maintaining a culture that motivates and enables people to consistently produce world-class results. Here are some sample questions from the assessment:

### Strategy

- Does the agency or firm have a shared vision and core values that energize people toward a successful future?
- Do people in the agency or firm know the critical factors that determine success or failure in the marketplace?

### Structure

- Are roles, responsibilities, authority and reporting relationships clear?
- Are structures flexible enough to accommodate changing strategies?

### Performance Systems

- Do systems encourage self-management and collaboration?
- Are policies and procedures aligned with business goals?

### People

- Are people in the agency or firm encouraged to think and act like business owners rather than employees?
- Do people take personal responsibility for their actions?

### Culture – Innovation and Change

- Are people encouraged to participate in planning for changes?

### Culture – Team and Partnerships

- Do people work well with others to achieve the agency or firm's goals?

### Culture – Leadership Practices

- Do managers demonstrate strong personal commitment to achieving results?

### Culture – Customer Focus

- Does the agency or firm work continuously to improve customer service?