

Organizational Effectiveness Survey

Overall Results

Sample Report

April 2019



Competency Summary Average

Organizational Effectiveness Survey

Participant Count = 79

	Mean	1	2	3	4	5	6
Internal Communication	3.64						
External Communication	3.43						
Technology/Resources	3.56						
Empowerment	3.61						
Employee Satisfaction	3.52						
Loyalty	4.63						
Teamwork	3.72						
Involvement	3.29						
Development	3.98						
Initiative	3.79						
Leadership Ability	3.59						
Ability to Motivate	3.65						

*The scale below was used for all engagement competency items:
 1 = Strongly Disagree; 2 = Disagree; 3 = Slightly Disagree; 4 = Slightly Agree; 5 = Agree; 6 = Strongly Agree*

Competency Item Average

Organizational Effectiveness Survey

Question	Mean	1	2	3	4	5	6
Internal Communication							
I can easily get the information I need from other parts of the company to do my job effectively.	3.31						
It's easy to take coordinated action in this company because of easy access to necessary information.	3.24						
Information flows quickly and consistently from upper management.	3.47						
People in the organization express ideas clearly and effectively.	2.98						
I clearly understand what my company expects of me.	4.51						
I agree with the expectations that my supervisor has for me.	4.33						
I regularly receive information about the issues that are important to my company and my job.	4.00						
Information from management is clear and hardly ever leads to confusion.	3.29						
External Communication							
Our company is very pro-active in attracting new customers.	3.94						
A persuasive/convincing sales message is delivered to the marketplace.	3.57						
We receive relevant information about future customers' expectations and competitors' plans.	3.12						
We have good procedures for collecting and interpreting data about the future needs of our customers.	3.27						
We have good sources of data, which compare our quality with that of our competitor's products and services.	3.27						

*The scale below was used for all engagement competency items:
 1 = Strongly Disagree; 2 = Disagree; 3 = Slightly Disagree; 4 = Slightly Agree; 5 = Agree; 6 = Strongly Agree*

Competency Item Average

Organizational Effectiveness Survey

Question	Mean	1	2	3	4	5	6
Technology/Resources							
We have technology that allows us to access and exchange necessary information easily and quickly.	3.80						
Our computers and communication technology are up-to-date.	3.59						
We have the necessary tools and equipment that we need in order to do high quality work efficiently.	3.41						
I can easily get the resources needed to do my job right.	3.43						
Empowerment							
Well thought out risk-taking is encouraged and supported here.	3.59						
A high degree of trust exists between management and the rest of the organization.	3.10						
I am given sufficient responsibility to make me feel that my judgment is trusted.	3.94						
I have the authority to do my job effectively.	3.94						
Employees at this company are encouraged to think independently.	3.49						
Employee Satisfaction							
Employees are treated fairly and consistently.	3.47						
The performance review process is fair and beneficial to all employees.	3.37						
This organization is a great place to work.	3.31						
I am proud of our products and services that we provide.	4.18						
There are compensation policies in place that reward the behaviors which support our company's vision and goals.	3.27						

*The scale below was used for all engagement competency items:
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Competency Item Average

Organizational Effectiveness Survey

Question	Mean	1	2	3	4	5	6
Loyalty							
At this company, employees will put in extra effort for the good of the company, even if they get no personal benefit from their extra effort.	3.43						
Employees have a high degree of respect for upper management.	4.14						
The purpose of this company makes me feel that my job is important.	4.39						
I truly care about the future of this organization.	5.55						
I am committed to helping this organization be successful.	5.65						
Teamwork							
Effective cooperation between departments exists.	3.24						
Effective cooperation within departments exists.	3.41						
It is easy to obtain help from others when needed.	3.55						
In the last six months, I have helped an employee from another team accomplish a task.	5.06						
We take coordinated action in this company.	3.33						
Involvement							
Employees contribute ideas for organizational improvement on a consistent basis.	3.35						
Managers often ask their employees for input about important decisions.	4.00						
When top management makes decisions about company priorities, they often get input from lower level employees.	2.67						
At this company there is a strong emphasis on getting employees involved in problem-solving and decision-making.	3.22						
Our company actively implements the results of employee suggestions and ideas.	3.20						

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Competency Item Average

Organizational Effectiveness Survey

Question	Mean	1	2	3	4	5	6
Development							
In the last seven days, I have received recognition for doing a good job.	3.27						
I get a sense that my supervisor truly cares about me and my future.	3.94						
Someone has talked to me in the last six months about my progress.	3.53						
In the last year, I have had opportunities to learn something new.	4.86						
In the last six months, I have had opportunities to grow as a person and employee.	4.33						
Initiative							
My team has a strong sense of urgency with every task it undertakes.	4.55						
Most employees possess the confidence to take initiative to get the job done.	3.59						
In general, employees at this organization make things happen on their own.	3.39						
When it comes to accomplishing tasks, my team is not complacent.	4.06						
Most employees tend to take responsibility at this organization.	3.35						
Leadership Ability							
Organizational leadership is in touch with key business issues.	3.53						
I would describe my supervisor as a true leader.	3.96						
The leaders of this company are doing a good job of preparing our company for the future.	3.53						
Upper management at this company are in touch with reality.	3.33						
Employees at this company can sense that upper management is very future oriented.	3.59						

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Competency Item Average

Organizational Effectiveness Survey

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Ability to Motivate							
We have strong leadership to show us how to survive and thrive in our business.	3.55						
I often find myself inspired from the company leadership.	3.51						
The manager of my department is good at energizing people to a higher level of performance.	3.96						
The leaders of our company are effective at creating enthusiasm about the future.	3.37						
This organization inspires me to perform to the best of my ability.	3.86						

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Competency Item Ranking

Organizational Effectiveness Survey

Question	Mean	1	2	3	4	5	6
I am committed to helping this organization be successful.	5.65						
I truly care about the future of this organization.	5.55						
In the last six months, I have helped an employee from another team accomplish a task.	5.06						
In the last year, I have had opportunities to learn something new.	4.86						
My team has a strong sense of urgency with every task it undertakes.	4.55						
I clearly understand what my company expects of me.	4.51						
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I agree with the expectations that my supervisor has for me.	4.33						
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I am proud of our products and services that we provide.	4.18						
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This organization inspires me to perform to the best of my ability.	3.86						
We have technology that allows us to access and exchange necessary information easily and quickly.	3.80						
Employees at this company can sense that upper management is very future oriented.	3.59						
Most employees possess the confidence to take initiative to get the job done.	3.59						
Our computers and communication technology are up-to-date.	3.59						
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The leaders of this company are doing a good job of preparing our company for the future.	3.53						
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