

# Organizational Climate Survey



## \*Sample Online Survey\*

This is a sample Organizational Climate Survey. The purpose of this survey is to help senior management understand how managers and staff in your organization think and feel about organizational performance. With an accurate picture of their attitudes, senior management will be able to create an action plan with specific solutions that address any areas of concern or in need of improvement.

There are no right or wrong answers to this survey. Also, everyone's responses are kept completely anonymous and confidential. All of the responses are pooled together so that no one individual can be identified. The results of this survey are used to generate a summary report for senior leadership. These results are often shared with management and staff as well to ensure we meet the needs of the organization.

*Please indicate the extent to which you agree or disagree with each of the statements on the following pages by selecting the box that corresponds with your response.*

### **Category: Organization Design**

1. The organization's goals and objectives are clear to me.
2. Employees have a shared understanding of what the organization is supposed to do.
3. Roles and responsibilities within the group are understood.
4. Clear reporting structures have been established.
5. Employees at this organization have the right skill sets to perform their job functions.

### **Category: Individual Job characteristics**

6. I gain satisfaction from my current job responsibilities.
7. My skills and abilities are fully utilized in my current job.
8. I have the opportunity to further develop my skills and abilities.
9. I find that I am challenged in my current job role.
10. My work adds value to the organization.

### **Category: Co-Worker Relations**

11. I feel my input is valued by my peers.
12. Knowledge and information sharing is a group norm across the organization.
13. Employees consult each other when they need support.
14. Individuals appreciate the personal contributions of their peers.
15. When disagreements occur, they are addressed promptly in order to resolve them.

### **Category: Culture/Work Environment**

16. I feel valued as an employee.
17. I enjoy being a part of this organization.
18. Employees have a good balance between work and personal life.
19. Morale is high across the organization.
20. Employees speak highly about this organization

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### **Category: Senior Management**

21. Senior management sets high standards of excellence.
22. Senior management encourages collaboration across the organization.
23. Senior management treats employees fairly.
24. I trust the information I receive from senior management.
25. I believe senior management appreciates the work I do.

### **Category: Direct Supervisor**

26. My direct supervisor makes sure I have clear goals to achieve.
27. My direct supervisor gives me helpful feedback on how to be more effective.
28. My direct supervisor listens to my ideas and concerns.
29. My direct supervisor serves as a positive role model for me.
30. I believe my direct supervisor appreciates the work I do.

### **Category: Work Processes**

31. I am clear on how to best perform my work tasks.
32. Everyone here takes responsibility for their actions.
33. Work tasks are completed on-time.
34. My work group operates effectively as a unit.
35. We use efficient work processes when performing our jobs.

### **Category: Communications**

36. I receive the information I need to perform my job well.
37. I am clear on how my job supports the department's overall objectives.
38. When I need help, I can ask others in my work group for suggestions or ideas.
39. Interpersonal communication and relationships contribute to organizational performance.
40. Our face-to-face meetings are productive.

### **Category: Technology**

41. My department has adequate tools and technologies to perform our work.
42. The technology we use supports our business processes.
43. The technology we use helps me get my job done.
44. The tools and technologies that I use help me to be efficient in completing my work.
45. Our technology is reliable and works when we need it to work.

### **Category: Customer Satisfaction**

46. We understand the specific needs of our customers.
47. We are focused on delivering high-quality products/services.
48. We deliver our products/services on-time.
49. Our products/services meet our customers' expectations.
50. Customers regularly tell us that we are doing a great job.

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### **Category: Comments**

51. Please provide any suggestions or recommendations you have to improve performance across the organization.

Thank you for your interest in reviewing Plus Delta's Organizational Climate Survey. Your time, effort, and thoughtfulness are greatly appreciated. If you have any questions about this survey, please feel free to contact Plus Delta's CEO & Chief Architect Dr. Jeremy Lurey directly at +1.310.589.4600 (or 866.757.3582 within the US) or by email at [jslurey@plusdelta.net](mailto:jslurey@plusdelta.net).

For more information about Plus Delta Consulting, please visit our website at [www.plusdelta.net](http://www.plusdelta.net). We look forward to meeting your every need!