

# Sample Climate Survey

---

## SCALE

1 to 5 where 1 is strongly disagree and 5 is strongly agree.

### Mission/Vision

- I understand the long-term strategic vision for our organization
- I am aware of the shared values that guide the organization (i.e., guiding principles in strategic plan).
- Our organization's culture reflects and supports our mission and values.
- The definition of success for our organization is clear to me.
- I am happy with the direction the organization is going.
- Providing high quality service is a priority at our organization.
- Our organization has a positive image with the clients we serve.
- Our work at our organization effectively reaches diverse communities.
- I feel proud to work at our organization.
- I would recommend our organization to others as a good place to work.

### Work Conditions/Environment

- The facilities we have are sufficient to support our programs.
- There is enough space for me to work, and I find the space conducive to working effectively.
- I get enough support for problems and issues that arise with technology.
- The technology we have at our organization helps me to manage and track my time effectively.
- I have enough time to effectively complete my job responsibilities.
- I am able to say no to projects/more work so my workload matches the time I have available.
- I feel less regularly overwhelmed by work than I did one year ago.
- The meetings I attend at our organization are useful for my work.
- Our organization is accessible and comfortable for people of diverse backgrounds (race, sexual orientation, gender, ability, economic status, religion).
- I feel comfortable being able to express all aspects of my identity at our organization.
- I feel I work in a harassment-free environment.
- Overall our organization's internal climate is better now than it was last year.

### Communications/ Decision-Making

- My supervisor involves me in decisions that affect my work.
- It is clear who makes what decisions and who has input into decisions in my department.
- It is clear who makes what decisions and who has input into decisions at our organization as a whole.
- Once a decision is made, it is clear who will carry this out.
- Conflicts are resolved constructively at our organization.
- There is good communication and coordination between departments.
- In the last year we have strengthened department-level supervision and communication.
- The executive committee communicates well to employees on matters that affect them.
- Our organization management listens to its employees and follows through on the suggestions that they have received.
- I understand our organization's organizational structure (two offices, departments, practice groups, committees).
- Our organization's organizational structure works well.

### **People Management**

- Our organization attracts qualified, competent, committed employees.
- Our organization retains qualified, competent, committed employees.
- Employees are clear on their roles and responsibilities.
- Our organization has enough staff to do the work we set out to do.
- I receive regular and timely reviews of my job performance.
- The performance evaluation system provides me with useful information to support me in doing my job.
- Our organization has personnel policies which are followed consistently.
- I have confidence and trust in my supervisor.
- I feel comfortable taking suggestions to my supervisor.
- My supervisor is fair in assigning work and dealing with members of my department.

### **Rewards and Recognition**

- We celebrate success well at our organization.
- I feel that I am recognized for my work performance here at our organization.
- I feel valued and respected by management here.
- I get enough feedback about how well I am doing my job.
- I feel that my work makes a significant contribution to our organization's success.
- I feel I am paid fairly.
- I am happy with the health benefits offered through our organization (medical, dental, vision).
- I am happy with the other benefits offered through our organization (401K, etc.).
- My job responsibilities have increased over the past year.
- With any changes in new job responsibilities, I have been compensated fairly.
- My job keeps me challenged.
- Overall I am happy with my job.

### **Opportunities**

- New staff members receive effective training orientations for their new position.
- I have good opportunities for training and professional development in my job.
- I feel there are opportunities for advancement here at our organization.
- My supervisor seems interested in my career development.
- I have been able to spend time this year learning and growing professionally.
- I have enough contact with more experienced colleagues at our organization to learn from them.