

Human Resource Development Services
2009
Climate Check

Note: Please do not press the "back arrow" at any time while completing this survey request. It will result in a need to re-enter data.

1. I understand what is expected of me.	<input type="text"/>
2. I know when I am doing my job well and when I need to improve.	<input type="text"/>
3. I feel heard when I communicate with others.	<input type="text"/>
4. My co-workers are willing to share and accept information about their performance and impact.	<input type="text"/>
5. I feel my annual Personal Dialogue with my supervisor is a helpful conversation.	<input type="text"/>
6. I get the information I need to do my job and feel part of my work group.	<input type="text"/>
7. Each person takes responsibility for her or his actions and behaviors.	<input type="text"/>
8. I trust my co-workers.	<input type="text"/>
9. I am encouraged to balance my work and personal life.	<input type="text"/>
10. We put a lot of emphasis on meeting customer concerns.	<input type="text"/>
11. We are aware of the needs and concerns of our customers.	<input type="text"/>
12. I have noticed positive changes in my work environment over the last year or so.	<input type="text"/>
13. I am encouraged to take action to solve problems.	<input type="text"/>
14. I have the opportunity to get the training I need.	<input type="text"/>
15. I feel free to express my feelings and ideas without fear.	<input type="text"/>
16. Differences among us are respected (e.g. gender, lifestyle, ethnic origin, etc.)	<input type="text"/>
17. My ideas are valued and considered in decisions that affect my work life.	<input type="text"/>
18. We have fun.	<input type="text"/>
19. I am encouraged to participate in teams or groups.	<input type="text"/>
20. I am willing to take risks to make improvements.	<input type="text"/>
21. I am encouraged to be creative.	<input type="text"/>

22. I am appreciated for my contributions.
23. We learn from our mistakes.
24. We get the job done.
25. How we get the job done is just as important as getting the job done.
26. Conflicts are resolved fairly.
27. My personal and professional growth is encouraged.
28. I am treated with dignity and respect.
29. We value the use of teams and partnerships to solve problems.
30. My experience with teamwork this past year has been positive.
31. We recognize excellence and celebrate each other's accomplishments.
32. I feel like I belong and am involved.
33. The values of Collegiality, Integrity, Initiative, Excellence, Civility, and Stewardship reflect the way we do business.
34. I understand how the operations of my group fit into the Big Picture.
35. I receive adequate job feedback.
36. Hard work prepares me for growth opportunities in our organization.
37. The evaluation of job performance by my supervisor is fair.
38. Information comes to me through proper channels rather than through the grapevine.
39. My pay reflects the effort that I put into my work.
40. All things considered, working here is a good deal for me.

41. Senior management is trustworthy - (Executive Vice President, Vice President, & Senior Director)

42. Senior management is competent.

43. Is there anything else you would like to say concerning senior management?

44. Supervisory management is trustworthy - (Director, Supervisors & Managers)

45. Supervisory management is competent.

46. Is there anything else you would like to say concerning supervisory management?

47. My teammates are trustworthy.

48. My teammates are competent.

49. Is there anything else you would like to say concerning your teammates?

50. What is going well in your work group?

51. What would you change to improve your work group?

52. What kinds of training or learning opportunities would you like to have? (choose all that apply)

- Additional Leadership Development
- Change Management
- Communication
- Conflict Resolution
- Customer Service
- Rewards and Recognition
- Performance Management
- Project Management
- Team Building
- Technical Training (computer, equipment, specific job related)
- Trade School
- College Education

53. Other/Comments?

54. Is there anything else you'd like to say?
