

## 2009 Organizational Effectiveness Team Feedback

**Please note:**

As you proceed in taking the survey, please keep in mind that if at any time you want to return to a previous page, any choices or responses that you have made on your current page will not be saved.

**Collegiality...** We foster the development of good teamwork. We participate without having to control outcomes. As a team member, we work to keep the team on track.

**Please rate your level of importance for the following:**

**Please rate how your expectations are being met for the following:**

**What helps and what hinders?**

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**Integrity...** We earn the confidence and respect of others. We tell the truth to the best of our knowledge. We model our core values and walk the talk.

**Please rate your level of importance for the following:**

**Please rate how your expectations are being met for the following:**

**What helps and what hinders?**

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**Initiative...** We continuously asses and develop strategies to improve our services to the university.

**Please rate your level of importance for the following:**

**Please rate how your expectations are being met for the following:**

**What helps and what hinders?**

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**Excellence...** We strive for excellence; we are professionally competent and are people of character.

**Please rate your level of importance for the following:**

**Please rate how your expectations are being met for the following:**

**What helps and what hinders?**

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**Civility...** We treat each other with respect (the way we would like to be treated).

**Please rate your level of importance for the following:**

**Please rate how your expectations are being met for the following:**

**What helps and what hinders?**

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**Stewardship...** We responsibly manage and protect the resources entrusted into our care.

Please rate your level of importance for the following:

Please rate how your expectations are being met for the following:

What helps and what hinders?

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**Appreciation...** We are good at recognizing and valuing individual efforts.

Please rate your level of importance for the following:

Please rate how your expectations are being met for the following:

What helps and what hinders?

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**Communication...** Communication in our department is open, honest, and timely.

Please rate your level of importance for the following:

Please rate how your expectations are being met for the following:

We feel informed about how we're doing at serving our customers (c),

Please rate your level of importance for the following:

Please rate how your expectations are being met for the following:

... at working together (e),

Please rate your level of importance for the following:

Please rate how your expectations are being met for the following:

... and in achieving our objectives (o).

Please rate your level of importance for the following:

Please rate how your expectations are being met for the following:

What helps and what hinders?

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**Involvement...** We have the opportunity to be involved in many work group decisions that affect us. Our ideas and input are welcomed, and whenever appropriate, acted upon.

**Please rate your level of importance for the following:**

**Please rate how your expectations are being met for the following:**

**What helps and what hinders?**

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**Feedback and Conflict...** We share constructive feedback with colleagues to help individuals and teams increase their effectiveness, and to prevent or encourage the resolution of conflict.

**Please rate your level of importance for the following:**

**Please rate how your expectations are being met for the following:**

**What helps and what hinders?**

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**Effectiveness...** We create an environment that facilitates positive relationships, collaborations, and partnerships which lead to increased effectiveness and the ability to deliver results.

**Please rate your level of importance for the following:**

**Please rate how your expectations are being met for the following:**

**What helps and what hinders?**

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**Overall...** I find this to be a fulfilling work experience.

**Please rate your level of importance for the following:**

**Please rate how your expectations are being met for the following:**

**What helps and what hinders?**

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**What changes would you recommend that would most dramatically improve the way we work together?**

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