

Questionnaire — People, Culture, and Leadership

This is a questionnaire to help us to build openness and reinforce desired values in our company. There are no right or wrong answers. Answer how you personally feel about the statement in your present job, not how you think it “should” be. Your answers are confidential. Circle a number for each question.

1 = Disagree 2 = Mostly Disagree 3 = Uncertain 4 = Mostly Agree 5 = Agree

People

- 1 2 3 4 5 Do you feel useful and productive?
- 1 2 3 4 5 Can you be creative?
- 1 2 3 4 5 Do you see endless opportunities for improvements?
- 1 2 3 4 5 Do you know how you fit into the big picture?
- 1 2 3 4 5 Do you feel you belong?
- 1 2 3 4 5 Are you valued for your work and contributions?
- 1 2 3 4 5 Do you have fun?
- 1 2 3 4 5 Are you well managed?
- 1 2 3 4 5 Are relationships at work mature and non-political?
- 1 2 3 4 5 Do you have enough information to make good decisions?

Culture

- 1 2 3 4 5 People bring their full energy and creativity.
- 1 2 3 4 5 This is a powerful company that engages employee’s hearts and minds.
- 1 2 3 4 5 Procedures here are designed with real people in mind.
- 1 2 3 4 5 Relationships and communications are fine.
- 1 2 3 4 5 Supervisors keep in mind their early work experiences.
- 1 2 3 4 5 Power and control is widely shared.
- 1 2 3 4 5 I am involved in decisions that affect me.
- 1 2 3 4 5 The company is open to challenges, suggestions, and change.

Leadership

- 1 2 3 4 5 Leaders put people first.
- 1 2 3 4 5 Leaders are good coaches.
- 1 2 3 4 5 Leaders ask people how they can help them.
- 1 2 3 4 5 Leaders set a clear direction (where we are going).
- 1 2 3 4 5 Leaders celebrate and recognize and reward desired behavior.
- 1 2 3 4 5 Leaders give everyone background information, the big picture.
- 1 2 3 4 5 Leaders protect people from abuse from the system above them.
- 1 2 3 4 5 Leaders make cooperative, team decisions.

Please write any other comments or suggestions.
