

Organizational Analysis Triage (Personal Perspectives)

Person(s) providing information

The number of employees in your **entire** organization:

The number of employees at your location or branch:

What industry is your organization in? (please describe, for example: Retail Clothing Sales):

Is your organization a family-owned and -operated business?

Respond TRUE or FALSE to each of the following statements. TRUE means that the statement is mostly true or more likely of the place where you work. FALSE means that the statement is not true or less likely of the place where you work. Even if you are unsure of an answer, try to respond with a TRUE or FALSE response. Your candid responses are greatly appreciated.

1. Anyone in this organization can tell you the overall goals and missions of the organization.
 True False
2. We are still arguing about things that should have been resolved long ago.
 True False
3. It seems like our teams could do more than they do.
 True False
4. When conflicts arise, someone has to "win" while someone else has to "lose"
 True False
5. People in my department or organization don't really know if they are doing a good job or not.
 True False
6. When someone is promoted to a more advanced position, they are usually not prepared for immediately taking on the new responsibilities
 True False
7. We are too busy trying to survive today to worry about tomorrow.
 True False

8. If the president of our business died tomorrow, this place would be in chaos.

True False

9. The managers are well prepared for the challenges they face.

True False

10. This organization is well prepared for what tomorrow brings.

True False

11. When major positions are vacated, we have to scramble to try to fill them.

True False

12. Employees know what is expected of them.

True False

13. People here are sometimes afraid of speaking their mind about things.

True False

14. While focused on the activities of the present, we have our eye on the needs of the future.

True False

15. Our strategic plan is to find what works, and do more of the same.

True False

16. Whenever succession planning is mentioned, the president/owner of this organization feels like s/he has been personally attacked.

True False

17. Our most productive work is done by teams.

True False

18. Our performance evaluations are a waste of time.

True False

19. We never seem to hire the right people for the job.

True False

20. It seems like there are a lot of incompetent people working here.

True False

21. Unproductive workers or poor performers are quickly weeded out.

True False

22. People here have been taught how to be effective team leaders or members.

True False

23. Our hiring process is essentially grabbing the first warm body that comes in the door.

True False

24. Team members often argue without reaching agreement.

True False

25. Formal succession plans are actively made here.

True False

26. Conflicts are avoided at all costs.

True False

27. Everyone here feels that they are a part of a team.

True False

28. People here feel recognized for their efforts.

True False

29. Most managers and executives here are aware of their own weaknesses and take steps to overcome them.

True False

30. Our managers tend to talk the talk, but rarely walk the walk.

True False

31. People here are able to effectively work through their conflicts and arrive at reasonable solutions.

True False

32. Few new or creative ideas are introduced by the management team.

True False

33. This organization does a good job hiring people that fit with its culture and mission.

True False

34. We often lose our best and brightest.

True False

35. Opportunities are made to voice our concerns and work through conflicts with others.

True False

36. New programs and initiatives introduced at this business seem to have little to do with how things are already done here.

True False

37. There is a strong sense of connection between the different procedures and processes of our business; that is, different aspects of our business seem coordinated rather than independent.

True False