

LEADERSHIP AND WORK PROCESS SURVEY

Name of organization: _____ Date: _____

DIAGNOSIS ITEM	RATING SCALE									
	Strongly Disagree <i>(Circle one number only on each scale.)</i>									Strongly Agree
1. Top leadership has high confidence in employees.	1	2	3	4	5	6	7	8	9	10
2. Employees have high confidence in top leadership.	1	2	3	4	5	6	7	8	9	10
3. Second-level leadership has high confidence in employees.	1	2	3	4	5	6	7	8	9	10
4. Employees have high confidence in second-level leadership.	1	2	3	4	5	6	7	8	9	10
5. Employees feel free to talk to superiors about work.	1	2	3	4	5	6	7	8	9	10
6. Leaders are confident their directions will be accepted.	1	2	3	4	5	6	7	8	9	10
7. Leadership style is trust-centered (not fear-centered).	1	2	3	4	5	6	7	8	9	10
8. Leaders manage change well.	1	2	3	4	5	6	7	8	9	10
9. Leaders act quickly to correct deficiencies or problems.	1	2	3	4	5	6	7	8	9	10
10. Employees are motivated by involvement and goals (not by threats and fear).	1	2	3	4	5	6	7	8	9	10
11. Everyone feels responsible for total system success.	1	2	3	4	5	6	7	8	9	10
12. Everyone accepts full responsibility for their behavior (they don't just try to avoid blame).	1	2	3	4	5	6	7	8	9	10
13. Nearly all communication is goal-centered; focused (not rumors or petty gripes).	1	2	3	4	5	6	7	8	9	10
14. Information flows freely in all directions.	1	2	3	4	5	6	7	8	9	10
15. Information flows without "filtering" by anyone.	1	2	3	4	5	6	7	8	9	10
16. Supervisors know the problems of their employees.	1	2	3	4	5	6	7	8	9	10
17. Relevant leaders and employees are involved in decisions.	1	2	3	4	5	6	7	8	9	10
18. Technical and professional knowledge is used well in decision-making.	1	2	3	4	5	6	7	8	9	10
19. Once made, decisions get support from employees.	1	2	3	4	5	6	7	8	9	10
20. Goals and objectives are current; up-to-date.	1	2	3	4	5	6	7	8	9	10
21. Employees are fully aware of goals and objectives.	1	2	3	4	5	6	7	8	9	10
22. Employees are appropriately involved in planning.	1	2	3	4	5	6	7	8	9	10
23. Employees are involved in measuring progress toward organizational goals.	1	2	3	4	5	6	7	8	9	10
24. People are recognized fairly for good work.	1	2	3	4	5	6	7	8	9	10
25. Work is well organized for optimum efficiency.	1	2	3	4	5	6	7	8	9	10
26. Technology is well used for work efficiency.	1	2	3	4	5	6	7	8	9	10
27. Organizational climate is trusting (not fearful).	1	2	3	4	5	6	7	8	9	10
28. Everyone feels part of the team (not isolated).	1	2	3	4	5	6	7	8	9	10
29. Differences of opinions are treated with respect.	1	2	3	4	5	6	7	8	9	10
30. People get along well together at work.	1	2	3	4	5	6	7	8	9	10

Please check one: Leader (*Someone reports to you.*) Employee Thank you for your participation.