The Cultural Assessment Employees Survey

The Cultural Assessment assess the organization climate and shows management and employee alignment, it answers such key question Management would like to know: *Are the senior managers on the same page and to what degree are your employees engaged and committed?*

THE THREE DIMENSIONS

1. Groups

Organization layers that will participate in the assessment

1. Management
2. Employees

Customized groups can be also be created.

2. Categories

Performance areas that are assessed

Cultural Assessment – 55 Questions under the following 19 categories:

1. Mission
2. Customer Service
3. Vision
4. Management Modeling
5. Values Credibility
6. Building Teams
7. Orientation
8. Required Technology
9. Empowerment
10. Informal Communication
11. Ability to Change
12. Roles & Responsibilities
13. Organization Communication
14. Reward Systems
15. Employee Feedback
16. Training & Development
17. Policies & Procedures
18. Performance Management
19. Coaching

Customized Categories can be also be created.

3. Performance

Participants rate their response on a six point Likert scale ranging between Strongly Agree to Strongly Disagree, responses to questions under each category are ranked by importance – showing the Impact of the category on the organization and its performance score as perceived by the participants.

Using the best practices research conducted in conjunction with the Anderson School of Management at the University of California at Los Angeles (UCLA) and Pepperdine University.

3D Assessments – Key Elements

Matrix Analysis

A scattergram that plots each category in a quadrant format that illustrate both the performance of the category and degree of impact it is perceived to have on the organization.

Frequency Details

Provides mean scores and the percentage of "Agree", "Disagree", and "Don't know/ Not Applicable" responses for each element. This section also provides a frequency distribution for responses to each statement.

ORGANIZATION COMPARISON

- Management: 9
- Employee: 42

DEGREE OF IMPACT - MANAGEMENT

Lower Impact - Higher Score

Higher Impact - Higher Score

Lower Impact - Lower Score

Higher Impact - Lower Score