

Please respond to the questions below in terms of *your organization*.

Indicate whether you **agree** or **disagree** that each of the statements below describes **your organization** by choosing from the response options to the right.

	Agree	Slightly Agree	Neither Agree nor Disagree	Slightly Disagree	Disagree
1. The objectives and priorities of this organization are clear and well understood by all members.	ⓐ	ⓑ	ⓒ	ⓓ	ⓔ
2. From the time people begin working here, they receive the orientation and training they need to do their best.	ⓐ	ⓑ	ⓒ	ⓓ	ⓔ
3. This organization is careful to hire people who will fit in and be comfortable with the job.	ⓐ	ⓑ	ⓒ	ⓓ	ⓔ
4. Decisions are made and explained in a manner that respects the rights of individual members.	ⓐ	ⓑ	ⓒ	ⓓ	ⓔ
5. People throughout the organization have a clear understanding of its mission and its role in the larger community/society.	ⓐ	ⓑ	ⓒ	ⓓ	ⓔ



Organizational Effectiveness Inventory™ Items Page Sample 1

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The questions in this section concern *your job and workgroup*.

Please indicate whether you **agree or disagree** that each of the statements below describes **your job** by choosing from the following response options to the right.

Agree
Slightly Agree
Neither Agree nor Disagree
Slightly Disagree
Disagree

89. It is basically my responsibility to decide how my job gets done. ① ② ③ ④ ⑤
90. I get to do a lot of different things on my job. ① ② ③ ④ ⑤
91. Just doing the work required by my job gives me the opportunity to figure out how well I'm doing. ① ② ③ ④ ⑤
92. My job involves producing an entire product or performing a complete service. ① ② ③ ④ ⑤
93. I have the authority and influence needed to carry out my responsibilities. ① ② ③ ④ ⑤



*Organizational Effectiveness Inventory*TM
Items Page Sample 2

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