



CLIMATE PROFILE OF THE ORGANIZATION IN WHICH I WORK

Very High						
High						
Moderate						
Low						
Very Low						
	<p>STRUCTURE The sense employees have of being well organized; having a clear definition of their roles and responsibilities.</p>	<p>STANDARDS The desire among team members to improve performance and the degree of pride employees take in doing an excellent job.</p>	<p>RESPONSIBILITY The feeling employees have of "being their own boss;" of not having to doublecheck all their decisions.</p>	<p>RECOGNITION The feeling of being rewarded for a job well done; the emphasis placed on reward versus criticism and punishment.</p>	<p>SUPPORT The feeling of trust and mutual support that prevails in the organization.</p>	<p>COOPERATION The sense of interdepartmental teamwork: of "working together" with other departments.</p>

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Like all organizations, *your* organization has its own unique climate. In the next exercise, you are asked to assess your company using the six climate dimensions. Your task is as follows:

- Assess the level of each of the six climate dimensions in your organization using the Climate Profile chart above. Indicate your assessment of each climate dimension by plotting a point at the appropriate level (very high, high, moderate, low, very low). Connecting the points on the graph will give you a "profile" of your organization's climate.