DPMC CLIMATE QUESTIONS 2008

Demographic Questions

Role (Management, Professional, Household, Admin/Support)
Gender (Male, Female)
Age (<29, 30-39, 40-49, 50-59, 60+)
Length of time in your role (<1, 1-2, 2-3, 3-4, 4-5, 5-10, 10+)
Length of time with this organisation (<1, 1-2, 2-3, 3-4, 4-5, 5-10, 10+)
Your Business Unit (Cabinet, Policy Advisory, Corporate Services, Domestic & External Security, External Assessments Bureau, Government House)
Hours of Work (Full-time, Part-time)

The following rating scale is used for all questions below (excluding effectiveness measures).

Rating scale:
1= Strongly disagree
2= Moderately disagree
3= Slightly disagree
4= Slightly agree
5= Moderately agree
6= Strongly agree

Clarity

values	People act in accord with our organisational values.
	Our values are clearly communicated by senior managers.
	Our organisation's values are relevant to my work.
	My personal values are similar to the values of this organisation.
Low scorers 1 &/or 3	What changes would you make to our values to make them more relevant?
roles	I am clear about how my individual role contributes to the organisation's goals.
	My manager makes clear what tasks I need to perform.
	The organisation is careful to ensure there is no unnecessary duplication of tasks.
clear direction	People in this organisation have a good understanding of its long term direction.
	The purpose of the organisation has been well articulated by senior management.

Drive

Achievement orientation	In this organisation people are held accountable for achieving results.
	My manager is effective in driving us to meet our objectives.
	My manager acts quickly to remove obstacles to high performance.
Manager support	Managers here are supportive of their people.
	Managers take the time to listen and understand the views of staff.
Rewards	Employees are praised and recognised when they do a good job.
	High performers are rewarded.
Challenge and opportunities	The challenges I face here at work foster my growth and development.
	I can see opportunities to progress within the organisation.
Innovation	In my workplace we are continually looking at ways to do things better.
	Employees are encouraged to implement new and better approaches.
	When people have good ideas they are acted upon.

Alignment

Flexibility & structure	Decisions for action are not held up by red tape.
	I am involved in important decisions that affect my work.
	The structure of the organisation contributes to its success.
	So long as an approach is consistent with our policies, employees have the freedom to work out the best way of completing their tasks.
If 3 low	What steps could be taken to make the structure of this organisation more effective?
Communication	Senior management are quick to pass on important information to staff.
	Staff can communicate their concerns openly to senior management.
	The right people get the right information at the right time.
Cooperation	Where cooperation is necessary it takes place.
	People put aside their differences to achieve collective goals.
Workload	My overall workload is appropriate.
	We have sufficient staff to do the work.
	Tasks are allocated to balance the load across my team.

Confidence

Affect and morale	Employees remain united in the pursuit of objectives. There is a high level of enthusiasm amongst employees. The level of morale among staff here is high.
Business Unit efficacy	My Business Unit can overcome any obstacle that arises. People in my area are confident we can be a successful Business Unit. I am confident in my manager's ability to move our business unit forward.
Organisational efficacy	I am confident we can make the changes necessary to improve our performance as an organisation. This organisation has what it takes to succeed into the future.
Business Unit Effectiveness	Please rate how effective your business unit is in terms of achieving its main role. Rating scale: 1= 0-19% 2= 20-39% 3= 40-59% 4= 60-79% 5= 80-99% 6= 100%
	What steps could be taken to make your Business Unit more effective?
Organisational Effectiveness	Please rate how effective the organisation is in terms of achieving its main role. Rating scale: 1= 0-19% 2= 20-39% 3= 40-59% 4= 60-79% 5= 80-100%
	What steps could be taken to make this organisation more effective?

Organisational Specific Subscales

Integrity	Managers here display the highest levels of integrity.
	Personal honesty is a requirement to be a leader here.
	People tell the truth even when it is unpleasant.
	Managers here can be trusted.
	The department has high standards for personal conduct.
EEO	Management does not discriminate on the basis of gender
	Management does not tolerate harassment or bullying
	Management deals swiftly with harassment or bullying complaints.
	Management does not discriminate on the basis of ethnicity.
	Management does not discriminate on the basis of age.
	Management does not discriminate on the basis of disability.
	Staff respect each others' individual differences.
	My cultural values are respected by the department.
	I have observed harassment in the workplace over the past year.
	I have experienced harassment in the workplace over the last year.
	I have observed discrimination in the workplace over the past year.
	I have experienced discrimination in the workplace over the last year.

Climate companion factors.

Engagement	My job expectations are clear to me
	My manager shows genuine interest in my well-being
	My job offers me opportunities to do what I enjoy and excel at
	People in this organisation are dedicated to producing high quality work
	Which aspects of your work do you find most engaging and rewarding?
Satisfaction	I like the work in my present position.
	I am generally satisfied with my job.
	I get a great sense of accomplishment from my work.
	What keeps you doing this job?
Commitment	I am proud to say I work for this organisation.
	I would feel I was letting others in my team down if I left the organisation right now.
	I feel my prospects inside this organisation are better than outside it.
Intentions to leave	I am actively looking at leaving the organisation and will leave as soon as I can.
	It wouldn't take much for me to leave this organisation right now.
	I intend to leave within the next 12 months.
	What is the leading reason for your intentions to depart?
	What would it take for you to remain?

Employee driver analysis

The table below provides a list of aspects that motivate employees. Please identify and rate your top five motivators that matter most in relation to your work environment.

Employee driver analysis	Base Salary
	Career advancement opportunities
	Career development
	Challenge and stretch
	Degree of autonomy
	Friendships at work
	Leave
	Meaningful nature of work
	Meaningfulness of work
	Medical assistance
	Mentoring and support
	Physical environment of workplace
	Physical location of workplace
	Recognition & feedback
	Rewards in addition to pay
	Security of employment
	Status and job title
	The chance to use the full range of my skills
	Tools and resources to be effective
	Training and job related development
	Work life balance
	Of your top five motivators, which is the biggest for you?