

Extended DISC Climate Survey

Organization

Climate Survey

Answer group

Date

Estimate your unit's / company's action by ticking the corresponding alternative in each question / statement. Estimate both **CURRENT SITUATION** and how you feel the action has **DEVELOPED** lately. Please also give feedback at the end of the form to three

MY OWN OPINION IS:	CURRENT SITUAT...				DEVELOPMENT		
	(with the statement)				Worse than before	No difference	Better than before
	I disagree			I agree			
--	-	+	++				

1.	People in my unit are skilled							
2.	We perform our tasks with expertise							
3.	I can use the full weight of my knowledge in my work							
4.	Our customers appreciate our professional skill							
5.	Our products / services correspond to the needs of our customers							
6.	We discuss new ideas and try them out in practice							
7.	My superiors encourage me to learn more in my work							

8.	Every person in my unit aims at the best performance							
9.	We keep to agreed matters							
10.	We are ready to make extra efforts if needed							
11.	We are, as individuals, conscious of our own share in the entirety							
12.	We are ready to take responsibly of our mistakes							
13.	Dividing responsibilities is balanced							
14.	We all work towards a joint goal							

15.	Our mutual cooperation works well							
16.	We show confidence to each other							
17.	We talk to each other - not about each other							
18.	We help and encourage each other							
19.	We concentrate on the essential							
20.	We respect each other's use of time							
21.	My superior respects my power of decision							



MY OWN OPINION IS:

CURRENT SITUAT...				DEVELOPMENT		
(with the statement)				Worse than before	No difference	Better than before
I disagree			I agree			
--	-	+	++			

22.	We give enough information to our customers about our actions							
23.	We know what our customers expect from us							
24.	We handle the feedback we get in a business-like manner							
25.	The inner information in our company works well							
26.	I know where to get information in different kinds of problem situations							
27.	Important issues are informed well to the organization							
28.	Communication between units is functional							

29.	Each of us knows one's responsibility and powers							
30.	Decisions concerning my unit are made properly							
31.	Power and responsibility connected to that are distributed sufficiently							
32.	We get more positive recognition than negative feedback							
33.	My superiors make me feel important to our company							
34.	Superiors discuss with us before making decisions							
35.	Work is based on the trust between superiors and subordinates							

36.	Our unit has clear goals							
37.	Goals set to us are measured correctly							
38.	We have accepted the goals that are set to us							
39.	Every one in my unit works purposefully towards their goal							
40.	We continuously get information about reaching goals							
41.	We discuss goals and reaching them							
42.	Our superior follows our work in order to reach goals							

43.	We do things in accordance to the agreed schedule							
44.	We work effectively							
45.	Our result follow-up is very functional							
46.	We are encouraged to effective action							
47.	We use our company's means and materials sparingly							
48.	Unnecessary bureaucracy is unknown to us							
49.	My superior creates opportunities for effective working							

MY OWN OPINION IS:

CURRENT SITUAT...

(... with the statement)
I disagree I agree

-- - + ++

DEVELOPMENT

Worse than before No difference Better than before

50.	Our working environment promotes work progress							
51.	General cleanliness and order is good							
52.	Disagreements between work colleagues are rare							
53.	We feel safe in our work							
54.	We have flexibility in changing situations							
55.	We take advantage of modern technology							
56.	Decision making is shared between the superior and the person concerned							

57.	In my opinion our company is a good employer							
58.	My own work contribution has importance in our company's success							
59.	I am happy in my work							
60.	I feel that my work is challenging and interesting							
61.	I am happy to come to work							
62.	The pay rate of my work is competitive							
63.	My superior trusts me							

64.	Every one has their own personal development plan							
65.	We are all offered training possibilities							
66.	We use work cycles in developing our action							
67.	Initiating into tasks are organized well							
68.	We are encouraged to make unprompted improvement suggestions							
69.	Our company is enterprising and developing							
70.	Agreed executions in development discussions are carried out							



71. In your opinion what is the best thing in your unit?

72. What is the biggest rectifiable problem?

73. Your ideas to develop effectiveness in your organization:

THANK YOU FOR YOUR ANSWERS

