



Leadership Survey

To complete this survey, please circle the number that corresponds to the extent to which each statement is true for your organization using the following scale:

1 – Not at all 2 – A little 3 – Moderately 4 – A good deal 5 – Extremely IDK – Don't know

Part I. The following questions are designed to gather information about your organization. Based on your experience, think about how true each of the following statements are for your organization as a whole.

Organizational Health						
1. Employees' projects and tasks reflect the mission of the organization.	1	2	3	4	5	IDK
2. Employees are valued and respected for their unique abilities and experience.	1	2	3	4	5	IDK
3. The primary focus of the organization is on the quality of services provided to service users.	1	2	3	4	5	IDK
4. All employees are collectively responsible for service user outcomes.	1	2	3	4	5	IDK
5. Informal leadership, or the opportunity to lead projects and make important decisions regardless of the level of formal authority, is encouraged for all employees.	1	2	3	4	5	IDK
6. The organization works toward identifying and correcting its weaknesses.	1	2	3	4	5	IDK
7. The organization has sufficient resources to achieve its goals.	1	2	3	4	5	IDK
8. Effective supervision is provided for employees.	1	2	3	4	5	IDK
9. Relevant professional development opportunities are provided for employees.	1	2	3	4	5	IDK
10. The organization encourages employees' self-care.	1	2	3	4	5	IDK
11. Employees work interdependently towards common goals.	1	2	3	4	5	IDK
12. Employees are encouraged to take varied approaches to best meet the needs of the service user.	1	2	3	4	5	IDK
13. Praise is given for employees' efforts and accomplishments.	1	2	3	4	5	IDK
14. Expectations of employees are clearly communicated.	1	2	3	4	5	IDK
15. Employees support each other.	1	2	3	4	5	IDK

Change Management						
1. Employees' diverse experience and characteristics are used to achieve the best outcomes for service users.	1	2	3	4	5	IDK
2. Organizational changes reflect an understanding of how those changes affect employees.	1	2	3	4	5	IDK
3. Organizational changes reflect an understanding of how those changes affect the surrounding community.	1	2	3	4	5	IDK

4. Organizational goals tend to remain stable even with staffing changes in upper-level management.	1	2	3	4	5	IDK
5. The decision-making processes of upper-level management are transparent.	1	2	3	4	5	IDK
6. I feel included in important organizational decisions.	1	2	3	4	5	IDK

Community Relations						
1. The organization works toward social justice for the surrounding community.	1	2	3	4	5	IDK
2. The organization collaborates with other organizations.	1	2	3	4	5	IDK
3. The organization fosters relationships with members of the surrounding community.	1	2	3	4	5	IDK

Part II. The following questions are designed to gather information about your relationships with other individuals in your organization. Based on your experience, think about how true each of the following statements are for your relationships with others in your organization.

Mutual Empowerment						
1. I collaborate with my colleagues.	1	2	3	4	5	IDK
2. I allow others to fully participate in projects, regardless of my formal responsibility for the ultimate outcome.	1	2	3	4	5	IDK
3. If I say I will do something, I do it.	1	2	3	4	5	IDK
4. I feel connected with my colleagues.	1	2	3	4	5	IDK
5. I am comfortable with saying "I don't know."	1	2	3	4	5	IDK
6. I feel successful in my profession.	1	2	3	4	5	IDK
7. I feel self-confident about my professional abilities.	1	2	3	4	5	IDK
8. I am passionate and optimistic about my work.	1	2	3	4	5	IDK

Part III. The following questions are designed to gather information about your own behavior in your organization. Based on your experience, think about how true each of the following statements are for you.

Ethics						
1. My actions reflect my internal moral and ethical perspective.	1	2	3	4	5	IDK
2. I feel responsible for the well-being of the organization's service users.	1	2	3	4	5	IDK
3. I believe that every individual in the organization is worthy of respect.	1	2	3	4	5	IDK
4. When employees make mistakes, I can see how environmental factors contributed.	1	2	3	4	5	IDK
5. I analyze my own behavior and emotional responses.	1	2	3	4	5	IDK