

Organizational climate questionnaire essay

[Environment](#), [Air](#)



After completing the organizational climate questionnaire and scoring an 18.7 puts my organization under the Pattern IV Leadership (enlightened).

To be in pattern IV (enlightened), means that leadership delegate's power to interest and concern for a problem. Freedom is highly expressed to initiate, coordinate, and execute to complete goals. Communication is open, honest, and uncensored and people are treated with trust. All these are examples of what my organization strives for. I have been 2 different groups within my organization and both displayed these examples. Talking to other employees in different groups, they feel the same about their group. Overall the entire organization is following and maintaining a good overall climate.

I think that my organization can move up in the scale on all the steps but should focus on reward system and communication. I would like my organization to increase their reward system to show their employees that their work is appreciated and give the employee more of a verbal reward so they know that all the work they did is what was expected. There have been a few cases where I and other employees have discussed that we feel that we are not given that verbal reward and leaves us with questions about whether it was good or bad. This is where communication is needed to be improved.

Over all communication is good in the direction and goals within the organization but its lacking in the verbal reward. Would this ever change within my organization? I would think it would but would require the voice of all the employees affected by this. We have a annual leadership/Manager questionnaire that we answer similar questions as the ones that where for

this and I feel that not all employees answer these truthfully and just select the highest score. This is why nothing so far is getting address because if the leadership is not aware of the problem then there is not corrective action taking place.