



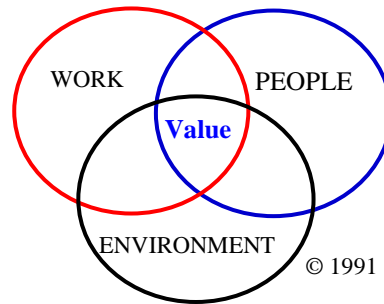
Questions and Answers About the Climate Survey

1) What is the Performance Climate Survey and what can it tell us?

The 'PCS' is a scientifically-based assessment of the **Work-People-Environmental** factors that employees believe are affecting Work-Life Success (Performance-Growth-Satisfaction-Well being).



Compatibility Model



2) Who has participated? - thousands of global participants at all job levels have completed this survey and followed up in 'Action Review Teams' teams to better capitalize on what contributes to success and correct what inhibits it.

3) What is measured and how? - Participants report their level of agreement with 90 statements (30 related to Work, 30 to People and 30 to Environment) that are true for successful people and organizations. *See the next page for a Sample Feedback Report*



Participant: All Plant Superintendents - 12
Department – Manufacturing

Organization: Example
Company Tenure: 10+ Yrs

Time in Role: 5+ Yrs
Survey Date: Jan 2012

WORK FACTORS RELATED TO JOB SUCCESS (PERFORMANCE, GROWTH, SATISFACTION AND WELL-BEING)

CHOOSE ONE RESPONSE FOR EACH QUESTION BELOW THAT BEST DESCRIBES YOUR FEELINGS ABOUT YOUR POSITION

- 25) The company shows concern about customer satisfaction:
- 24) The company is committed to a quality product or service:
- 22) The company is respected in the industry and community:
- 28) I know who receives my work and what they expect of me:
- 7) I can make my own decisions on the job:
- 27) I know how my work fits into the organization's goals and plans:
- 1) The work to be done fits my skills and abilities:
- 3) I know which of the multiple tasks to be done are priorities:
- 23) My occupation is well respected by people who matter to me:

AGREEMENT	High (-)
Disagree 1-5 Agree	Impact
5 Strongly Agree	
4 Agree	
4 Agree	
4 Agree	
4 Agree	
4 Agree	
4 Agree	5%
4 Agree	5%
4 Agree	

Disagree	< Agreement Level >				Agree	Team Score
1	2	3	4	5		
0%	0%	5%	32%	64%	4.6	
0%	0%	9%	36%	55%	4.5	
0%	5%	5%	45%	45%	4.3	
0%	0%	5%	59%	36%	4.3	
0%	0%	0%	73%	27%	4.3	
0%	0%	0%	77%	23%	4.2	
0%	5%	5%	59%	32%	4.2	
0%	0%	5%	73%	23%	4.2	
0%	9%	0%	59%	32%	4.1	

0% < % Items Rated Low (1-2) Disagree % of items Rated 3 > % Rated 4-5 > 80% **Work Average >** 3.9

ENVIRONMENT FACTORS RELATED TO JOB SUCCESS (PERFORMANCE, GROWTH, SATISFACTION AND WELL-BEING)

CHOOSE ONE RESPONSE FOR EACH QUESTION BELOW THAT BEST DESCRIBES YOUR FEELINGS ABOUT YOUR POSITION

- 1) My manager is fair, knowledgeable and professional
- 15) The personal relationship between me and my boss is good
- 16) My boss is accessible and listens to me
- 27) I enjoy new learning and personal growth from the job

AGREEMENT	High (-)
Disagree 1-5 Agree	Impact
4 Agree	
4 Agree	
4 Agree	
4 Agree	

Disagree	< Agreement Level >				Agree	Team Score
1	2	3	4	5		
0%	0%	5%	50%	45%	4.4	
0%	5%	5%	36%	55%	4.4	
0%	0%	9%	45%	45%	4.4	
0%	0%	5%	68%	27%	4.2	

0% < % Items Rated Low (1-2) Disagree % of items Rated 3 > 17% % Rated 4-5 > 83% **Environment Avg** 3.8

PEOPLE FACTORS RELATED TO JOB SUCCESS (PERFORMANCE, GROWTH, SATISFACTION AND WELL-BEING)

CHOOSE ONE RESPONSE FOR EACH QUESTION BELOW THAT BEST DESCRIBES YOUR FEELINGS ABOUT YOUR POSITION

- 11) My interpersonal relationships with co-workers are positive
- 4) I have the authority to plan, measure and manage my own work
- 1) The job provides me enough opportunity to "be my own boss"

AGREEMENT	High (-)
Disagree 1-5 Agree	Impact
4 Agree	
4 Agree	
4 Agree	

Disagree	< Agreement Level >				Agree	Team Score
1	2	3	4	5		
0%	0%	5%	64%	32%	4.3	
0%	0%	0%	82%	18%	4.2	
0%	0%	5%	77%	18%	4.1	

0% < % Items Rated Low (1-2) Disagree % of items Rated 3 > 27% % Rated 4-5 > 73% **People Average >** 3.7