



Can you, your company, your management benefit from an ODSurvey?

Completing this worksheet might help you decide.

Client Objective Worksheet

Please think of one client situation you are currently involved with that could benefit from either an Organizational Survey or a 360 Degree Feedback Survey.

All information is for your use and will not be turned in, but, if appropriate, can serve as the basis for discussion.

Type of Survey: Organizational 360

Client:

Client Situation:

What is the client's desired outcome?



What is the **objective** you would like to achieve by using an Organizational Development Survey?

Who should complete the survey?

Please note the group(s) of people you will need to collect information from in order to meet your objective.

What categories of performance need to be measured?

Please select the areas of performance in which you need information about, in order to meet the objective.

- | | |
|-----------------------|------------------------|
| Account Management | Accountability |
| Accounts Payable | Adaptability |
| Administration | Advertising |
| Amount of Work | Autonomy |
| Balancing Tradeoffs | Billing and Collecting |
| Budgeting/Forecasting | Business Focus |
| Business Partnering | Campaign Strategy |
| Career Development | Channel Management |



- Coaching
- Communication for Results
- Communication & Dialogue
- Compensation & Rewards
- Cooperation
- Corporate Citizenship
- Corporate Fairness
- Corporate Strategy
- Creativity
- Customer Feedback
- Customer Relations
- Customer Support
- Decision Making
- Diversity Management
- Efficiency Focus
- Employee Advocate
- Employee Satisfaction
- Empowerment
- Expertise
- Feedback
- Financial Performance
- Focus on Results
- Free Enterprise
- Government/Community Relations
- Information Technology
- Innovation
- Internal Communication
- Involvement
- Lean Production
- Managerial Effectiveness
- Market Research
- Mutual Benefit
- Overall Reputation
- Commercial Orientation
- Communications
- Comp. & Benefits
- Conceptual Integration
- Coordination
- Corp. Communications
- Corporate Image
- Corporate Unity
- Customer Claims
- Customer Focus
- Customer Satisfaction
- Customer Value Added
- Diversity
- Effective Collaboration
- Efficient Production
- Employee Relations
- Employee Value Added
- Entrepreneurial Orientation
- Fairness
- Finance Role
- Flexibility
- Follow Through
- General Accounting
- Information Systems
- Initiative
- Integrity
- Investor Relations
- Lead Generation
- Learning Orientation
- Managerial Skill
- Media Relations
- Order Fulfillment
- Customer Reputation



- Overall Delivery
- Overall Quality
- Overall Speed
- Participation
- People Skills
- Personal Effectiveness
- Principle-Centered Leadership
- Problem Solving
- Product Development
- Products/Service Quality
- Performance Reviews
- Quality Assurance
- Readiness for Change
- Recognition for Performance
- Resilience
- Resources
- Responsiveness
- Results Oriented
- Safety
- Self Improvement
- Staffing
- Strategic Focus
- Support
- Systems Development
- Tax Accounting
- Teamwork
- Teamwork-Cross Functional
- Technical Support
- Tools and Resources
- Training & Development
- Trust
- Use of Resources
- Vision-Corporate Level
- Overall Effectiveness
- Overall Reputation
- Overall Value
- People Focus
- Performance Management
- Praise & Recognition
- Prioritization
- Process Improvement
- Production
- Professionalism
- Advancement
- Quality of Service
- Recognition
- Relationship Building
- Resource Support
- Responsibility
- Results Focus
- Rewards
- Safety
- Shareholder Value Added
- Stakeholder Balance
- Supplier Satisfaction
- Support Structures
- Taking Initiative
- Team Building
- Corp. Leadership
- Technical Skills
- Tools & Equipment
- Tools Development
- Treasury Operations
- Trust and Respect
- Vision – My Boss
- Work Environment



Work Pressure
Workload

Work Processes

What questions should be asked in order to gain relevant information from the respondents?

We can provide over 1300 questions that can help guide your thinking as you build a survey that meets your specific needs.