

**Climate Check Instructions**

Please circle the number that best describes how you feel. If a question does not apply to you in any way, please circle "NA" (Not Applicable).

<b>In My Work Group ....</b>		Strongly Disagree				Strongly Agree
1. I understand what is expected of me.	NA	1	2	3	4	5
2. I know when I am doing well and when I need to improve.	NA	1	2	3	4	5
3. I feel heard.	NA	1	2	3	4	5
4. My co-workers are willing to share and accept information about their performance and impact on others.	NA	1	2	3	4	5
5. I feel my Annual Personal Dialogue is a helpful conversation.	NA	1	2	3	4	5
6. I get the information I need to do my job and feel part of my work group.	NA	1	2	3	4	5
7. Each person takes responsibility for his or her actions and behaviors.	NA	1	2	3	4	5
8. I trust my co-workers.	NA	1	2	3	4	5
9. I am encouraged to balance my work and personal life.	NA	1	2	3	4	5
10. We put a lot of emphasis on meeting customer expectations.	NA	1	2	3	4	5
11. We are aware of the needs and concerns of our customers.	NA	1	2	3	4	5
12. I have noticed positive changes in my work environment over the last year or so.	NA	1	2	3	4	5
13. I am encouraged to take action and solve problems.	NA	1	2	3	4	5
14. I have the opportunity to get the training I need.	NA	1	2	3	4	5
15. I feel free to express my feelings and ideas without fear.	NA	1	2	3	4	5
16. Differences among us are respected (e.g. gender, lifestyle, ethnic origin, etc.)	NA	1	2	3	4	5

## In My Work Group ....

	Strongly Disagree					Strongly Agree
17. My ideas are valued and considered in decisions that affect my work life.	NA	1	2	3	4	5
18. We have fun.	NA	1	2	3	4	5
19. I am encouraged to participate in teams or groups.	NA	1	2	3	4	5
20. I am willing to take risks to make improvements.	NA	1	2	3	4	5
21. I am encouraged to be creative.	NA	1	2	3	4	5
22. I am appreciated for my contributions.	NA	1	2	3	4	5
23. It's OK to make a mistake as long as I learn from it.	NA	1	2	3	4	5
24. We get the job done.	NA	1	2	3	4	5
25. How we get the job done is just as important as getting the job done.	NA	1	2	3	4	5
26. Conflicts are resolved fairly.	NA	1	2	3	4	5
27. My personal and professional growth is encouraged.	NA	1	2	3	4	5
28. I am treated with dignity and respect.	NA	1	2	3	4	5
29. We value the use of teams and partnerships to solve problems.	NA	1	2	3	4	5
30. My experience with teamwork this last year has been positive.	NA	1	2	3	4	5
31. We recognize excellence and celebrate each other's accomplishments.	NA	1	2	3	4	5
32. I feel like I belong and am involved.	NA	1	2	3	4	5