

DIMQUEQ\_QUESTION,C,40

- 1 1+ one with ethical standards
- 1 2+ one where people are held accountable fo
- 1 2+ r their actions
- 1 3+ one where employees are held accountable
- 1 3+ for meeting performance standards
- 1 4+ one where employees are expected to prod
- 1 4+ uce quality work
- 1 5- one where there is little accountability
- 1 6- one where no one seems to take responsib
- 1 6- ility for anything
- 1 7+ one where people have complete start-to-
- 1 7+ finish responsibility for their jobs
- 1 8- one where people do not have the authori
- 1 8- ty to go with their responsibility
- 1 9+ one with high performance standards
- 1 10+ one with high quality standards
- 2 1- a place where a lot of time is spent in
- 2 1- meetings
- 2 2+ one where people make decisions before t
- 2 2+ hey have the facts
- 2 3- one where meetings are generally a waste
- 2 3- of time
- 2 4+ one where managers have the authority to
- 2 4+ make decisions on their own
- 2 5+ action-oriented
- 2 6+ a place with little paperwork
- 2 7- one in which several levels of approval
- 2 7- are required before decisions are made
- 2 8+ biased towards action
- 2 9- paralyzed by indecision
- 2 10- slow moving
- 3 1+ one where people are encouraged to learn
- 3 1+ things even if they are not directly re
- 3 1+ lated to their duties
- 3 2+ one where employees are encouraged to ge
- 3 2+ t the job done in whatever way they thin
- 3 2+ k is best
- 3 3+ one where employees function fairly inde
- 3 3+ pendently of managers
- 3 4+ one where managers expect employees to r
- 3 4+ ely on themselves when a problem arises
- 3 5+ one where employees are expected to make
- 3 5+ their own decisions
- 3 6- one in which employees are not encourage
- 3 6- d to use their own initiative
- 3 7- one where employees do not have any impo
- 3 7- rtant responsibilities
- 3 8+ one which encourages independent thinkin

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- 3 8+ g
- 3 9- one where managers have little autonomy
- 3 10+ one which supports intrapreneurship
- 3 11- one where managers double check everythi
- 3 11- ng
- 3 12- one where top management does not apprec
- 3 12- iate hearing opposing viewpoints
- 4 1+ bureaucratic
- 4 2+ one with unnecessary rules
- 4 3+ one that requires much paperwork
- 4 4+ one that requires many formal status rep
- 4 4+ orts
- 4 5- one with considerable informal communica
- 4 5- tions
- 4 6- one where people are encouraged to cut t
- 4 6- he red tape
- 4 7- one where people are expected to get the
- 4 7- job done, even if it means breaking som
- 4 7- e of the organization's rules
- 4 8+ one with considerable red tape
- 4 9- one with a minimum of paperwork
- 4 10- one where management looks for ways to e
- 4 10- liminate unnecessary paperwork
- 4 11+ one with many rules which no one can exp
- 4 11+ lain
- 5 1- one where policies and regulations are c
- 5 1- onstantly changing
- 5 2+ one where managers' responsibilities are
- 5 2+ well defined
- 5 3+ one where employees are aware of managem
- 5 3+ ent's goals and priorities
- 5 4- one where standards for acceptable behav
- 5 4- ior are vague and ambiguous
- 5 5- one where things are very disorganized
- 5 6+ one where employees really understand wh
- 5 6+ at their responsibilities are
- 5 7+ one in which the details of assigned job
- 5 7+ s are clearly communicated
- 5 8+ one with regular communications from top
- 5 8+ management
- 5 9- one where information from the top does
- 5 9- not reach the lower levels of the organi
- 5 9- zation
- 5 10+ one with good communications between dep
- 5 10+ artments
- 5 11+ one in which top management wants to kno
- 5 11+ w what employees think
- 5 12- one in which top management does not lik
- 5 12- e to hear opposing viewpoints

- 5 13 - one in which you must listen to the grapevine to find out what is really happening
- 5 13 - one where, if you disagree with your bosses, you had better keep quiet
- 5 14 - one where managers listen to people
- 6 1+ one with generous benefits
- 6 2+ a place with a fair vacation policy
- 6 3+ one with a good health plan
- 6 4- one with a poor dental plan
- 6 5+ one with a good life insurance plan
- 6 6- one with benefits which are not as good as those at comparable organizations
- 6 6- one with extra benefits not found in most organizations
- 6 7+ one with few company benefits
- 6 9+ one with a good maternity leave policy
- 6 10+ one where benefits are clearly explained to all employees
- 6 11+ one with a good fitness program for employees
- 7 1+ one with a strict emphasis on following policies and regulations
- 7 1+ a place where someone who comes in late may make up the time by staying late
- 7 2- one where managers do not give in to employee pressure
- 7 3+ one where it is acceptable to wear wild-looking clothes
- 7 4- one in which policies and regulations are not well enforced
- 7 5- one where management is always checking on employees
- 7 6+ one where employees are not allowed to deviate from set rules
- 7 7+ rigid
- 7 8+ flexible
- 7 9- one with few rules and regulations
- 8 1- one where the right hand doesn't know what the left hand is doing
- 8 1- a smoothly functioning machine
- 8 2+ one where activities are well coordinated
- 8 3+ one with good coordination between departments
- 8 4+ one where inter-departmental projects are well planned
- 8 5+ one where different areas of the organization work well together

- 8 7- one with a lot of friction between functional areas
- 8 7- functional areas
- 8 8- one with poor relations between people in staff jobs and those in line jobs
- 8 8- n staff jobs and those in line jobs
- 8 9+ one where different departments support one another
- 8 9+ one another
- 8 10+ one where problems between departments are resolved before they escalate
- 8 10+ re solved before they escalate
- 9 1+ one which puts a high value on customer service
- 9 1+ service
- 9 2+ close to its customers
- 9 3+ one which listens to its customers
- 9 4- one which handles customer complaints properly
- 9 4- orly
- 9 5+ client-oriented
- 9 6+ in tune with the needs of its clientele
- 9 7- slow to respond to changing customer needs
- 9 7- ds
- 9 8- one which gives poor customer service
- 9 9+ one which surveys its customers
- 9 10+ one which uses focus groups
- 9 11+ prompt in dealing with consumer complaints
- 9 11+ ts
- 9 12+ one which honors its warranties
- 9 13- one which produces poor quality products
- 9 14+ one which uses honest advertising
- 9 15- only interested in profits
- 10 1+ one in which management consults employees about decisions which affect them
- 10 1+ es about decisions which affect them
- 10 2- one where decisions are made too quickly
- 10 3- one where it takes forever to get a decision
- 10 3- sion
- 10 4+ one where management gathers the necessary facts before making a decision
- 10 4+ ry facts before making a decision
- 10 5- one where all decisions are made at the top
- 10 5- top
- 10 6+ one where managers have the authority to make decisions related to their own areas
- 10 6+ make decisions related to their own areas
- 10 6+ as
- 10 7+ one where managers have the information necessary to make decisions
- 10 7+ necessary to make decisions
- 10 8+ one in which decisions are conveyed quickly to all affected areas
- 10 8+ kly to all affected areas
- 10 9+ one which uses good problem-solving techniques to arrive at decisions
- 10 9+ niques to arrive at decisions
- 10 10- one where no one wants to take responsibility for making decisions
- 10 10- ility for making decisions
- 10 11- one where too many people are involved in making decisions
- 10 11- n making decisions

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- 10 12 - one in which you do not know where to go
- 10 12 - to get a decision
- 11 1+ one which does not discriminate against
- 11 1+ minorities when hiring
- 11 2- one where it is easier to get promoted i
- 11 2- f you are male
- 11 3- one where it is easier to get promoted i
- 11 3- f you are white
- 11 4- one with few females in key positions
- 11 5- one with few non-whites in key positions
- 11 6+ one with little racial discrimination in
- 11 6+ daily work activities
- 11 7+ one with little sexual harassment by wor
- 11 7+ kers
- 11 8- one where older employees are seldom pro
- 11 8- moted
- 11 9+ one where the most capable of employees
- 11 9+ get the best opportunities regardless of
- 11 9+ sex, race or religion
- 11 10+ one which makes an effort to hire minori
- 11 10+ ties
- 11 11+ one which is making progress in its trea
- 11 11+ tment of women
- 11 12- one which has made no progress in its tr
- 11 12- eatment of minorities
- 11 13+ one which has a formal procedure for dea
- 11 13+ ling with harassment complaints
- 11 14+ one which hires handicapped people
- 11 15- one which is not very accessible to the
- 11 15- handicapped
- 12 1+ one where managers arrange special event
- 12 1+ s for their teams
- 12 2+ one which organizes company-wide events
- 12 3+ one which celebrates success
- 12 4- a place where there are few incentives f
- 12 4- or doing an excellent job
- 12 5+ an exciting place to work
- 12 6+ one where special awards are given for s
- 12 6+ uperior performance
- 12 7+ a place where it will be well publicized
- 12 7+ if someone does a good job
- 12 8+ exciting
- 12 9- boring
- 12 10+ stimulating
- 13 1+ one which uses management by objectives
- 13 1+ principles
- 13 2+ one where goals are set at all levels of
- 13 2+ the organization
- 13 3+ one with a formal objective setting proc

- 13 3+ edure
- 13 4+ one where managers have the data they ne
- 13 4+ ed to set goals
- 13 5+ one where people can influence the goals
- 13 5+ set for their jobs
- 13 6+ one where goals are coordinated and inte
- 13 6+ grated at all levels of the organization
- 13 7- one where objectives are always changing
- 13 8- one in which management sets few goals
- 13 9- one in which goals and objectives tend t
- 13 9- o be unreasonable
- 13 10- one where goals are not met
- 13 11+ one where managers stay within budget
- 14 1+ a place where doing things in different
- 14 1+ ways is encouraged
- 14 2+ one with a fresh novel atmosphere
- 14 3+ one where there is much experimentation
- 14 4+ one of the first to try out new ideas
- 14 5- one where the same old ways of doing thi
- 14 5- ngs are still being used
- 14 6- one where variety and change are not imp
- 14 6- ortant
- 14 7+ a very creative place
- 14 8+ innovative
- 14 9+ looking for new and better ways to do th
- 14 9+ ings
- 14 10- afraid of change
- 14 11- a dinosaur
- 15 1+ one in which employees in different depa
- 15 1+ rtments help one another
- 15 2- one in which there is inter-departmental
- 15 2- rivalry
- 15 3+ one where people from different departme
- 15 3+ nts get together outside of work
- 15 4- one where politics prevent cooperation b
- 15 4- etween departments
- 15 5- one where employees have friends in many
- 15 5- areas of the organization
- 15 6- one with political game playing
- 15 7+ one where employees try to help other ar
- 15 7+ eas of the organization when they can
- 15 8+ one where inter-departmental cooperation
- 15 8+ is encouraged
- 15 9- one where employees are more loyal to th
- 15 9- eir department than to the organization
- 15 10+ one where the support departments provid
- 15 10+ e adequate support to the operating depa
- 15 10+ rtments
- 15 11- one in which you do not know what the ot

- 15 11 - her departments are doing
- 16 1 - one in which people who differ from othe
- 16 1 - rs are not liked
- 16 2+ a place where people are concerned about
- 16 2+ the well-being of their colleagues
- 16 3+ warm and friendly
- 16 4- a place where people often talk behind o
- 16 4- thers' backs
- 16 5+ one where people go out of their way to
- 16 5+ help a new employee feel comfortable
- 16 6+ a place where employees get together aft
- 16 6+ er work
- 16 7- a place where employees do not eat lunch
- 16 7- together
- 16 8+ one big, happy family
- 16 9- cold and uncaring
- 16 10+ one with friendly employees
- 17 1- a place where employees seem to be just
- 17 1- putting in time
- 17 2- one with no group spirit
- 17 3+ one in which people want to do a good jo
- 17 3+ b for the organization
- 17 4+ one where the work is very challenging
- 17 5+ one that employees are proud to be part
- 17 5+ of
- 17 6- one in which the work is not very intere
- 17 6- sting
- 17 7+ one where people volunteer for special a
- 17 7+ ssignments
- 17 8+ one with dedicated employees
- 17 9+ one which inspires loyalty
- 17 10+ a proud one
- 17 11+ one where employees make an extra effort
- 17 11+ for the organization
- 17 12+ one where you would be willing to do alm
- 17 12+ ost any kind of work to remain part of t
- 17 12+ he organization
- 17 13- one with high turnover
- 17 14- one with a high rate of absenteeism
- 18 1+ one with well designed jobs
- 18 2- one with overlapping job functions
- 18 3- one with too many levels of management
- 18 4+ one where people have start-to-finish re
- 18 4+ sponsibility in their jobs
- 18 5+ one where jobs are challenging
- 18 6- one where jobs have little content
- 18 7+ one with clearly written job description
- 18 7+ s
- 18 8+ one with accurate job descriptions

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- 18 9- one with too many staff jobs
- 18 10- one with too few staff jobs
- 18 11+ one where employees have the authority to
- 18 11+ go with their responsibilities
- 18 12- one with many rules no one can explain
- 18 13+ one where employees understand the role
- 18 13+ they play in the big picture
- 18 14- one with much red tape
- 18 15- one where jobs contain unnecessary tasks
- 18 16- one where the jobs are not very interest
- 18 16- ing
- 19 1- one where employees are fired without ju
- 19 1- st cause
- 19 2+ one in which job security is good
- 19 3- one in which management may have to down
- 19 3- size
- 19 4- one which goes through cycles of budget
- 19 4- cuts and staff reductions
- 19 5- one with frequent layoffs
- 19 6+ one where employees are seldom fired
- 19 7+ a very secure place in which to work
- 19 8+ one where management will do everything
- 19 8+ possible before laying off employees
- 19 9+ unconcerned about employee job security
- 19 10+ stable
- 20 1+ one with long term plans
- 20 2+ one with a sense of direction
- 20 3+ one with a long-range planning group
- 20 4- one with no strategic plan for the futur
- 20 4- e
- 20 5+ one where employees are aware of the org
- 20 5+ anization's long-range goals
- 20 6- one that is too busy fighting fires to p
- 20 6- lan for the future
- 20 7+ one in which employees understand how th
- 20 7+ eir jobs contribute to the long-term obj
- 20 7+ ectives of the organization
- 20 8+ far-sighted
- 20 9- one in which decisions are made based so
- 20 9- rely on short-term objectives
- 20 10+ one in which it is acceptable to make sh
- 20 10+ ort-term sacrifices for the long-term go
- 20 10+ od of the organization
- 21 1+ one with excellent top management
- 21 2+ one with good management
- 21 3+ one where managers are well trained
- 21 4+ one where managers use praise and constr
- 21 4+ uctive feedback to motivate employees
- 21 5- one where managers are not technically s



- 21 5- killed
- 21 6- one where managers do not have sufficient authority
- 21 6- t authority
- 21 7- one where managers are quick to fire employees
- 21 7- loyees
- 21 8- one where managers criticize employees over minor things
- 21 8- ver minor things
- 21 9+ one where managers are good coaches
- 21 10+ one where managers set good examples
- 21 11+ one where managers listen to their people
- 21 11+ e
- 21 12+ one where managers have good administrative skills
- 21 12+ ive skills
- 21 13+ one where managers conduct fair performance appraisals
- 21 13+ ce appraisals
- 21 14+ one where managers plan their teams' work well
- 21 14+ k well
- 21 15+ one where managers are available for their employees
- 21 15+ ir employees
- 21 16+ one where managers are honest and frank
- 21 17+ one where managers keep their employees well informed
- 21 17+ well informed
- 21 18+ one where managers are well aware of what goes on in their work groups
- 21 18+ t goes on in their work groups
- 21 19+ one where managers admit their mistakes
- 22 1+ one which uses Facilitators at meetings
- 22 2+ one which uses Recorders at meetings
- 22 3+ one with a training program for meeting Facilitators
- 22 3+ Facilitators
- 22 4+ one with a training program for meeting Recorders
- 22 4+ Recorders
- 22 5- one which has too many meetings
- 22 6- one where meetings are a waste of time
- 22 7+ one where meetings are run from detailed agendas
- 22 7+ agendas
- 22 8+ one where meeting participants come prepared
- 22 8+ ared
- 22 9+ one where meetings start on time
- 22 10+ one with a training course on how to conduct meetings
- 22 10+ duct meetings
- 22 11+ one with constructive meetings
- 22 12+ one with clear rules on how to run meetings
- 22 12+ ngs
- 22 13- one where meetings often go off on tangents
- 22 13- nts
- 22 14- one where meetings involve much debate and few decisions
- 22 14- nd few decisions
- 22 15- one where a few people tend to dominate discussions at meetings
- 22 15- discussions at meetings

- 22 16 + one where all issues on the agenda of a
- 22 16 + meeting are aired fully
- 22 17 + one which uses meetings effectively for
- 22 17 + problem solving
- 22 18 + one where agendas are sent out with meet
- 22 18 + ing invitations
- 22 19 + one in which meetings are held in comfor
- 22 19 + table meeting rooms
- 22 20 + one where meeting rooms contain the nece
- 22 20 + ssary materials for the Recorder
- 22 21 + one where complete meeting minutes are i
- 22 21 + ssued
- 22 22 + one where meeting minutes are issued wit
- 22 22 + hin a week of the meeting
- 23 1 + one with a good pension plan
- 23 2 + one with salaries that are at least equa
- 23 2 + l to those of comparable organizations
- 23 3 - one which pays less than average for ove
- 23 3 - rtime
- 23 4 + one with fair salary ranges
- 23 5 + one with above average salaries
- 23 6 - cheap
- 23 7 + extravagant
- 23 8 - frugal
- 23 9 - one with tight budgets
- 23 10 + one which pays good bonuses
- 23 11 + one with excellent opportunities for sal
- 23 11 + ary increases
- 23 12 - one where you are underpaid
- 24 1 - one which uses threats to motivate peopl
- 24 1 - e
- 24 2 + one which pays bonuses for superior perf
- 24 2 + ormance
- 24 3 + one where managers give a lot of positiv
- 24 3 + e feedback
- 24 4 + one which publicizes individual achievem
- 24 4 + ents
- 24 5 + one with profit sharing
- 24 6 - one where managers criticize people for
- 24 6 - minor errors
- 24 7 - one where a single mistake may lead to a
- 24 7 - dismissal
- 24 8 - one where management takes credit for em
- 24 8 - ployees' good ideas
- 24 9 + one where promotions and raises are base
- 24 9 + d on merit
- 24 10 - one where playing politics is the way to
- 24 10 - get ahead
- 24 11 + one which uses praise and attention to m

- 24 11+ motivate people
- 24 12- one in which managers treat employees like children
- 24 12- like children
- 24 13- one where managers play favorites
- 24 14+ one in which managers listen to their people
- 24 14+ people
- 25 1+ lean and trim
- 25 2- one with too many levels of management
- 25 3- one with overlapping functions
- 25 4+ one with a logical organizational structure
- 25 4+ structure
- 25 5+ one where employees understand the functions of the different areas of the organization
- 25 5+ functions of the different areas of the organization
- 25 5+ organization
- 25 6- one with a constantly changing organizational structure
- 25 6- organizational structure
- 25 7+ one where the organizational structure aids communication
- 25 7+ aids communication
- 25 8- one where employees are confused as to who is responsible for what
- 25 8- who is responsible for what
- 25 9- one where reporting relationships are unclear
- 25 9- clear
- 25 10+ one where the organization's structure helps it achieve its goals
- 25 10+ helps it achieve its goals
- 26 1- one where managers expect too much from their people
- 26 1- their people
- 26 2+ one where managers give full credit to employees who contribute good ideas
- 26 2+ employees who contribute good ideas
- 26 3+ one where managers defend their people
- 26 3+ people
- 26 4- one where managers often criticize employees over minor things
- 26 4- employees over minor things
- 26 5+ one where managers compliment an employee who does a good job
- 26 5+ employee who does a good job
- 26 6+ one where constructive criticisms from employees are encouraged
- 26 6+ employees are encouraged
- 26 7- a place where managers talk down to employees
- 26 7- employees
- 26 8- one which rejects its employees
- 26 8- employees
- 26 9+ one which values its people highly
- 26 9+ people
- 26 10+ people-oriented
- 26 10+ people-oriented
- 26 11+ committed to its employees
- 26 11+ employees
- 26 12- one where employees are just numbers
- 26 12- numbers
- 26 13+ one where managers trust their employees
- 26 13+ employees
- 26 14- one where managers treat their employees like children
- 26 14- like children
- 26 15- only interested in profits
- 26 15- profits
- 27 1+ one in which management conducts annual performance reviews
- 27 1+ performance reviews
- 27 2+ one with a systematic procedure for evaluation
- 27 2+ evaluation

- 27 2+ uating job performance
- 27 3- one where performance reviews are not do
- 27 3- ne on time
- 27 4- one where managers are reluctant to do p
- 27 4- erformance appraisals
- 27 5+ one in which performance appraisals are
- 27 5+ thorough
- 27 6+ one in which performance reviews are acc
- 27 6+ urate
- 27 7- one in which performance appraisals are
- 27 7- heavily biased towards events of the las
- 27 7- t few months
- 27 8- one where salary increases are not relat
- 27 8- ed to performance reviews
- 27 9+ one where performance reviews help emplo
- 27 9+ yees improve their performance
- 27 10+ one in which performance reviews are con
- 27 10+ ducted in accordance with company guidel
- 27 10+ ines
- 27 11+ one in which employees participate in th
- 27 11+ e performance appraisal process
- 27 12+ one in which employees understand how pe
- 27 12+ rformance evaluations are done
- 27 13+ one in which the performance appraisal s
- 27 13+ ystem is fair
- 27 14+ one in which employees understand the cr
- 27 14+ iteria for promotion
- 27 15+ one in which individual training program
- 27 15+ s are related to performance reviews
- 27 16- one in which subjective opinions influen
- 27 16- ce performance appraisals
- 27 17+ one in which managers are honest and fra
- 27 17+ nk in their performance appraisals
- 27 18- one in which seniority is the main crite
- 27 18- ria for promotions
- 27 19- one where only people belonging to the r
- 27 19- ight clique are promoted
- 28 1+ one with a personnel department that ass
- 28 1+ ists managers with problem employees
- 28 2+ one with a dynamic personnel department
- 28 3- one where the personnel department estab
- 28 3- lishes guidelines but does not get invol
- 28 3- ved in their implementation
- 28 4+ one with a complete set of personnel pol
- 28 4+ icies
- 28 5+ one with a training department
- 28 6- one with an understaffed personnel depar
- 28 6- tment
- 28 7+ one which provides counselling for drug

- 28 7+ and alcohol problems
- 28 8+ one with in-house medical personnel
- 28 9+ one where employees understand personnel
- 28 9+ policies
- 28 10+ one with an effective recruiting and hiring area
- 28 10+ ing area
- 29 1+ a place with good ventilation
- 29 2+ a place which is stylish and modern
- 29 3+ a place with functional and attractive furniture
- 29 3+ urniture
- 29 4- one with drafty work areas
- 29 5+ a place with work areas kept at a comfortable temperature
- 29 5+ table temperature
- 29 6+ a place with with good lighting
- 29 7- a very crowded place in which to work
- 29 8+ one with attractive grounds
- 29 9+ one with well decorated work areas
- 29 10+ one with good parking facilities
- 29 11- one with poor cafeteria food
- 29 12- a place with polluted air
- 29 13+ a place with clean work areas
- 29 14- a place which is too noisy
- 30 1+ one which uses Facilitators in problem-solving meetings
- 30 1+ olving meetings
- 30 2+ one which trains managers in problem-solving techniques
- 30 2+ ving techniques
- 30 3+ one where problems are thoroughly understood before solutions are proposed
- 30 3+ tood before solutions are proposed
- 30 4- one which uses brainstorming as a problem-solving technique
- 30 4- m-solving technique
- 30 5- one with poor problem-solving practices
- 30 6- one where politics interfere with good problem-solving procedures
- 30 6- roblem-solving procedures
- 30 7- one where minor problems escalate into major issues
- 30 7- ajor issues
- 30 8+ one where problems are solved quickly at the lowest possible level
- 30 8+ the lowest possible level
- 30 9+ one where departments cooperate in solving problems
- 30 9+ ng problems
- 30 10- one with much finger pointing when people meet to solve a problem
- 30 10- e meet to solve a problem
- 30 11+ one where employees have the information necessary to solve problems
- 30 11+ necessary to solve problems
- 30 12+ one where management encourages employees to cooperate in solving problems
- 30 12+ s to cooperate in solving problems
- 30 13- one where solutions to problems are imposed by higher management without consulting those involved
- 30 13- sed by higher management without consulting those involved
- 30 13- ing those involved
- 30 14- one where the same problems keep recurring

- 30 14 - ng
- 30 15 + one where solutions to problems are exam
- 30 15 + ined for negative side effects before im
- 30 15 + plementation
- 31 1 + one with high quality standards
- 31 2 + one with a very low return rate for our
- 31 2 + products
- 31 3 + one with a high level of customer satisf
- 31 3 + action
- 31 4 - one with a poor quality reputation
- 31 5 + one which will not tolerate the producti
- 31 5 + on of inferior products
- 31 6 + one which demands attention to detail wh
- 31 6 + en it comes to serving clients
- 31 7 + one which encourages suggestions regardi
- 31 7 + ng ways to improve product quality or cu
- 31 7 + stomer service
- 31 8 + one which has many rules regarding deali
- 31 8 + ng with customers
- 31 9 + one which uses customer complaints as id
- 31 9 + eas to improve products or service
- 31 10 + quality-oriented
- 31 11 + one with a good quality control system
- 31 12 - one which encourages quantity over quali
- 31 12 - ty
- 32 1 + productive
- 32 2 + efficient
- 32 3 + one with high standards of productivity
- 32 4 - inefficient
- 32 5 + one in which productivity is measured
- 32 6 + one which emphasizes productivity
- 32 7 - one where employees are not very product
- 32 7 - ive
- 32 8 + one with incentive programs based on pro
- 32 8 + ductivity
- 32 9 - one where employees try not to exceed pr
- 32 9 - oduction standards
- 32 10 - one where productivity has been decreasi
- 32 10 - ng
- 32 11 - one where unnecessary rules hamper produ
- 32 11 - ctivity
- 32 12 + one where the latest technology has impr
- 32 12 + oved productivity
- 32 13 - one where turnover has reduced productiv
- 32 13 - ity
- 32 14 - one where high absenteeism reduces produ
- 32 14 - ctivity
- 32 15 - one where people problems reduce product
- 32 15 - ivity

- 32 16 - one where a lack of training reduces pro
- 32 16 - ductivity
- 32 17 - one where poor motivation has reduced pr
- 32 17 - oductivity
- 33 1+ one which hires only the best people
- 33 2- one which will hire any warm body that w
- 33 2- alks in the door
- 33 3+ one which tests potential job candidates
- 33 4+ one with a good system for selecting new
- 33 4+ employees
- 33 5+ one with high standards for selecting ne
- 33 5+ w employees
- 33 6- one which can not attract high quality p
- 33 6- eople to join the organization
- 33 7- one which has low starting salaries
- 33 8+ one which actively recruits educated peo
- 33 8+ ple
- 33 9- one with high turnover
- 33 10- one with discriminatory hiring practices
- 34 1+ concerned about safety
- 34 2+ very safety conscious
- 34 3- one with few rules regarding safety
- 34 4- a dangerous place in which to work
- 34 5- one with occupational health hazards
- 34 6- one with many work-related accidents
- 34 7+ one with an effective plan for getting h
- 34 7+ elp in case of an accident
- 34 8+ one with a good plan dealing with major
- 34 8+ disasters at work
- 34 9+ one with workers trained in CPR
- 34 10- one where safety rules are ignored
- 34 11+ one with well maintained equipment
- 34 12+ a safe place in which to work
- 34 13+ one with good emergency medical faciliti
- 34 13+ es
- 34 14+ one where safety hazards are fixed promp
- 34 14+ tly
- 35 1+ stable
- 35 2- unstable
- 35 3- one where managers are always changing t
- 35 3- heir minds
- 35 4- one where the direction of the organizat
- 35 4- ion is constantly changing
- 35 5- one with frequent changes in the structu
- 35 5- re of the organization
- 35 6- one where the players keep changing
- 35 7+ one where the primary goals and business
- 35 7+ mission seldom change
- 35 8+ one where people know what to expect fro

- 35 8+ m management
- 35 9+ one which could use some new ideas
- 35 10+ one which has been doing things in the s
- 35 10+ ame way for a very long time
- 36 1+ one in which management develops close k
- 36 1+ nit teams
- 36 2- one where individual development is stre
- 36 2- ssed at the expense of team building
- 36 3+ one where managers receive training in t
- 36 3+ eam building
- 36 4+ one where employees work together for th
- 36 4+ e good of the team
- 36 5- one where employees try to look good eve
- 36 5- n at the expense of their team's perform
- 36 5- ance
- 36 6+ one which encourages team meetings
- 36 7+ one in which employees are encouraged to
- 36 7+ work together to solve problems
- 36 8- one with friction within work teams
- 36 9+ one in which decisions are made by conse
- 36 9+ nsus
- 36 10+ one where each work team understands its
- 36 10+ role
- 37 1+ technology-driven
- 37 2+ one which uses the most advanced technol
- 37 2+ ogy
- 37 3- one with old, out-of-date machinery
- 37 4+ one which has a large R & D budget
- 37 5- old-fashioned
- 37 6- out of date
- 37 7- resistant to change
- 37 8+ one with a large budget for improving th
- 37 8+ e organization's use of technology
- 37 9+ one which encourages managers to try new
- 37 9+ technology
- 37 10+ one which is knowledgeable about the lat
- 37 10+ est advances in technology
- 38 1+ one with many career paths
- 38 2+ one which emphasizes training
- 38 3- one which devotes little money to employ
- 38 3- ee education
- 38 4+ one with annual reviews of employees' ca
- 38 4+ reer development plans
- 38 5+ concerned with developing its employees
- 38 5+ to their full potential
- 38 6+ one with a good in-house training depart
- 38 6+ ment
- 38 7+ one where the necessary training is give
- 38 7+ n to new employees



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- 38 8+ one which gives employees money for education which is not directly related to their jobs
- 38 8+ their jobs
- 38 9- one where employees are not well trained for their jobs
- 38 9- for their jobs
- 38 10+ one with management training programs
- 38 11+ one which sponsors in-house seminars
- 38 12- one which does not send employees to seminars
- 38 12- inars
- 38 13+ one with a good library
- 38 14+ one which allows employees to follow training programs on company time
- 38 14+ ining programs on company time
- 38 15+ one with education programs about the organization's business and goals
- 38 15+ ganization's business and goals
- 38 16+ one with excellent opportunities for career development
- 38 16+ eer development
- 38 17- one in which seniority is the main criterion for promotions
- 38 17- rion for promotions
- 38 18- one where only people belonging to the right clique are promoted
- 38 18- ight clique are promoted
- 39 1- one with poor management/union relations
- 39 2+ one in which the unions do not call strikes
- 39 2+ kes
- 39 3+ one where the unions and management negotiate in good faith
- 39 3+ tiate in good faith
- 39 4+ one in which both the union and management have common goals
- 39 4+ nt have common goals
- 39 5+ one where labor is represented on the Board
- 39 5+ ard
- 39 6+ one where management understands the union's concerns
- 39 6+ on's concerns
- 39 7+ one where the union understands the need of the company to be profitable
- 39 7+ of the company to be profitable
- 39 8- one with a substantial backlog of union grievances
- 39 8- grievances
- 39 9+ one where union and management communicate between labor negotiations
- 39 9+ te between labor negotiations
- 39 10+ one where management keeps the union informed of their long-range plans
- 39 10+ ormed of their long-range plans
- 40 1+ a place where there is no time to relax
- 40 2+ one where it is very hard to keep up with your workload
- 40 2+ h your workload
- 40 3- one where there is little time pressure
- 40 4+ one where everything seems to be top priority
- 40 4+ ority
- 40 5- one in which you don't have to work very hard and still be able to get your work done
- 40 5- done
- 40 6+ one where people often have to work over

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- 40 6+ time
- 40 7+ one where there are many deadlines to be
- 40 7+ met
- 40 8+ a very stressful place in which to work
- 40 9+ too demanding of its employees
- 40 10- a relaxed place in which to work
- 41 1+ one which has performance standards
- 41 2+ one with strict work quality standards
- 41 3+ one with challenging performance goals
- 41 4- one with unreasonable work standards
- 41 5+ one where employees are aware of the work
- 41 5+ standards
- 41 6- one where management does not monitor performance
- 41 6- against standards
- 41 7- one with no quality control
- 41 8+ quality conscious
- 41 9- only concerned with the bottom line
- 41 10+ one which meets or exceeds its quality standards
- 41 10+ standards