



Organization Dimensions

Worldwide Corporate Assessment & Training Services

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Use the following scale in answering the questions below:

- To a Very Great Extent.....1
- To a Great Extent.....2
- To Some Extent.....3
- To a Small Extent4
- To a Very Small Extent5
- Not At All.....6
- Not Applicable.....N/A

INSTRUCTIONS: Please answer each question below by placing a circle around the one response that best describes how you feel about the item. For example, in question #1, if you think your leader does involve you to a very great extent in decision making, you might circle choice #1. However, if you think your leader does not involve you in decision making at all, you might circle choice #6.

1. To what extent does your leader involve you in decision making?

1 2 3 4 5 6 N/A

2. To what extent does your leader listen effectively?

1 2 3 4 5 6 N/A

3. To what extent does your leader take appropriate action regarding poor performance on the part of other employees?

1 2 3 4 5 6 N/A

4. To what extent does your leader act fairly and not show favoritism?

1 2 3 4 5 6 N/A

5. To what extent does your leader offer coaching?

1 2 3 4 5 6 N/A

6. To what extent does your leader show flexibility so that various situations can be handled in the most efficient manner?

1 2 3 4 5 6 N/A

7. To what extent does your leader encourage employees to think of themselves as members of a team rather than as individuals?

1 2 3 4 5 6 N/A

8. To what extent does your leader provide a clear vision that captures people's commitment?

1 2 3 4 5 6 N/A

9. To what extent does your leader communicate enthusiastically and persuasively with your level of the organization?

1 2 3 4 5 6 N/A

10. To what extent does your leader do enough to establish team goals?

1 2 3 4 5 6 N/A

11. To what extent does your leader give recognition for your contributions?

1 2 3 4 5 6 N/A

12. To what extent does your leader provide a positive motivational environment?

1 2 3 4 5 6 N/A

13. To what extent does your leader look for and encourage suggestions for faster, cheaper, more productive ways of doing things?

1 2 3 4 5 6 N/A

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