

MY ORGANIZATION
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The items below identify characteristics of organizations. Indicate the degree to which you agree/disagree with the statements below by circling the number that best describes your organization. Use the following scale in determining your responses:

1) Strongly Disagree 2) Disagree 3) Neither Agree nor Disagree 4) Agree 5) Strongly Agree.

1. There are opportunities for organization members to have a say in the procedures and processes related to their work.

1 2 3 4 5

2. Organization members are comfortable with ambiguous information when solving job-related tasks.

1 2 3 4 5

3. People are committed to accomplishing goals.

1 2 3 4 5

4. In this organization, the commitment is more to the individual than the team.

1 2 3 4 5

5. The organization is more concerned with the future growth and development of the company than with the current year's revenues/profits.

1 2 3 4 5

6. The physical layout of the organization does not allow members to have a great deal of contact with one another.

1 2 3 4 5

7. In this organization, opportunities for promotion are available for both men and women.

1 2 3 4 5

8. Suggestions for improving the way the work is accomplished are encouraged.

1 2 3 4 5

9. In carrying out tasks, organization members are comfortable with uncertainty rather than reliance on company rules and regulations.

1 2 3 4 5

10. People in the organization are motivated to achieve high levels of performance.

1 2 3 4 5

11. Being part of the team is an obligation rather than something to look forward to.

1 2 3 4 5

12. The organization is more concerned with long-term problem-solving than with meeting current schedules and deadlines.

1 2 3 4 5

13. There tends to be an emphasis on closed doors rather than open doors.

1 2 3 4 5

14. Age does not limit one's chances for advancement in this organization.

1 2 3 4 5

15. There are opportunities to influence policy regarding how the work is done.

1 2 3 4 5

16. Taking promising risks is valued more highly than observing standard operating procedures.

1 2 3 4 5

17. Organization members strive to attain performance objectives.

1 2 3 4 5

18. Rewards are more individual than - based.

1 2 3 4 5

19. The organization is more concerned with long-term planning than with short-term planning.

1 2 3 4 5

20. There is an emphasis on private rather than shared space within the organization.

1 2 3 4 5

21. In this organization, race or ethnicity does not get in the way of attaining success.

1 2 3 4 5

22. Organization members are encouraged to go to their boss with recommendations for changes.

1 2 3 4 5

23. The organization does not rely on rules and procedures to define the way the work is conducted.

1 2 3 4 5

24. Organization members are achievement-oriented.
1 2 3 4 5
25. Organization members do not go out of their way to help other members of the work group.
1 2 3 4 5
26. The organization emphasizes values and beliefs that define a future direction for the company rather than the values and beliefs of leaders from the past.
1 2 3 4 5
27. Organization members prefer to work in their own area rather than sharing work space with others.
1 2 3 4 5
28. One's physical characteristics are not a deterrent to moving up in the organization.
1 2 3 4 5
29. Organization members have an opportunity to influence decision making.
1 2 3 4 5
30. Risk taking is encouraged without fear of reprisal.
1 2 3 4 5
31. People in the organization put forth a great amount of effort in their work.
1 2 3 4 5
32. Organization members prefer to work on their own rather than with others to get things done.
1 2 3 4 5
33. Informal interactions among members tend to focus on organizational opportunities in the future rather than past successes and failures.
1 2 3 4 5
34. People tend to be protective of their work space.
1 2 3 4 5
35. In this organization, family size does not influence promotion decisions.
1 2 3 4 5