

Dattner Consulting

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Sample Organization
Sample Organization

Feedback Report

1/5/2018

This multi-rater survey is designed to assist your organization in assessing and developing its effectiveness. As an aggregated report of the perceptions of the members of the organization, it is intended to:

- Help your organization identify its strengths and areas for improvement
- Enable the leaders of the organization to better understand collective perspectives
- Serve as a quantitative baseline for the organization's progress over time
- Catalyze constructive discussions about how the organization can be more effective
- Demonstrate that the organization is open to feedback and committed to continuous improvement

Rater Groups That Provided Feedback

Rater Group	# of Respondents (n)	# Invited to Participate
Group 1	1	1

About The Rating Scale

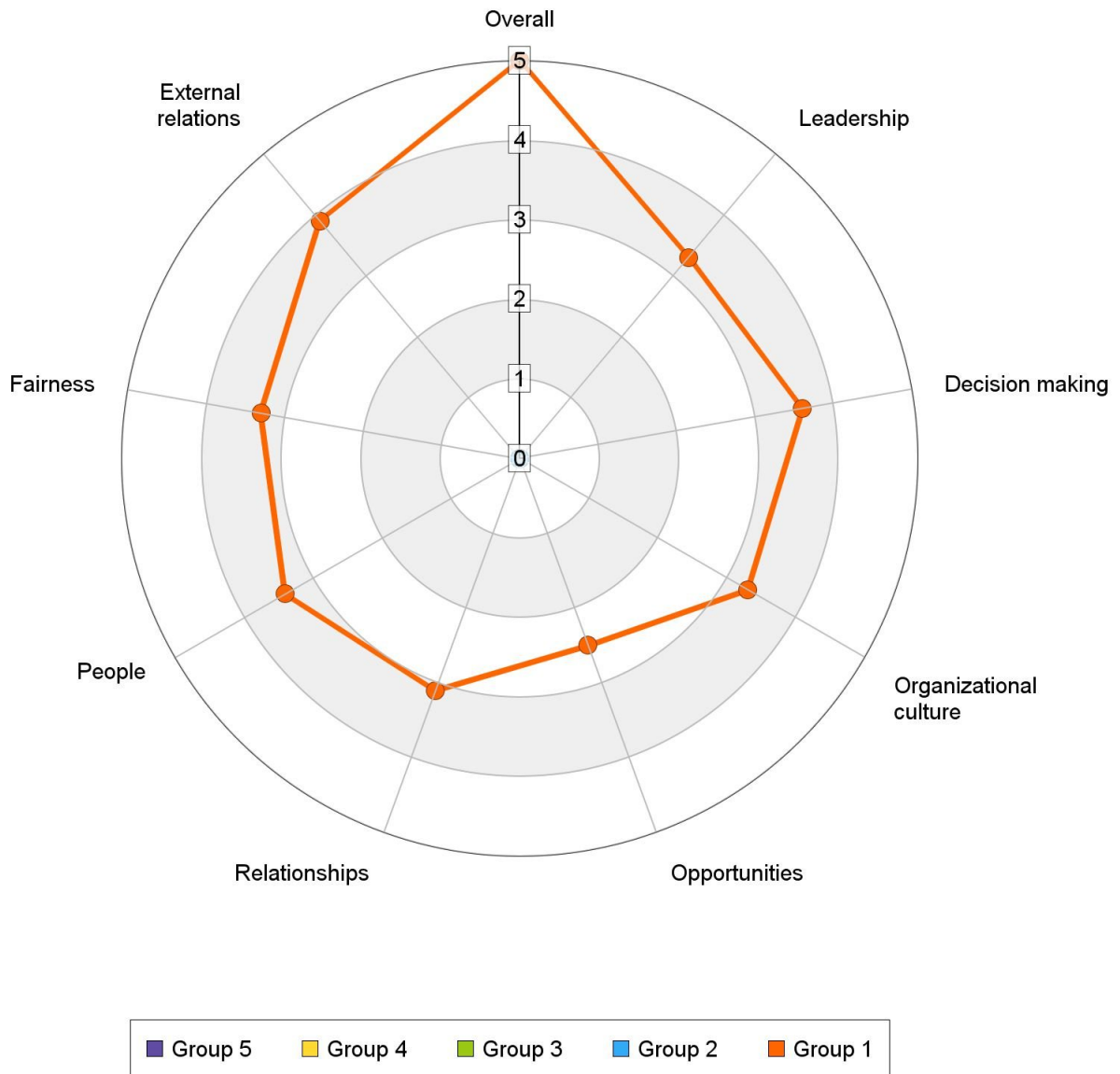
Scale Option	Assigned Value
n/a	0
strongly disagree	1
disagree	2
neutral	3
agree	4
strongly agree	5

Reverse Scored Items: In order to make safeguard against response bias and to ensure that respondents read each question carefully, questions 3 and 6 in each category are negatively worded. In the final report, they are "reverse scored", meaning that the response that was given is subtracted from 6. This reverse scoring ensures that in the final report, higher scores are always better. For example, if a respondent answers question 3 "This organization tends to ignore or discount feedback from customers" with a "1" for "strongly disagree", that is reported as a 5. If the respondent answered "5" for "strongly agree" with question 3, that is reported as a 1.

Organizational Competency Profile

Sample Organization, 1/5/2018

The Competency Profile radar chart below shows scores with each rating group across all Competencies. Radar charts are useful in easily spotting gaps between Rater groups' ratings of an organization. More favorable scores fall toward the outside of the chart.



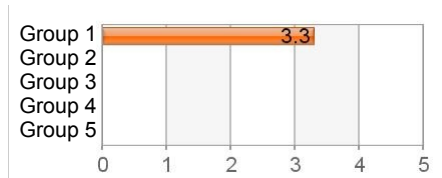
Competency Summary

Sample Organization, 1/5/2018

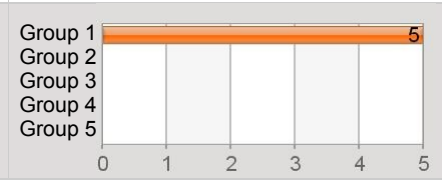
Summary of all competency groups sorted by Rater group.



Leadership



Overall



Individual Survey Items

Sample Organization, 1/5/2018

Graphs below show ratings on each survey item, sorted by Rater Group

Survey Item	Responses by Rater Group																								
<p>External relations</p> <p>1. This organization is attentive to the needs of its customers or clients</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 3</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 4</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 5</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	4	4	1	Group 2			0	Group 3			0	Group 4			0	Group 5			0
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<p>External relations</p> <p>2. Our customers or clients are satisfied with the value that we provide</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>5</td> <td>5</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 3</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 4</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 5</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	5	5	1	Group 2			0	Group 3			0	Group 4			0	Group 5			0
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<p>External relations</p> <p>4. Other organizations have an easy time collaborating with us</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>5</td> <td>5</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 3</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 4</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 5</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	5	5	1	Group 2			0	Group 3			0	Group 4			0	Group 5			0
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<p>External relations</p> <p>5. We treat all sizes and kinds of customers with a high and consistent level of respect</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>5</td> <td>5</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 3</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 4</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 5</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	5	5	1	Group 2			0	Group 3			0	Group 4			0	Group 5			0
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<p>External relations</p> <p>7. This organization has a good reputation</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 3</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 4</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 5</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	4	4	1	Group 2			0	Group 3			0	Group 4			0	Group 5			0
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<p>External relations</p> <p>8. This organization gives back to its community and society in general</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 3</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 4</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 5</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	4	4	1	Group 2			0	Group 3			0	Group 4			0	Group 5			0
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<p>Fairness</p> <p>9. This organization strives to be as fair as possible</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 3</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 4</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 5</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	4	4	1	Group 2			0	Group 3			0	Group 4			0	Group 5			0
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<p>Fairness</p> <p>10. People get promoted based on merit and performance</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>3</td> <td>3</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 3</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 4</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 5</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	3	3	1	Group 2			0	Group 3			0	Group 4			0	Group 5			0
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<p>Fairness</p> <p>11. Credit and blame are not assigned fairly in this organization (Reverse Scored Item)</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>2</td> <td>2</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 3</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 4</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 5</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	2	2	1	Group 2			0	Group 3			0	Group 4			0	Group 5			0
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<p>Fairness</p> <p>12. I feel fairly compensated for the work that I do</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 3</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 4</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 5</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	4	4	1	Group 2			0	Group 3			0	Group 4			0	Group 5			0
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<p>Fairness</p> <p>13. I would describe this organization as generally more fair than other places I have worked</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>3</td> <td>3</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 3</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 4</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 5</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	3	3	1	Group 2			0	Group 3			0	Group 4			0	Group 5			0
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<p>Fairness</p> <p>14. Compensation is determined in a subjective and unfair manner (Reverse Scored Item)</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>3</td> <td>3</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 3</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 4</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 5</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	3	3	1	Group 2			0	Group 3			0	Group 4			0	Group 5			0
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<p>Fairness</p> <p>15. When unfair situations emerge, the organization works to remedy them promptly</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>3</td> <td>3</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 3</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 4</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 5</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	3	3	1	Group 2			0	Group 3			0	Group 4			0	Group 5			0
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<p>Fairness</p> <p>16. The organization recognizes and rewards people who expend extra efforts</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 3</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 4</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 5</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	4	4	1	Group 2			0	Group 3			0	Group 4			0	Group 5			0
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<p>People</p> <p>17. People truly are the most valued asset in this organization</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 3</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 5</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	4	4	1	Group 2	0	0	0	Group 3	0	0	0	Group 4	0	0	0	Group 5	0	0	0
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<p>People</p> <p>18. The members of this organization are committed to its success</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 3</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 5</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	4	4	1	Group 2	0	0	0	Group 3	0	0	0	Group 4	0	0	0	Group 5	0	0	0
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<p>People</p> <p>19. There are too many people working in this organization who are poor performers (Reverse Scored Item)</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>2</td> <td>2</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 3</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 5</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	2	2	1	Group 2	0	0	0	Group 3	0	0	0	Group 4	0	0	0	Group 5	0	0	0
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<p>People</p> <p>20. This organization is able to recruit and retain talented people</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>3</td> <td>3</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 3</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 5</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	3	3	1	Group 2	0	0	0	Group 3	0	0	0	Group 4	0	0	0	Group 5	0	0	0
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<p>People</p> <p>21. I am positively challenged by, and learn from, the people I work with</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 3</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 5</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	4	4	1	Group 2	0	0	0	Group 3	0	0	0	Group 4	0	0	0	Group 5	0	0	0
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<p>People</p> <p>22. I do not trust many of the people that I work with (Reverse Scored Item)</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>3</td> <td>3</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 3</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 5</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	3	3	1	Group 2	0	0	0	Group 3	0	0	0	Group 4	0	0	0	Group 5	0	0	0
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<p>People</p> <p>23. When people disagree with one another, they do so in a constructive and respectful manner</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 3</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 5</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	4	4	1	Group 2	0	0	0	Group 3	0	0	0	Group 4	0	0	0	Group 5	0	0	0
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<p>People</p> <p>24. Other organizations try to recruit people who have been trained here</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>3</td> <td>3</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 3</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 5</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	3	3	1	Group 2	0	0	0	Group 3	0	0	0	Group 4	0	0	0	Group 5	0	0	0
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<p>Relationships</p> <p>25. Most people in this organization get along well with one another</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>3</td> <td>3</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 3</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 5</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	3	3	1	Group 2	0	0	0	Group 3	0	0	0	Group 4	0	0	0	Group 5	0	0	0
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<p>Relationships</p> <p>26. People in this organization return each others' phone calls as promptly as possible</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 3</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 5</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	4	4	1	Group 2	0	0	0	Group 3	0	0	0	Group 4	0	0	0	Group 5	0	0	0
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<p>Relationships</p> <p>27. There are long-running, dysfunctional feuds in this organization (Reverse Scored Item)</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>2</td> <td>2</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 3</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 5</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	2	2	1	Group 2	0	0	0	Group 3	0	0	0	Group 4	0	0	0	Group 5	0	0	0
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<p>Relationships</p> <p>28. I have become friendly and socialize with the people that I work with</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>3</td> <td>3</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 3</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 5</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	3	3	1	Group 2	0	0	0	Group 3	0	0	0	Group 4	0	0	0	Group 5	0	0	0
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<p>Relationships</p> <p>29. Members of this organization admit mistakes, apologize, and share learnings with one another</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 3</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 5</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	4	4	1	Group 2	0	0	0	Group 3	0	0	0	Group 4	0	0	0	Group 5	0	0	0
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<p>Relationships</p> <p>30. There is a high degree of internal conflict and discord in this organization (Reverse Scored Item)</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>2</td> <td>2</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 3</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 5</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	2	2	1	Group 2	0	0	0	Group 3	0	0	0	Group 4	0	0	0	Group 5	0	0	0
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<p>Relationships</p> <p>31. People treat one another with a high degree of consideration and respect</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>3</td> <td>3</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 3</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 5</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	3	3	1	Group 2	0	0	0	Group 3	0	0	0	Group 4	0	0	0	Group 5	0	0	0
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<p>Relationships</p> <p>32. People pitch in for one another and are supportive in times of personal crisis</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 3</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 5</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	4	4	1	Group 2	0	0	0	Group 3	0	0	0	Group 4	0	0	0	Group 5	0	0	0
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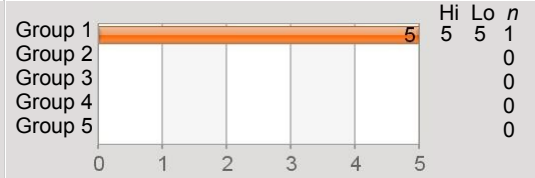
<p>Opportunities</p> <p>33. I receive a good amount of feedback and coaching</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>2</td> <td>2</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 3</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 5</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	2	2	1	Group 2	0	0	0	Group 3	0	0	0	Group 4	0	0	0	Group 5	0	0	0
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<p>Opportunities</p> <p>34. There are many opportunities for career advancement here</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>2</td> <td>2</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 3</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 5</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	2	2	1	Group 2	0	0	0	Group 3	0	0	0	Group 4	0	0	0	Group 5	0	0	0
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<p>Opportunities</p> <p>36. I get the resources and support that I need to do my job</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>2</td> <td>2</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 3</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 5</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	2	2	1	Group 2	0	0	0	Group 3	0	0	0	Group 4	0	0	0	Group 5	0	0	0
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<p>Opportunities</p> <p>37. This organization is willing to invest in training and development</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>3</td> <td>3</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 3</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 5</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	3	3	1	Group 2	0	0	0	Group 3	0	0	0	Group 4	0	0	0	Group 5	0	0	0
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<p>Organizational culture</p> <p>41. This organization has a supportive and friendly organizational culture</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>2</td> <td>2</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 3</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 5</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	2	2	1	Group 2	0	0	0	Group 3	0	0	0	Group 4	0	0	0	Group 5	0	0	0
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<p>Organizational culture</p> <p>42. Our culture is one of high performance and continuous improvement</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>3</td> <td>3</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 3</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 5</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	3	3	1	Group 2	0	0	0	Group 3	0	0	0	Group 4	0	0	0	Group 5	0	0	0
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<p>Organizational culture</p> <p>43. This organization suffers from too much organizational politics (Reverse Scored Item)</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 3</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 5</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	4	4	1	Group 2	0	0	0	Group 3	0	0	0	Group 4	0	0	0	Group 5	0	0	0
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<p>Organizational culture</p> <p>44. The organization's culture has changed in order to meet new challenges</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>3</td> <td>3</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 3</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 5</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	3	3	1	Group 2	0	0	0	Group 3	0	0	0	Group 4	0	0	0	Group 5	0	0	0
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<p>Organizational culture</p> <p>45. This organization embraces diversity and fosters an inclusive environment</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>3</td> <td>3</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 3</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 5</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	3	3	1	Group 2	0	0	0	Group 3	0	0	0	Group 4	0	0	0	Group 5	0	0	0
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<p>Organizational culture</p> <p>46. There are often elephants in the room and tensions and conflicts that do not get surfaced or resolved (Reverse Scored Item)</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>2</td> <td>2</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 3</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 5</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	2	2	1	Group 2	0	0	0	Group 3	0	0	0	Group 4	0	0	0	Group 5	0	0	0
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<p>Organizational culture</p> <p>47. Morale here is generally pretty high</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 3</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 5</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	4	4	1	Group 2	0	0	0	Group 3	0	0	0	Group 4	0	0	0	Group 5	0	0	0
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<p>Organizational culture</p> <p>48. There is open communication and people speak up and share their true feelings and concerns</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>5</td> <td>5</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 3</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 5</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	5	5	1	Group 2	0	0	0	Group 3	0	0	0	Group 4	0	0	0	Group 5	0	0	0
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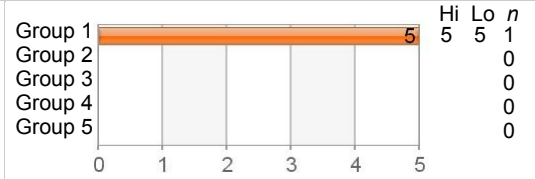
<p>Decision making</p> <p>49. In this organization, good decisions get made most of the time</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 3</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 4</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 5</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	4	4	1	Group 2			0	Group 3			0	Group 4			0	Group 5			0
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<p>Decision making</p> <p>50. The organization is able to change its strategy and approach in order to adapt to change</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>3</td> <td>3</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 3</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 4</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 5</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	3	3	1	Group 2			0	Group 3			0	Group 4			0	Group 5			0
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<p>Decision making</p> <p>51. My coworkers and I are not appropriately consulted about decisions that impact us (Reverse Scored Item)</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 3</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 4</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 5</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	4	4	1	Group 2			0	Group 3			0	Group 4			0	Group 5			0
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<p>Decision making</p> <p>52. Debate and dissent are welcomed and valued in this organization</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>3</td> <td>3</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 3</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 4</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 5</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	3	3	1	Group 2			0	Group 3			0	Group 4			0	Group 5			0
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<p>Decision making</p> <p>53. The organization generally learns from bad decisions and does not repeat them</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 3</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 4</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 5</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	4	4	1	Group 2			0	Group 3			0	Group 4			0	Group 5			0
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<p>Decision making</p> <p>54. This organization is too focused on the short term and neglects long term challenges (Reverse Scored Item)</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 3</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 4</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Group 5</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	4	4	1	Group 2			0	Group 3			0	Group 4			0	Group 5			0
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<p>Leadership</p> <p>57. Power in this organization is based on expertise rather than position or seniority</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 3</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 5</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	4	4	1	Group 2	0	0	0	Group 3	0	0	0	Group 4	0	0	0	Group 5	0	0	0
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<p>Leadership</p> <p>60. My immediate supervisor does a good job of managing me</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>3</td> <td>3</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 3</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 5</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	3	3	1	Group 2	0	0	0	Group 3	0	0	0	Group 4	0	0	0	Group 5	0	0	0
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<p>Leadership</p> <p>61. Senior managers in this organization set a positive example</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>3</td> <td>3</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 3</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 5</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	3	3	1	Group 2	0	0	0	Group 3	0	0	0	Group 4	0	0	0	Group 5	0	0	0
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<p>Leadership</p> <p>62. There is an absence of good management and leadership in this organization (Reverse Scored Item)</p>	<table border="1"> <thead> <tr> <th>Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Group 1</td> <td>2</td> <td>2</td> <td>1</td> </tr> <tr> <td>Group 2</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 3</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Group 5</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Group	Hi	Lo	n	Group 1	2	2	1	Group 2	0	0	0	Group 3	0	0	0	Group 4	0	0	0	Group 5	0	0	0
Group	Hi	Lo	n																						
Group 1	2	2	1																						
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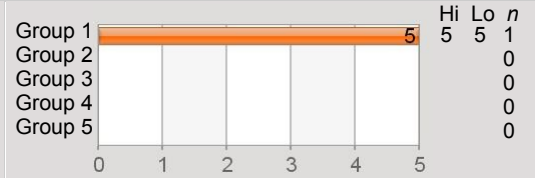
Overall
65. I'm glad to work in this organization



Overall
66. This organization is performing well



Overall
67. This organization's performance is improving over time



10 Highest Rated Items

This report shows average weighted ratings for each of the top 10 rated items in the review.

	Top 10 Items	Group 2	Group 1	Group 5	Group 4	Group 3
1.	Overall This organization's performance is improving over time	0.0	5.0	0.0	0.0	0.0
2.	Overall This organization is performing well	0.0	5.0	0.0	0.0	0.0
3.	Overall I'm glad to work in this organization	0.0	5.0	0.0	0.0	0.0
4.	Organizational culture There is open communication and people speak up and share their true feelings and concerns	0.0	5.0	0.0	0.0	0.0
5.	External relations We treat all sizes and kinds of customers with a high and consistent level of respect	0.0	5.0	0.0	0.0	0.0
6.	External relations Other organizations have an easy time collaborating with us	0.0	5.0	0.0	0.0	0.0
7.	External relations Our customers or clients are satisfied with the value that we provide	0.0	5.0	0.0	0.0	0.0
8.	Leadership The leadership of this organization is committed to supporting work-life balance	0.0	4.0	0.0	0.0	0.0
9.	Leadership I am confident that senior management will be able to successfully lead the organization into the future	0.0	4.0	0.0	0.0	0.0
10.	Leadership Senior management is well regarded and well respected	0.0	4.0	0.0	0.0	0.0

10 Lowest Rated Items

This report shows average weighted ratings for each of the bottom 10 rated items in the review.

Bottom 10 Items	Group 2	Group 1	Group 5	Group 4	Group 3
1. External relations This organization tends to ignore or discount feedback from customers (Reverse Scored Item)	0.0	2.0	0.0	0.0	0.0
2. External relations This organization has too many critics who would like to see us fail (Reverse Scored Item)	0.0	2.0	0.0	0.0	0.0
3. Fairness Credit and blame are not assigned fairly in this organization (Reverse Scored Item)	0.0	2.0	0.0	0.0	0.0
4. People There are too many people working in this organization who are poor performers (Reverse Scored Item)	0.0	2.0	0.0	0.0	0.0
5. Relationships There are long-running, dysfunctional feuds in this organization (Reverse Scored Item)	0.0	2.0	0.0	0.0	0.0
6. Relationships There is a high degree of internal conflict and discord in this organization (Reverse Scored Item)	0.0	2.0	0.0	0.0	0.0
7. Opportunities I receive a good amount of feedback and coaching	0.0	2.0	0.0	0.0	0.0
8. Opportunities There are many opportunities for career advancement here	0.0	2.0	0.0	0.0	0.0
9. Opportunities I get the resources and support that I need to do my job	0.0	2.0	0.0	0.0	0.0
10. Opportunities The organization encourages me to identify and pursue opportunities for new business	0.0	2.0	0.0	0.0	0.0

Additional Comments

All respondents are asked to provide open-ended commentary. The comments below are presented exactly as they were entered by respondents.

Decision making: Observations/Suggestions

Group 1:

No Response.

Group 2:

No Response.

Group 3:

No Response.

Group 4:

No Response.

Group 5:

No Response.

External relations: Observations/Suggestions

Group 1:

Our constituencies are very happy with the services we provide

Group 2:

No Response.

Group 3:

No Response.

Group 4:

No Response.

Group 5:

No Response.

Fairness: Observations/Suggestions

Group 1:

No Response.

Group 2:

No Response.

Group 3:

No Response.

Group 4:

No Response.

Group 5:

No Response.

Leadership: Observations/Suggestions

Group 1:

No Response.

Group 2:

No Response.

Group 3:

No Response.

Group 4:

No Response.

Group 5:

No Response.

Opportunities: Observations/Suggestions

Group 1:

No Response.

Group 2:

No Response.

Group 3:

No Response.

Group 4:

No Response.

Group 5:

No Response.

Organizational culture: Observations/Suggestions

Group 1:

No Response.

Group 2:

No Response.

Group 3:

No Response.

Group 4:

No Response.

Group 5:

No Response.

Overall: Observations/Suggestions

Group 1:

No Response.

Group 2:

No Response.

Group 3:

No Response.

Group 4:

No Response.

Group 5:

No Response.

People: Observations/Suggestions

Group 1:

No Response.

Group 2:

No Response.

Group 3:

No Response.

Group 4:

No Response.

Group 5:

No Response.

Relationships: Observations/Suggestions

Group 1:

No Response.

Group 2:

No Response.

Group 3:

No Response.

Group 4:

No Response.

Group 5:

No Response.