

Organizational Climate Questionnaire

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LS 600 Introduction to Leadership

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Organizational Climate Questionnaire

Scoring

1. Sum the responses on items 1, 5, 9, 13, and 17 (providing structure). 19
2. Sum the responses on items 2, 6, 10, 14, and 18 (clarifying norms). 20
3. Sum the responses on items 3, 7, 11, 15, and 19 (building cohesiveness). 21
4. Sum the responses on items 4, 8, 12, 16, and 20 (promoting standards of excellence). 22

Total Scores

Providing structure: 19

Clarifying norms: 20

Building cohesiveness: 21

Promoting standards of excellence: 22

The climate is very important for every organization. The leaders need to work to create a positive atmosphere of a team or an organization. The author says: “When a leader creates a constructive climate, he or she helps group members perform at their highest levels of excellence”.

When the atmosphere is negative, everything will become hard. Words like demotivation, discontent, targets not reached, bad relationships, lack of respect and insecurity characterize a negative climate. The leader is a unique person who can change this situation.

I agree with author when he affirms that leader needs to consider four factors to create a constructive climate: providing structure, clarifying norms, building cohesiveness, and promoting standards of excellence. Leaders need to balance these four factors.

My high score is “promoting standards of excellence”. The excellence should be a word to walk together with leaders. According author, researchers found that standards of excellence were a crucial factor associated with team success. A few years ago, a college rector told me that from the time that college established standards of excellence for the teachers, they increased the quality of the classes and also had increased number of students.

Many things can affect the atmosphere an organization and they can come from outside or from inside. But the leader has to know how to deal with them so that the team's climate remains positive. Leaders are responsible to create climate like the author says:

“Establishing a constructive climate is a complex process that involves a great deal of work by a leader. A leader who sets a positive tone will find payoffs in remarkable group performance”.

References

Northouse ,P.(2015). Introduction to Leadership. Thousand Oaks, CA; Sage Publications, Ins.