

Organizational Climate Questionnaire

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Have you ever wondered why certain work climates are filled with chaos while others are peaceful and pleasurable? I have. Sometimes a good work climate is not appreciated until you experience a bad one. Imagine working in a climate where the team is cohesive, engaged, performs at their best and delivers impressive results on a consistent basis. From my ears to yours this thought sounds like only a dream; it's unfortunate but true.

This reflection paper is written from the perspective of someone who intimately knows the pleasant outcomes from creating a constructive climate on a personal level, as well as a professional level. Likewise, this person is well-acquainted with a confrontational climate because of the lack of leadership and engagement from the leader. When a leader creates a constructive climate, he or she becomes instrumental in helping group members perform at their highest level of excellence (Northouse 2018; Larson & LaFasto, 1989). Since the constructive climate hinges on leadership it is perplexing that some leaders opt out of creating constructive climates.

Northouse (2018) proposes that addressing behaviors is one of the five reasons to establish a constructive climate; failing to exercise this communication method is the primary driver for setting up a confrontational climate. For the past six years, the author of this reflection paper has undergone and witnessed a confrontational climate on her job. Despite the fact that her work function is led by two male executives there is one male team member who consistently behaves in an unprofessional manner. He becomes visibly angry when decisions are made that he doesn't agree with, he regularly belittles team members when he smells the aroma of fear and timidity and he throws temper-tantrums if our leadership doesn't recognize his accomplishments.

This week's reading assignment was very informative and encouraging and the results from the survey were right on target. From highest to lowest the survey calculation underscores the high standards of excellence that I exemplify for myself and others, the keen sense to provide

structure and clarify norms in any setting and the natural inclination to foster cohesiveness. My attempt to employ these key factors in any environment typically work. Yet I've realized that standards and key factors must be set in motion by top leadership to be sustainable.

The work climate is somewhat chaotic in this season, mainly for reasons that were discussed in this week's reading assignment: lack of structure, failure to establish rules for acceptable behavior, absence of the feelings of we-ness or cohesiveness and the standards of excellence is non-existent unless it is carried out individually (Northouse, 2018, 160-166). Nonetheless, there is still a purpose in all of it. Perhaps the purpose is intertwined with me taking this course to learn the strategy to do my part in establishing the foundation of a constructive climate.

References

Northouse, P.G. (2018). *Introduction to leadership: concepts and practice (4th ed.)*

Thousand Oaks, CA: Sage (pp. 160-166, 171)