

Week 9 - 8.2 Organizational Climate Questionnaire Results

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Ls 600 Introduction to Leadership

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The Organizational Climate Questionnaire was used to develop an understanding of how one's personal leadership affects others and to help leaders understand their strengths and weaknesses in establishing the climate for a group or an organization. Based on the scores I received on the Organizational Climate Questionnaire, my strengths and weaknesses regarding establishing a constructive climate for a group or organization are as follows:

Providing structure: 20

Building cohesiveness: 21

clarifying norms: 18

Promoting standards of excellence: 21

For the most part I ranged between the high and high moderate range. The area in which I scored lower to be considered in the high moderate range is in clarifying norms. In part I agree with the results because sometimes I ignore going over the rules all together because I am under the assumption that everybody is in the same page in regards to knowing what is expected of them. I know that when I assume certain things sometimes certain people who need that extra help will fall through the cracks and just attempt to go with the flow. In regards to my strengths I see as promoting standards of excellence, as my strongest one. I find myself to be that person that will go out of my way to make sure that everybody benefits in the same way, and that nobody misses those benefits because they fell short on something.

As Northouse pointed out in the book, norms need to be developed or established early on. Something that my manager is always saying is that it is better to work hard, initially, then to have hard work down the line. I just need to apply that to how I employ norms within a group setting. I just need to make sure that I don't oversee them and not to make any assumptions as to where everybody is at. An important aspect of establishing a constructive climate is giving recognition to others. I feel like it depends on the situation and on the person. The task that was completed by the person needs to be worthy of a reward or a praise. Leaders also need to choose

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wisely, one can't just praise or reward for just about anything, because it could ultimately lose its value, which could then have a negative effect instead of a positive one.