

# Team Climate Assessment – Description

The goal of the climate assessment survey is to gain insight into the climate for employees within a specific department or division. We hope to identify strengths and opportunities for improvement in an effort to reinforce high performance and positive morale. All responses will be presented in aggregate form. No individual responses will be shared.

For purposes of the climate assessment, the following definitions can be used as listed or customized to fit the needs of the audience completing the assessment:

**Team** represents your immediate work group or functional team.

**Supervisor** is referring to the person you directly report to.

**Leadership** refers to your division's senior leadership team.

## Quantitative data:

Those completing the assessment would be asked to respond on a Likert scale (from strongly agree to strongly disagree) to questions focusing on the following areas:

**Autonomy/Control:** The degree or level of freedom and discretion allowed to an employee over their job.

**Team Cohesion:** The sum of all the factors causing members of a team to stay on the team or be attracted to the team. You can think of team cohesion as the social glue that binds a team together.

**Well-Being/Development:** A good or satisfactory condition of existence; a state characterized by growth, engagement, and happiness.

**Trust and Fairness:** The level of consistency between thought and action, respect and care, and fairness exhibited on the team and from leadership.

**Senior Leadership:** Experiences with or impressions of the senior leadership team over the department or division.

## Qualitative data:

Those completing the assessment would be asked to respond, with text, to questions focusing on the following areas:

What is working well within your team?

What practices could be improved within your team?

What is working well with respect to your experiences with and impressions of leadership?

What could be improved with respect to your experiences with and impressions of leadership?

## Demographic information:

Providing demographic information is always optional for those completing the assessment. Some information that can be helpful when studied on the aggregate includes: Job role (faculty or staff), length of employment, supervisory status, etc...

## Results:

Upon completion of the climate survey, output will be provided in the form of graphical and text data. In addition, a member of the people development team will make themselves available to help interpret the data and plan next steps.