



Formal Control/Initiative

EmployeeSurveyOnline

Rate the following statements and then select those issues for action planning purposes.

Consistently characteristic: the statement is consistently characteristic of how the organisation works.

Occasionally characteristic: the statement is occasionally characteristic of how the organisation works.

Not characteristic: the statement is not characteristic of how the organisation works.

CC OC NC

1. Managers reluctant to try new approaches.

2. Rigid procedures and systems that limit efficiency.

3. Staff not trusted to do straightforward tasks.

4. Managers/supervisors constantly checking staff work.

5. People discouraged from making even simple decisions.

6. Staff being punished for small errors.

7. No opportunities for people to comment on how we do things.

8. Managers not prepared to make decisions.

9. People not able to use all their skills/ability on the job.

10. Staff won't take action on even small problems because of concerns about hostile management reaction.

11. Managers refusing to delegate responsibility.

12. Lack of opportunity for teams to meet and talk about work issues openly.

13. Team meetings are sessions in getting told things without participation.

14. Staff not trained well enough in established procedures to make them competent.

15. Managers/supervisors unavailable because they attempt to do too many things.

16. People complaining that managers/supervisors treat them like children.

