



Working Relationships/Team Identification

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. Relationships between individuals are under constant stress.

2. The structure of staff activities doesn't encourage close working relationships.

3. The physical working environment does not encourage the idea of team membership.

4. Dominating management styles discourage honesty in relationships.

5. Staff form informal social groups that don't mix.

6. The organisation talks about teamwork but doesn't support it in practice.

7. New staff are not properly inducted or introduced.

8. Managers are reluctant to resolve group conflict.

9. Mutual tolerance of differences is not promoted as an organisational value.

10. Selection of new staff doesn't consider the existing culture.

11. Team meetings are infrequent.

12. Managers/supervisors have close relationships with select staff.

13. Relatively few or no team-based goals.

14. Management styles encourage careful political behaviour.

15. A lack of tolerance of differences between people.

16. Lack of sufficient people to do the work creates pressure on relationships.

17. The pressure to 'get things done' limits opportunities for staff to interact.

18. Lack of clarity in the boundaries of team leadership roles.

