



# Development Opportunity

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 only appear interested in career planning for themselves.

2. Career development is only a minor part of annual performance appraisal.

3. Training programs are not very relevant to staff needs.

4. People are promoted on personal relationships rather than merit.

5. Managers are reluctant to release people for training and development courses.

6. There is a lack of funding for tertiary programs.

7. Managers refusing to release people to development placements.

8. Staff lack sufficient technical training to do their jobs competently.

9. Women are not actively encouraged to apply for promotional positions.

10. Performance standards do not apply equally to men and women.

11. Female managers are more harshly judged than their male counterparts.

12. There is a lack of formal process committed to professional development.

13. The organisation lacks clearly defined career pathways for staff.

14. Managers are reluctant to use performance rating scales objectively.

15. Job descriptions focus on job tasks rather than emphasising competencies and job outcomes.

16. The performance appraisal structure is inadequate for properly assessing job performance.

17. There is no established way of appealing a poor performance rating in annual appraisal.

18. Development and succession do not sufficiently consider issues of ethnicity.

