



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 appointed because of technical ability.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Poorly performing managers are tolerated.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Managers lack the basic skills in handling staff related issues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Lack of team management skills among managers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Managers who never brief staff about business issues relating to their work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Staff lack confidence in management capacity to handle difficult situations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Managers using email rather than dealing with people face to face.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Management of changes in the organisation shows a lack of sensitivity to the impact on staff.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. The reasons for organisational changes poorly explained by managers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Expenditure often appears to be wasted on initiatives of questionable value to the organisation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Management decisions display a lack of understanding about operational necessities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Managers displaying poor organisational skills in how they work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Management priorities and decisions being constantly changed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Staff opinions and viewpoints are ignored by managers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Constant changes in organisation strategy leave staff with a lack of confidence in management.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. Advancement is based on contacts and personal friendship rather than merit.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. Management show little concern over the lack of organisational performance.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. Managing within budgets doesn't appear to be a priority for management.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

