



Enlighten.  
Encourage.  
Enable.

## **Organization Culture Survey**

**May 5, 2006**

**Total number of responses: 257**

# Responses by Demographic Group

LOCATION:



North (12.5%)

South (30.9%)

East (41.4%)

West (15.2%)

# Responses by Belief

## Purpose



## Structure



## Resources



## Rewards



## Processes



## Relations



## Leadership



## Performance



## Cost-Mindfulness

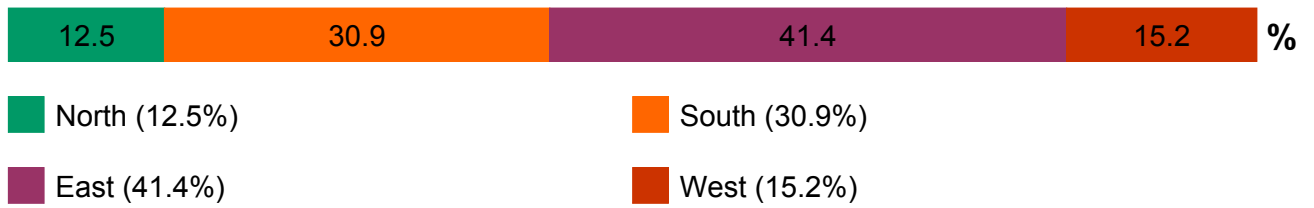


# Responses by Belief

## Composite

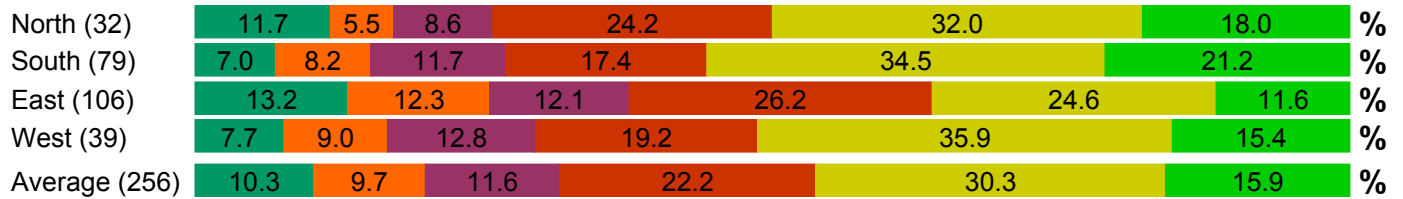


## LOCATION:

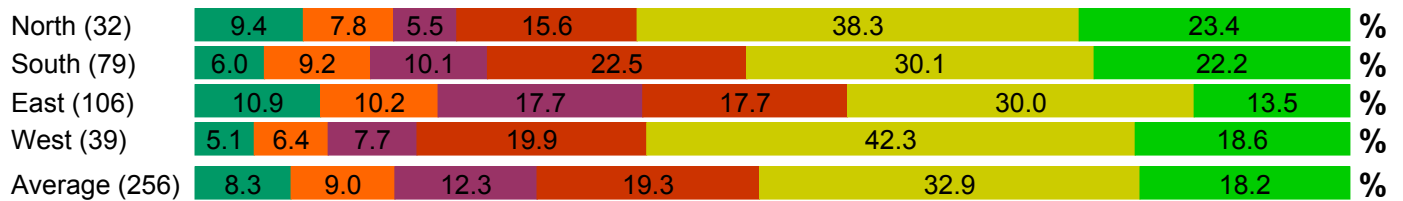


# Competency Rater Overview

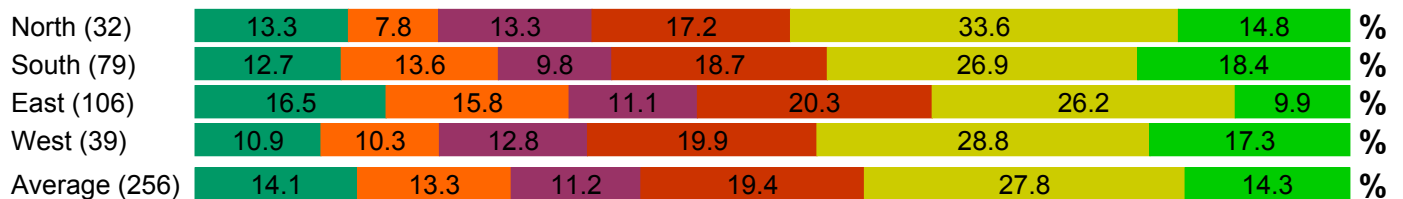
## Purpose



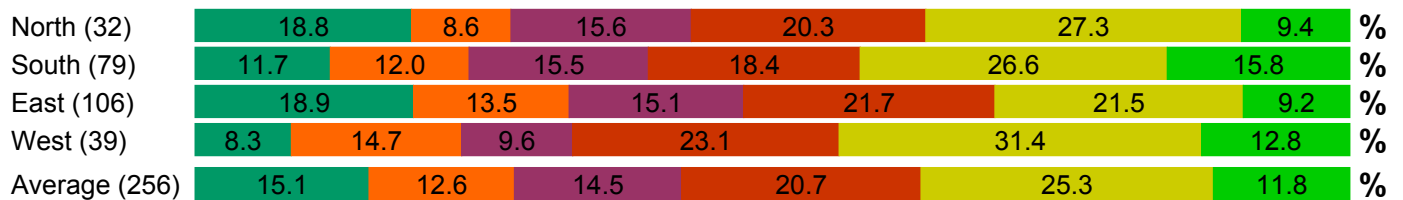
## Structure



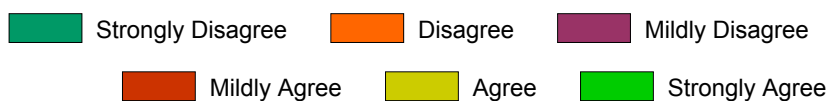
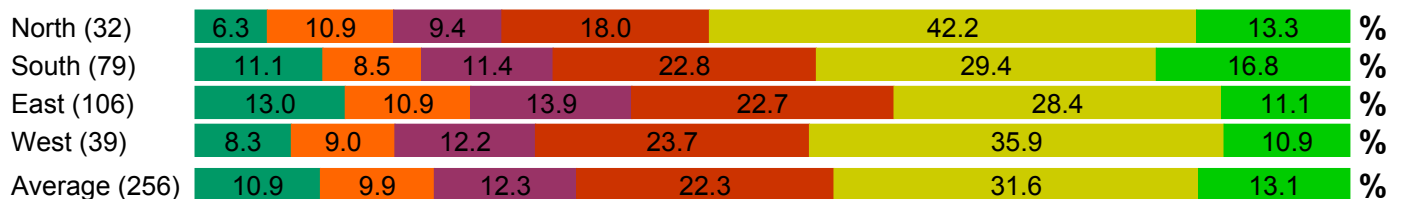
## Resources



## Rewards

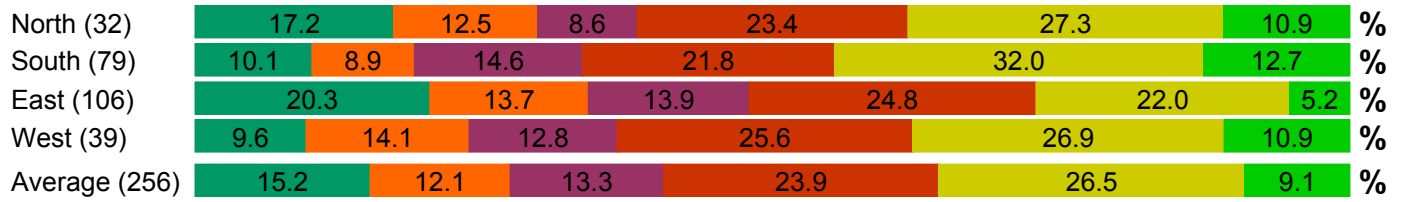


## Processes

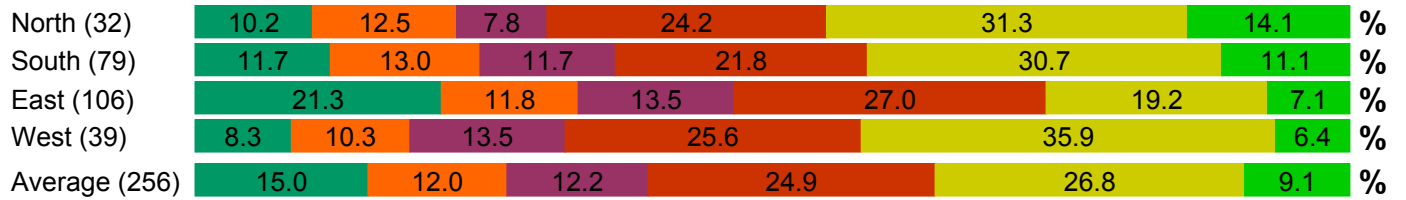


# Competency Rater Overview

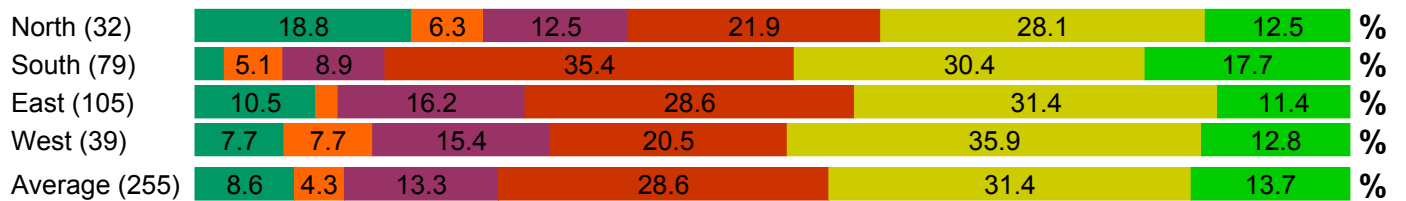
## Relations



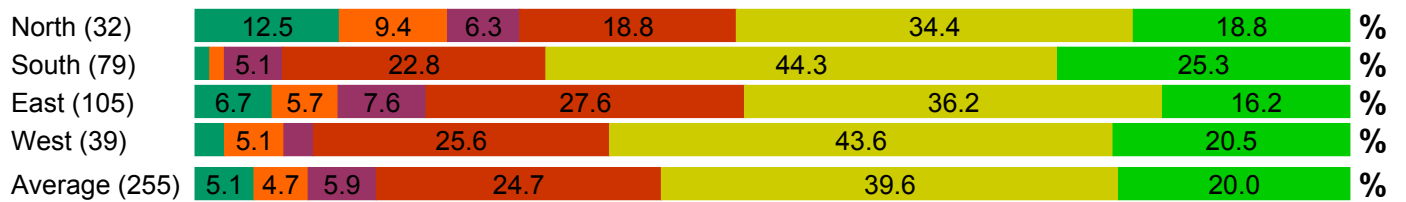
## Leadership



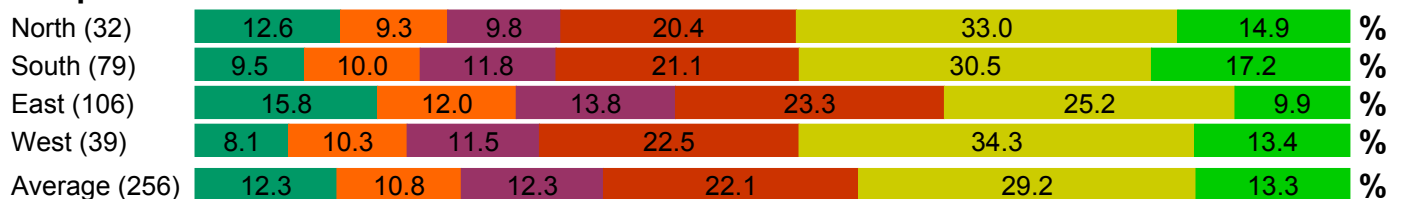
## Performance



## Cost-Mindfulness

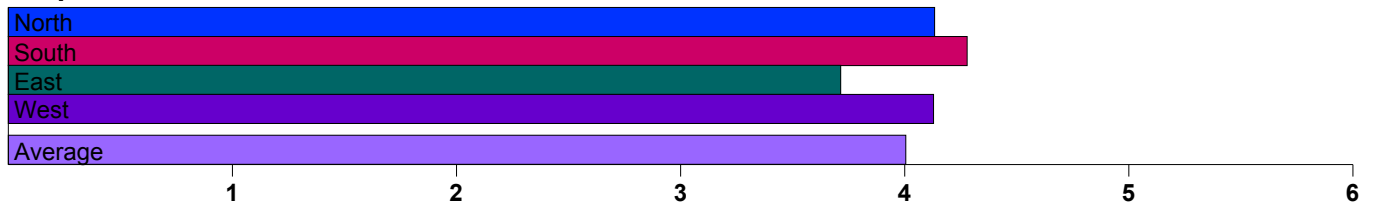


## Composite

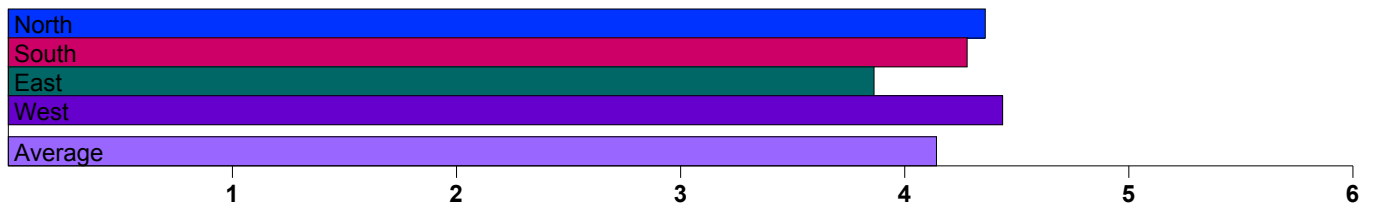


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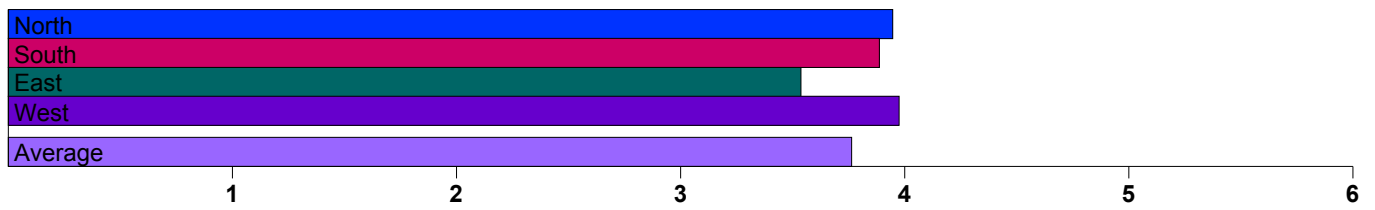
## Purpose



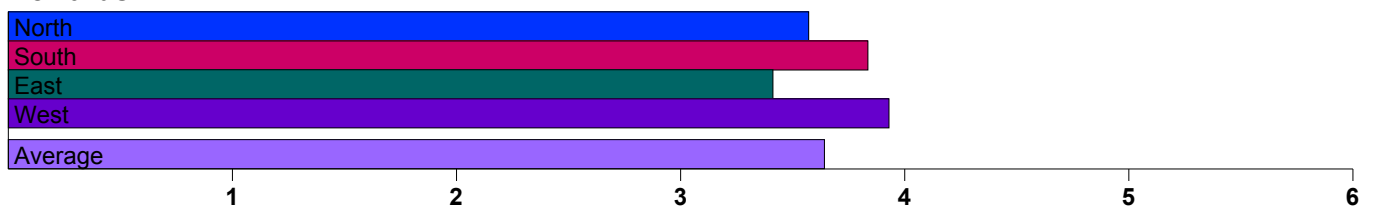
## Structure



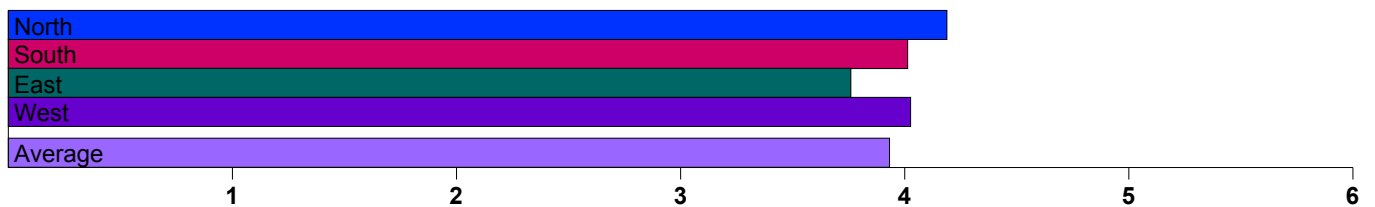
## Resources



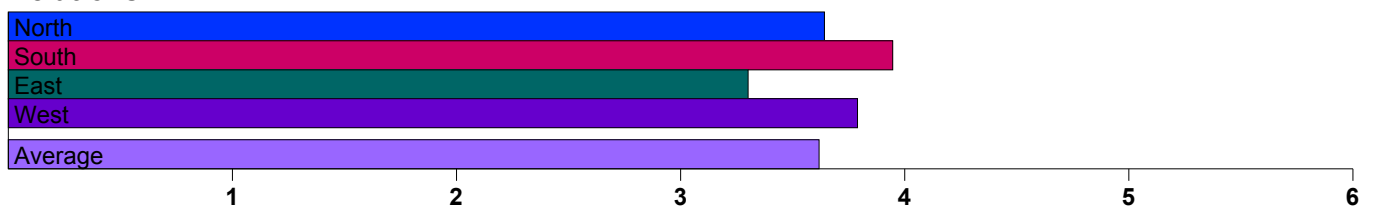
## Rewards



## Processes

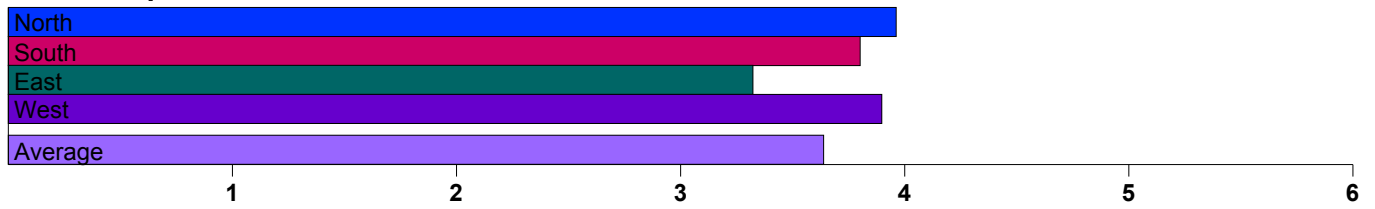


## Relations

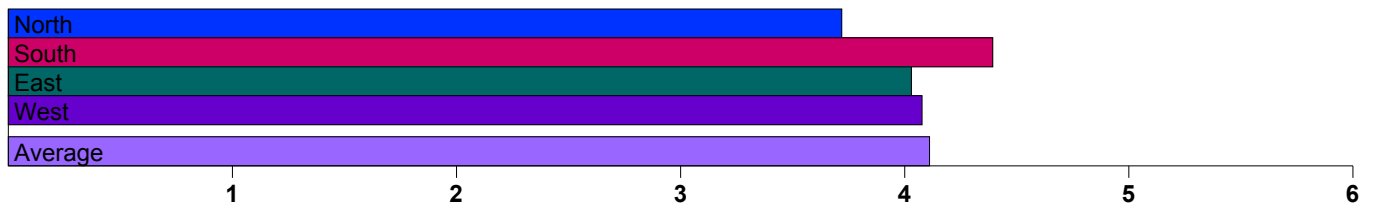


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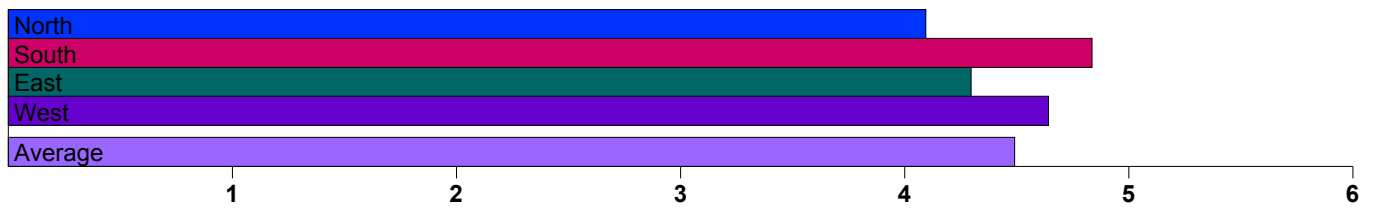
## Leadership



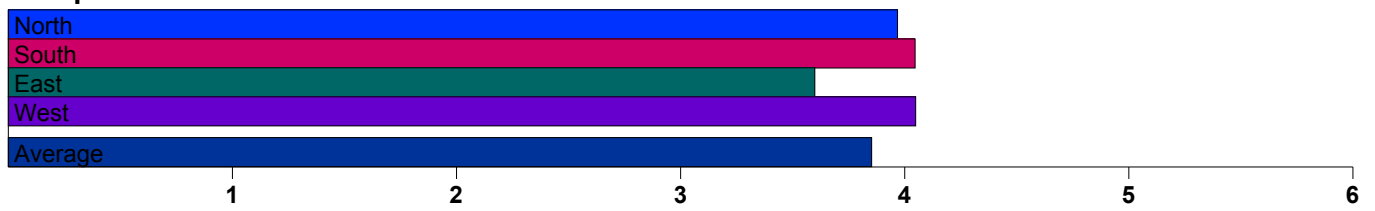
## Performance



## Cost-Mindfulness

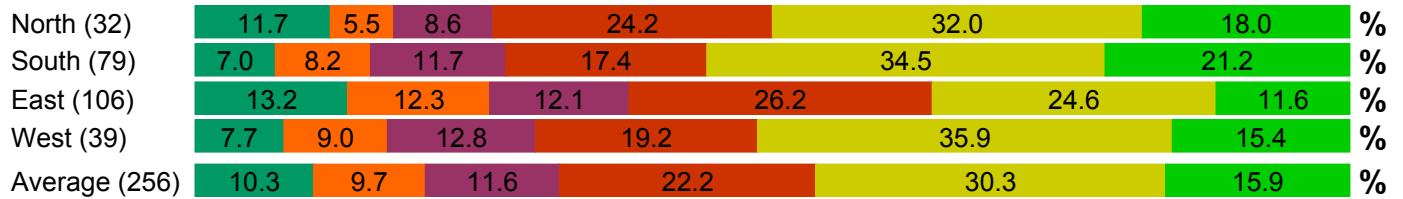


## Composite

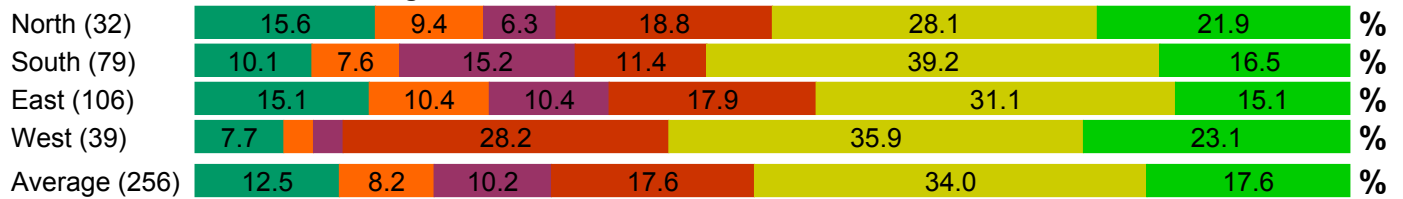


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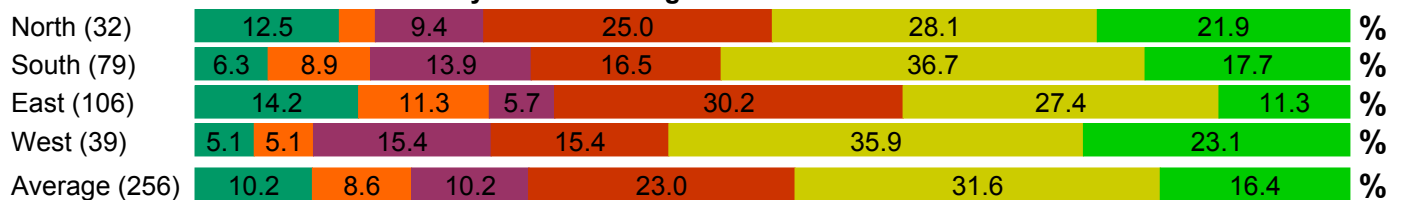
## Purpose



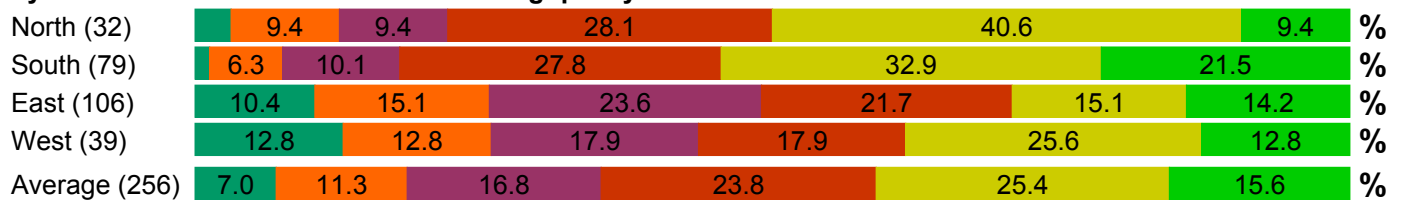
## The vision and values of this organization are clear to me.



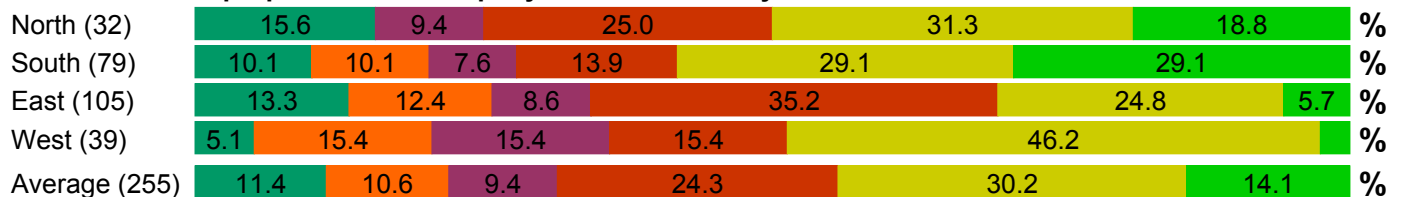
## We are a cost-minded culture at every level in the organization.



## My co-workers are committed to achieving quality at all levels.

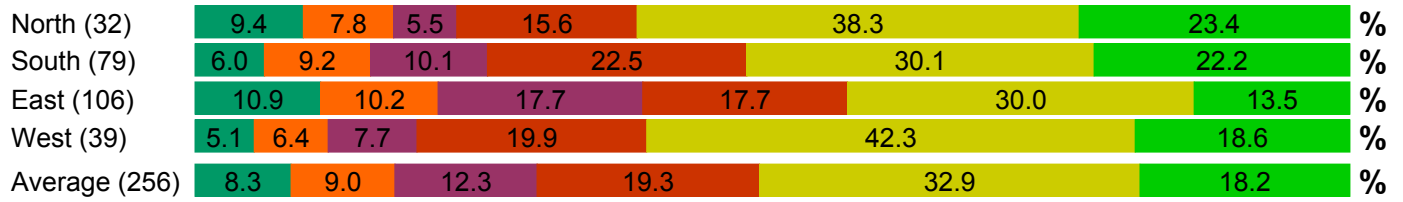


## The mission and purpose of this company makes me feel my work is valuable.

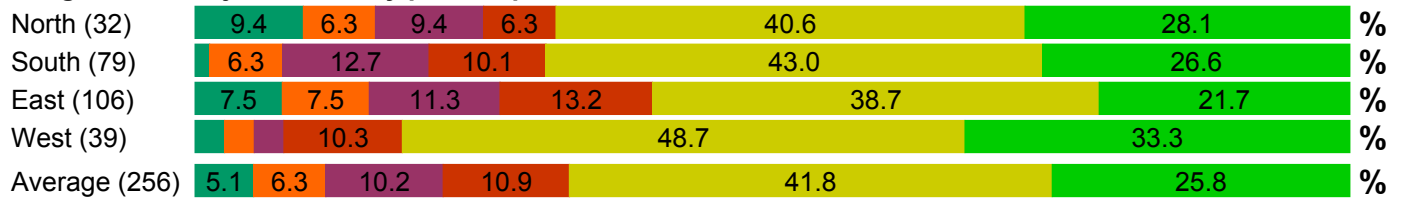


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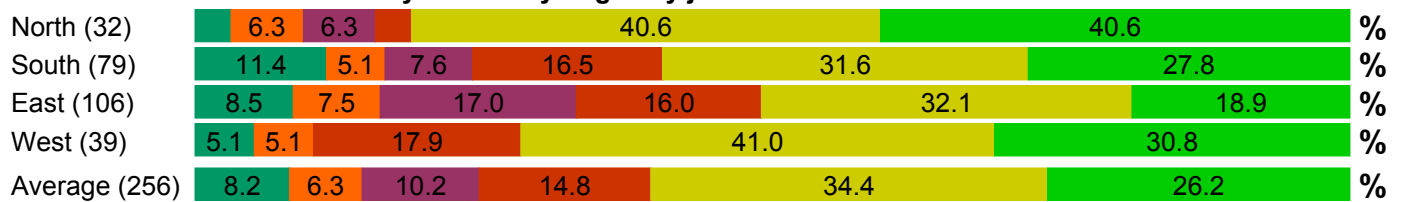
## Structure



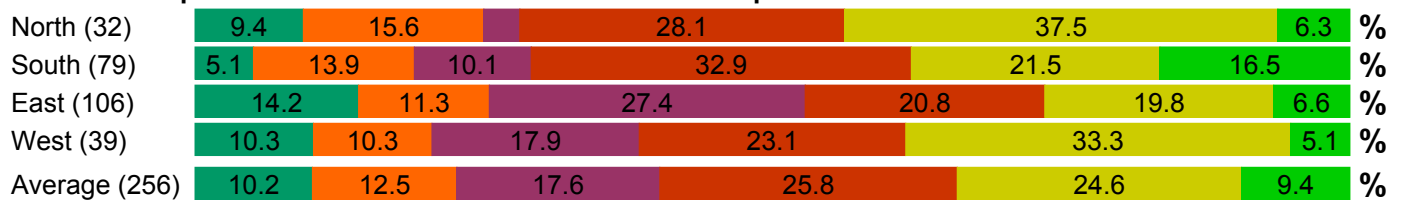
## The goals and objectives of my present position are realistic and attainable.



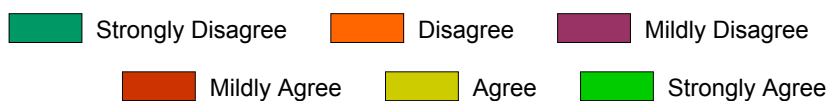
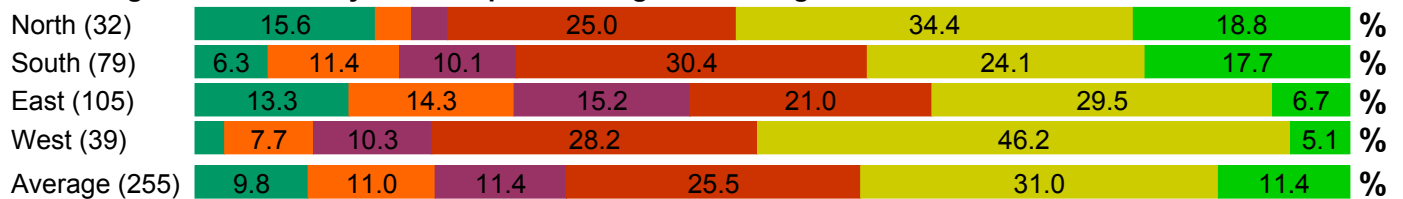
## I have the freedom and authority necessary to get my job done.



## Roles and responsibilities are clear and boundaries are respected.

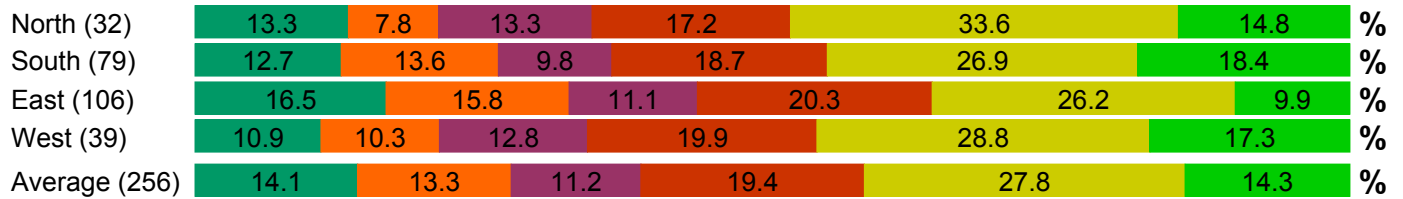


## We are organized effectively to accomplish the organization's goals.

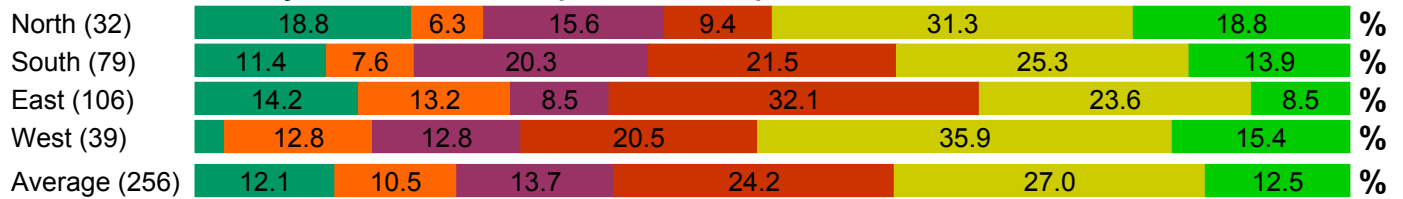


# Competency Rater Overview

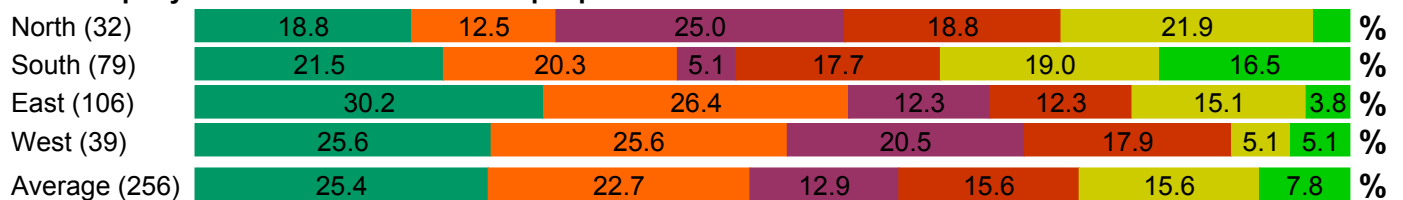
## Resources



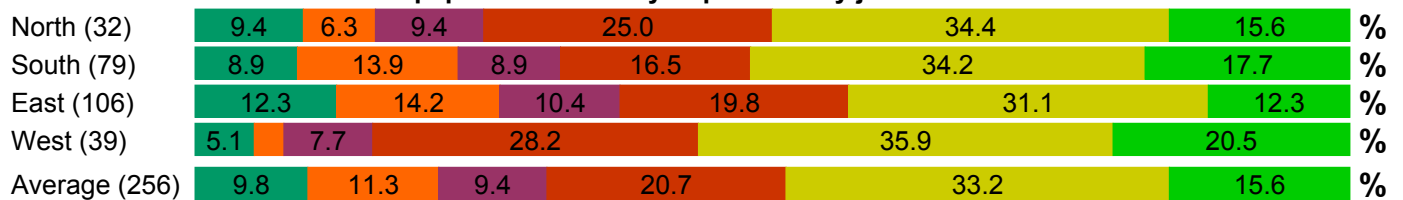
## We have the necessary resources to accomplish what is expected.



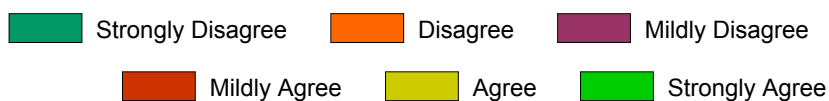
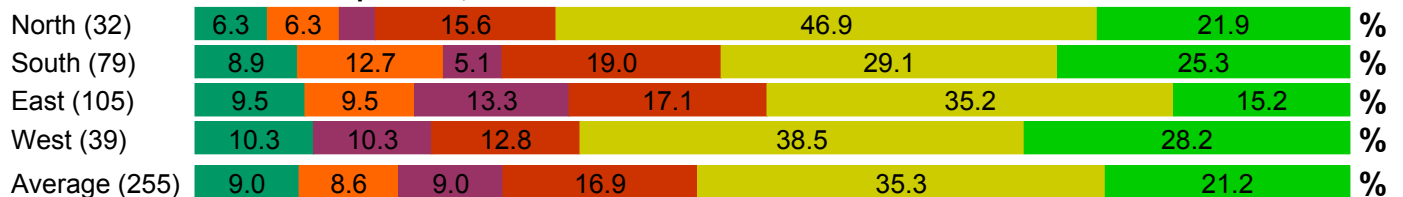
## This company attracts and hires the best people available.



## I have access to the tools and equipment necessary to perform my job.

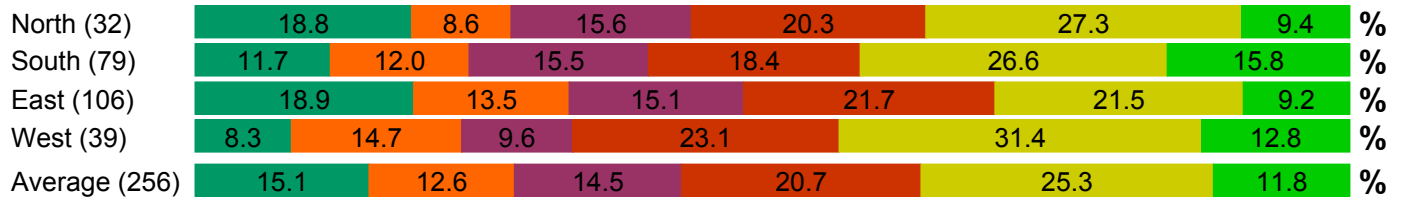


## When I have a work-related problem, there is someone at work I can talk to.

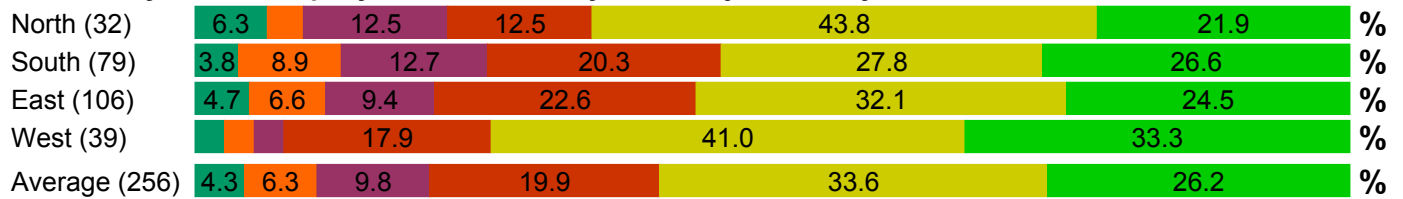


# Competency Rater Overview

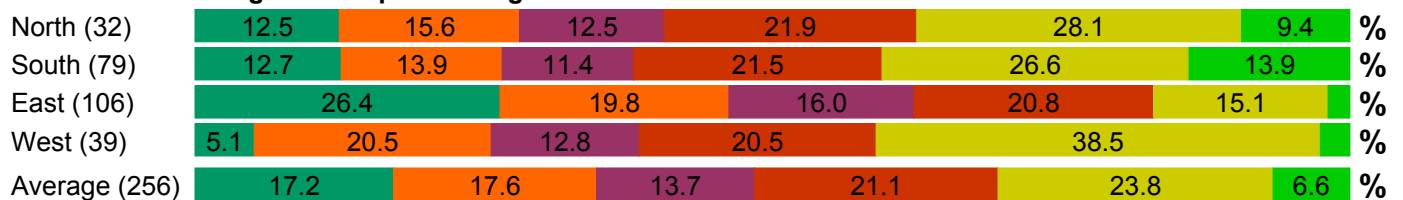
## Rewards



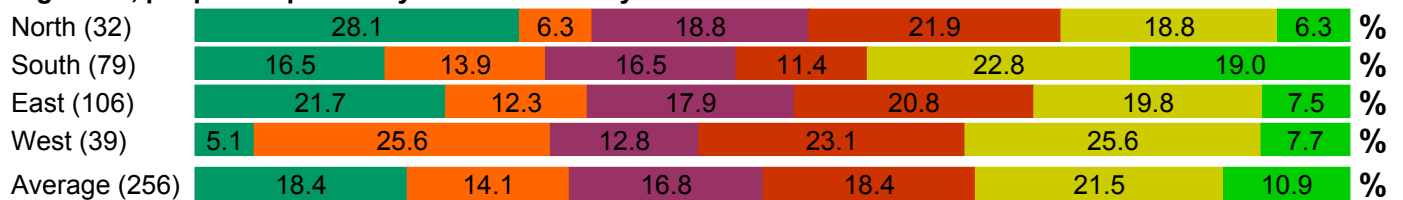
## The stability of this company contributes to my sense of job security.



## I often receive recognition or praise for good work.



## In general, people are paid fairly for the work they do here.

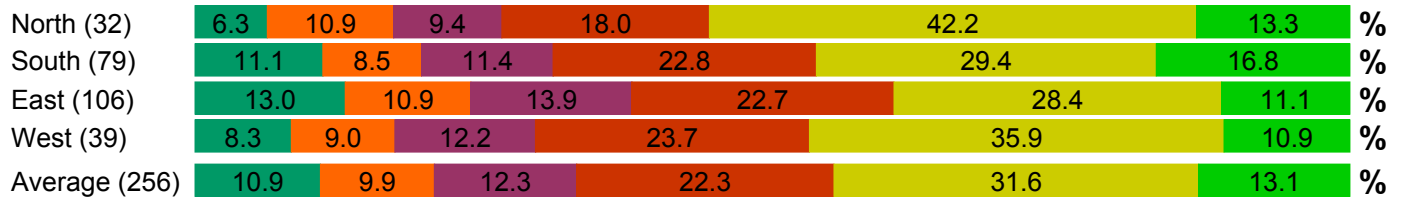


## Our culture emphasizes and rewards performance over politics.

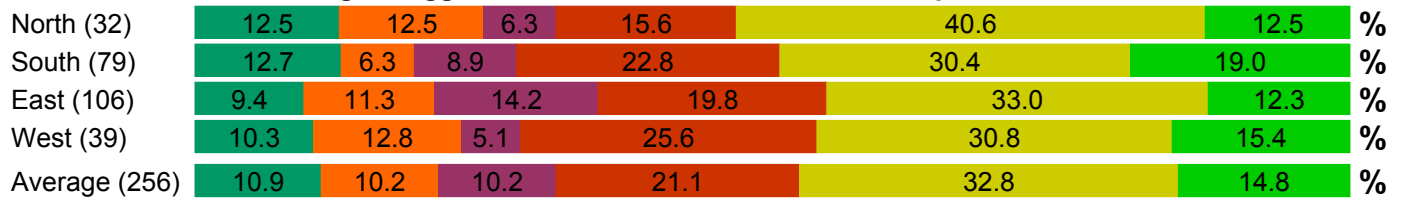


# Competency Rater Overview

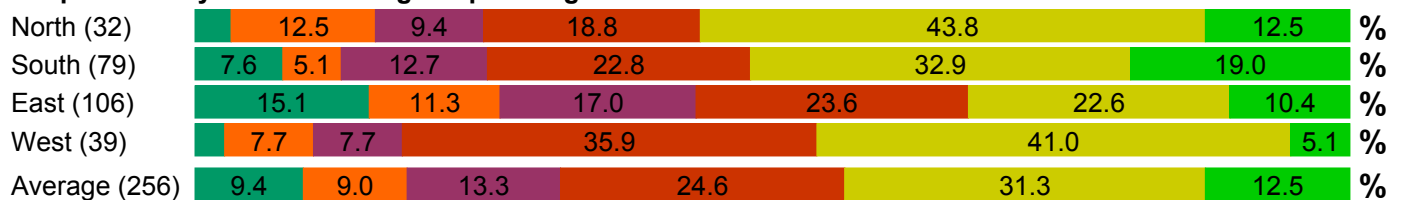
## Processes



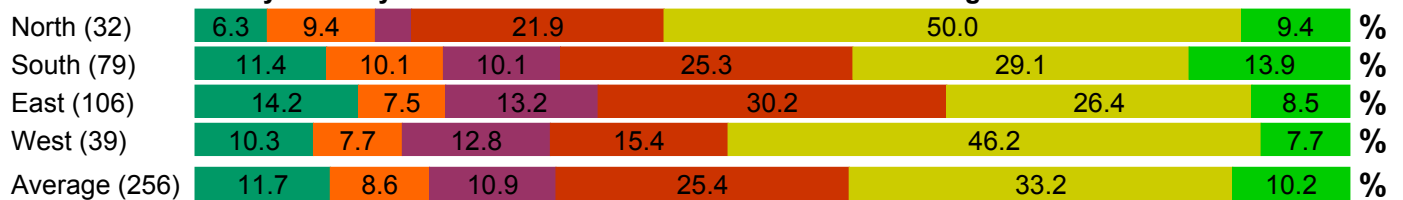
## This environment encourages suggestions, new ideas and continuous improvement.



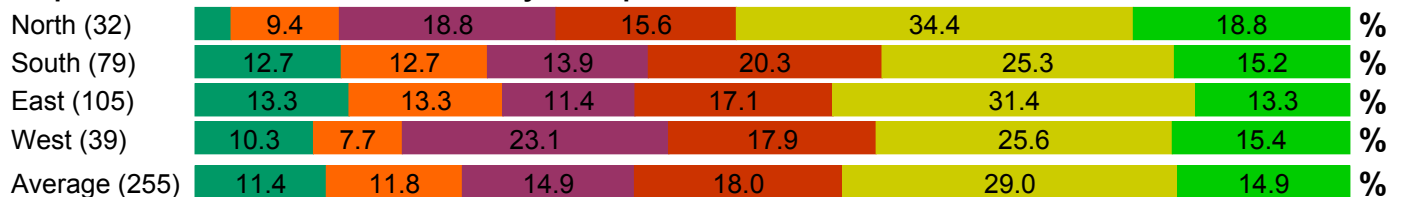
## Our productivity benefits from good planning and coordination.



## Decisions are usually made by those with the best information and knowledge of the details.

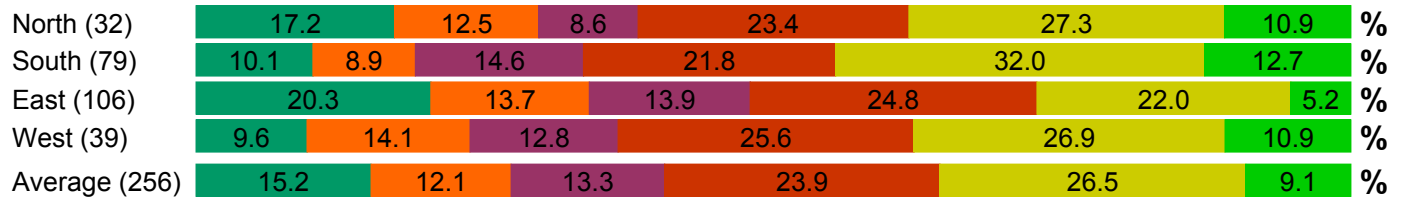


## People are held accountable for what they are expected to do.

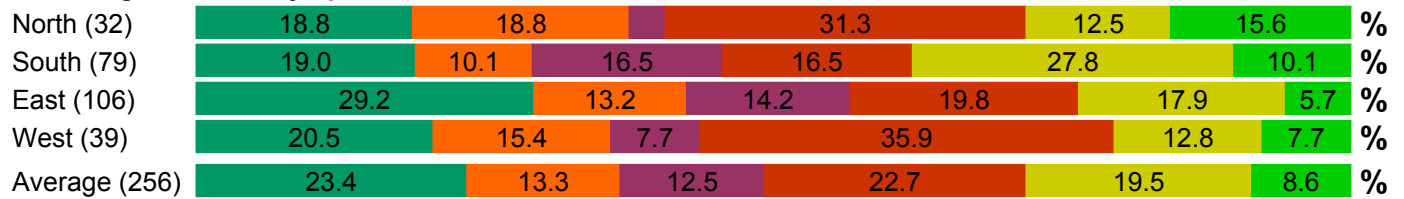


# Competency Rater Overview

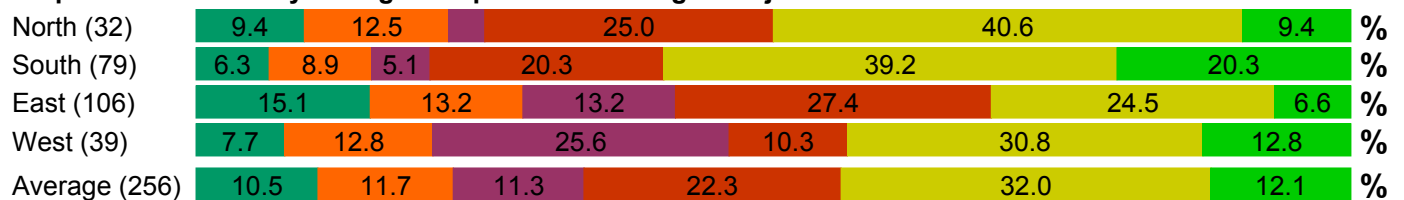
## Relations



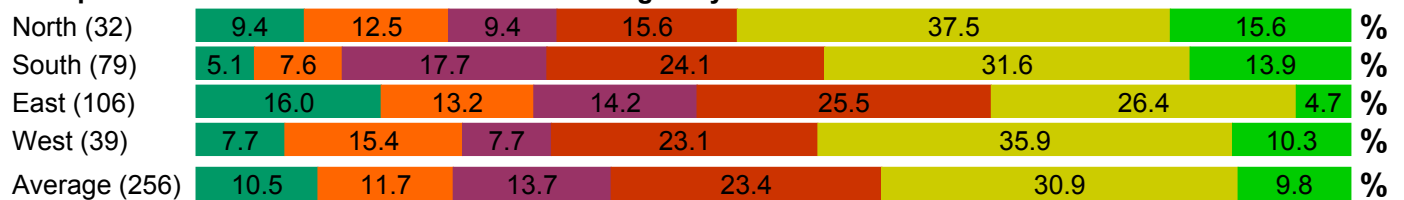
## In this organization, my opinion counts.



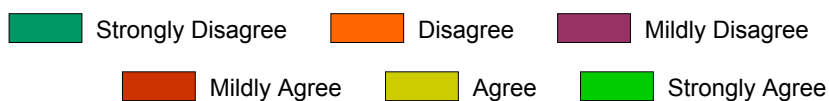
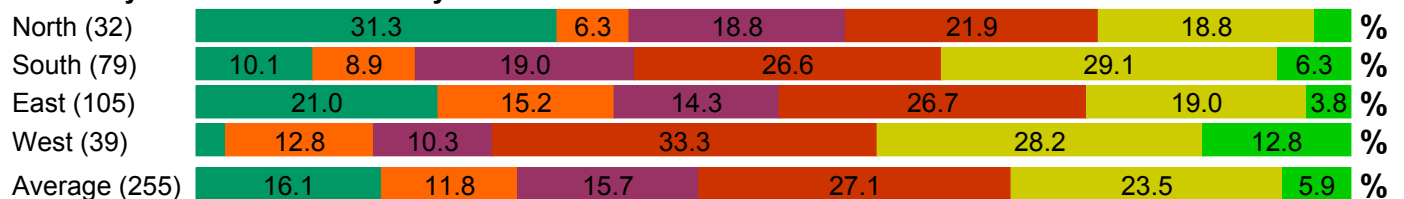
## People here are usually willing to help each other to get the job done.



## Examples of teamwork and collaboration occur regularly.

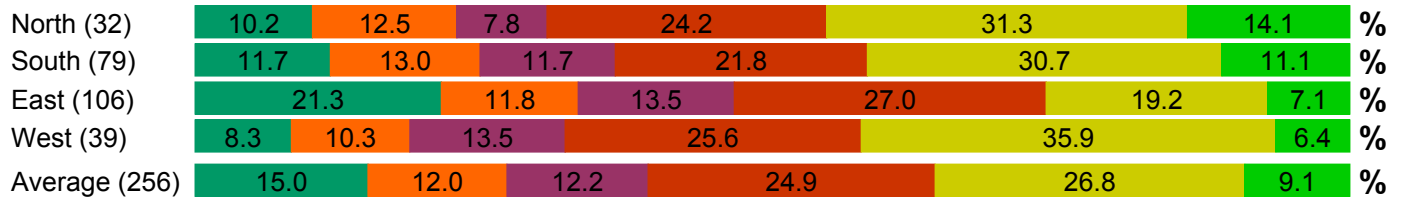


## Necessary information flows freely between business units.

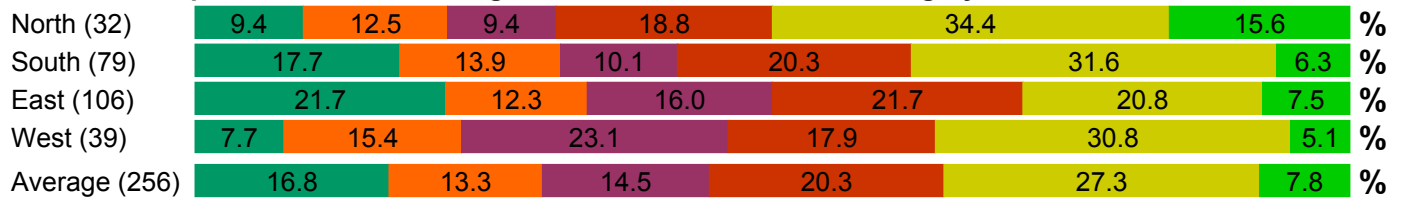


# Competency Rater Overview

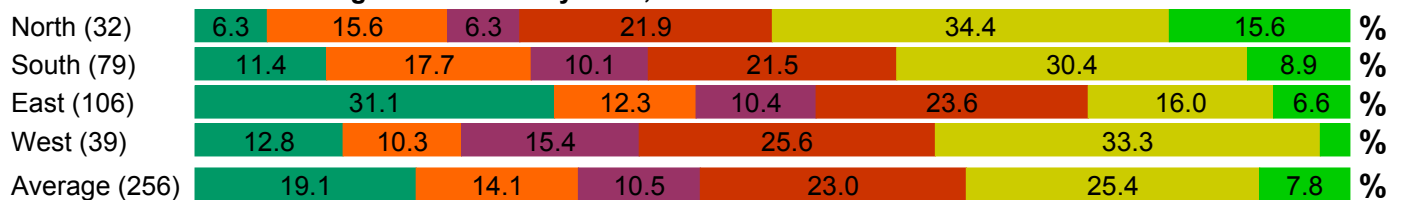
## Leadership



## Our leaders espouse and model the highest standards of ethics and integrity.



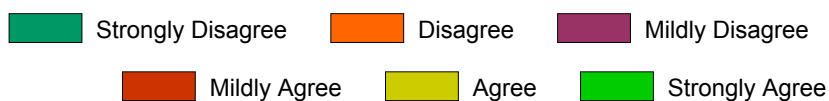
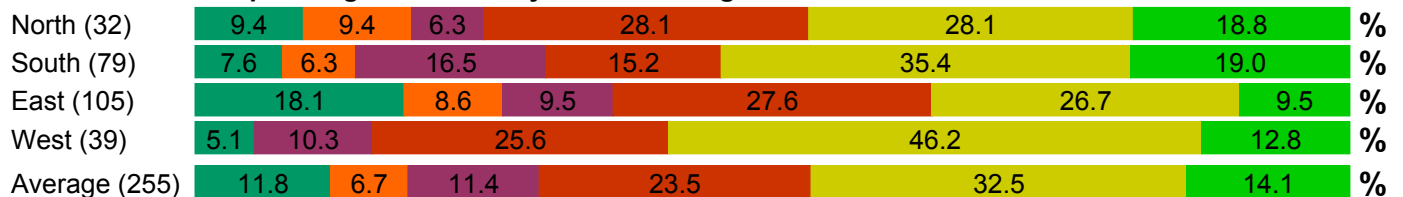
## Communication from management is usually clear, credible and consistent.



## The overall leadership style in the organization is empowering.

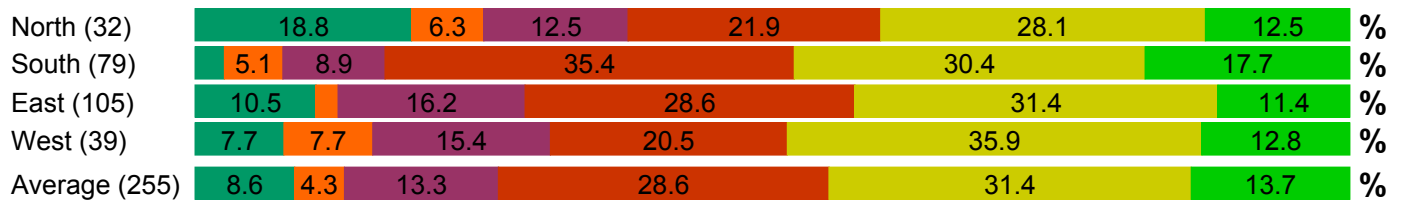


## I am confident in top management's ability to lead the organization to success.

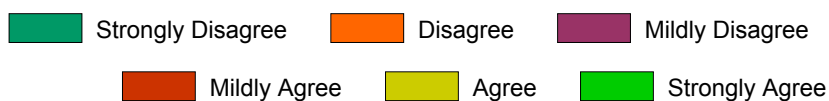
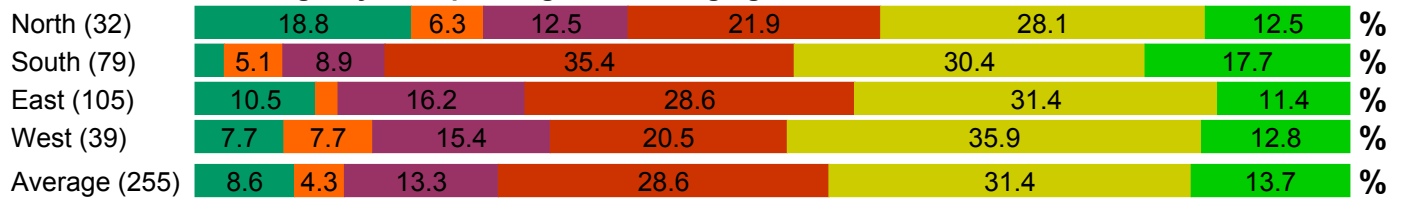


# Competency Rater Overview

## Performance

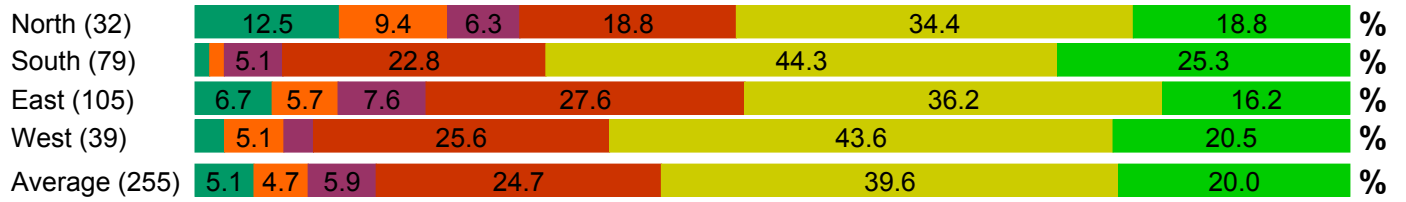


## We share a sense of urgency in responding to the changing needs of our markets.

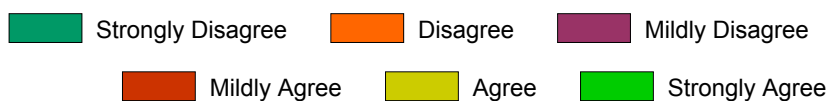
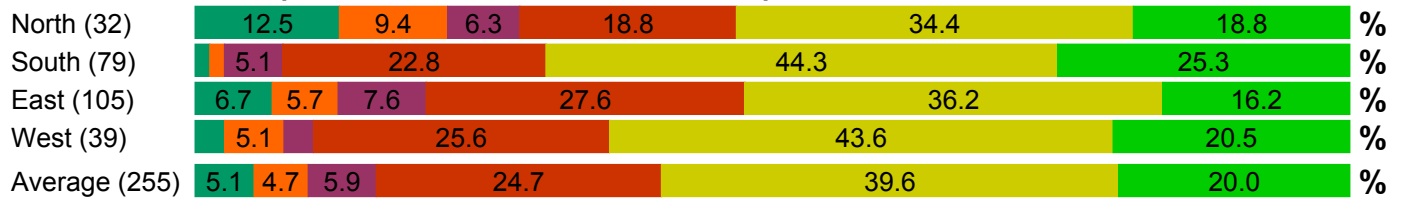


# Competency Rater Overview

## Cost-Mindfulness

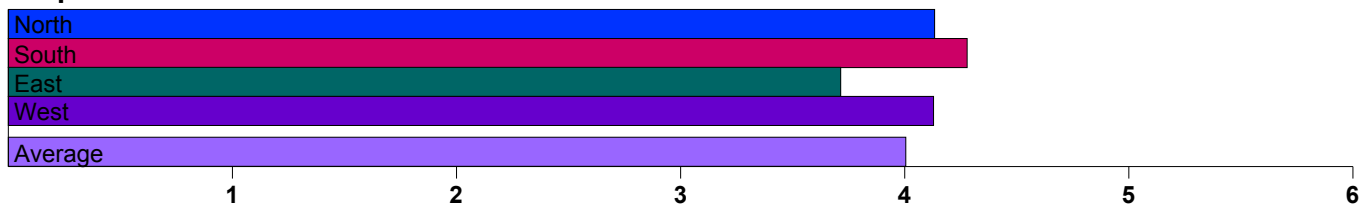


## Our brands deliver superior customer value versus the competition.

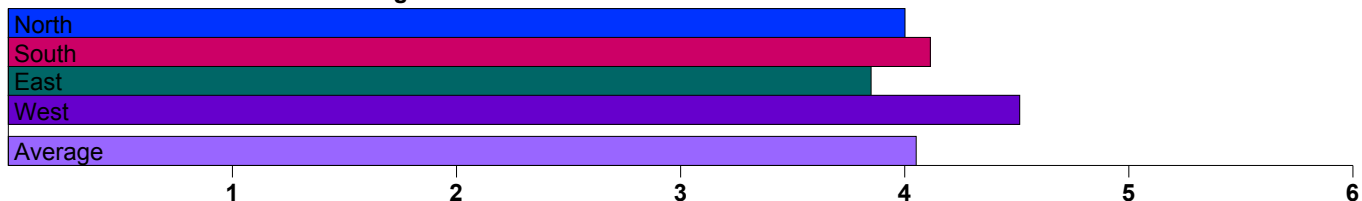


# Detailed Information

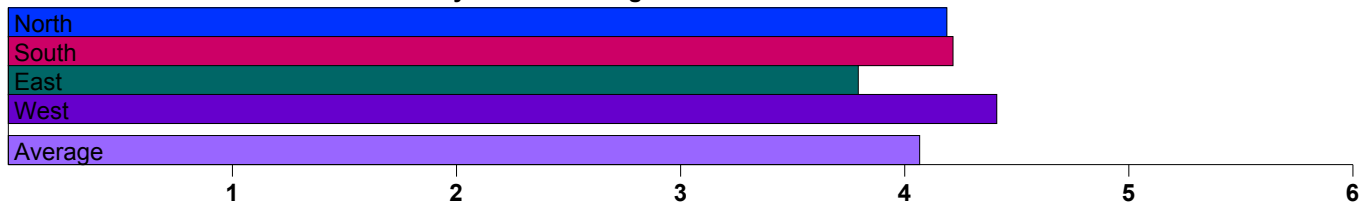
## Purpose



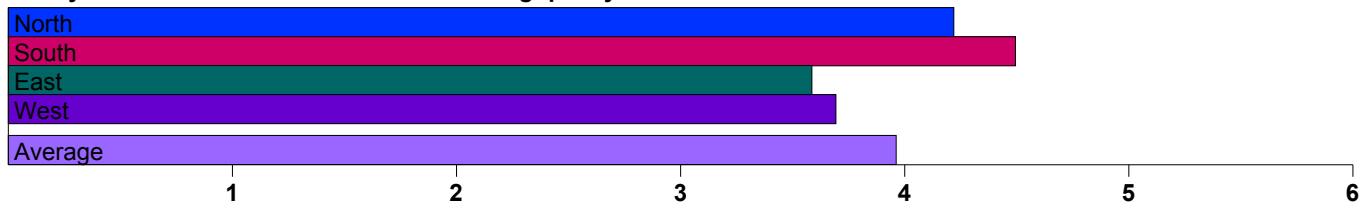
### 1. The vision and values of this organization are clear to me.



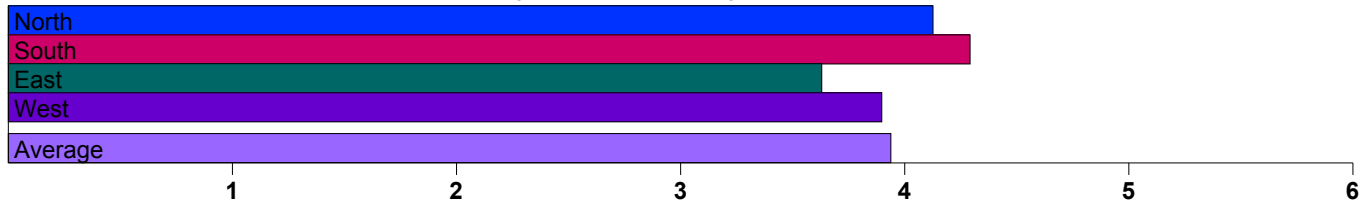
### 8. We are a cost-minded culture at every level in the organization.



### 15. My co-workers are committed to achieving quality at all levels.

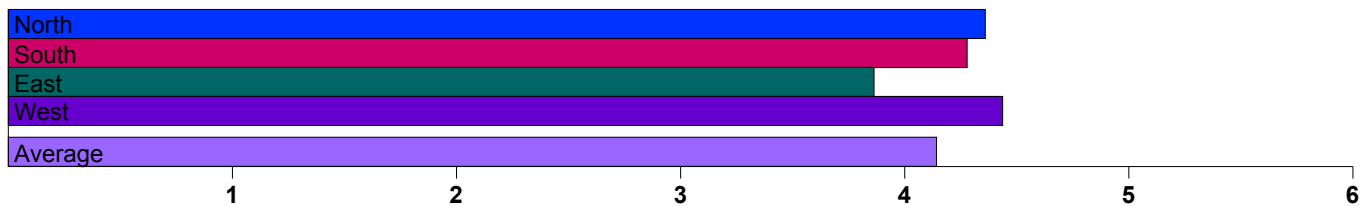


### 22. The mission and purpose of this company makes me feel my work is valuable.

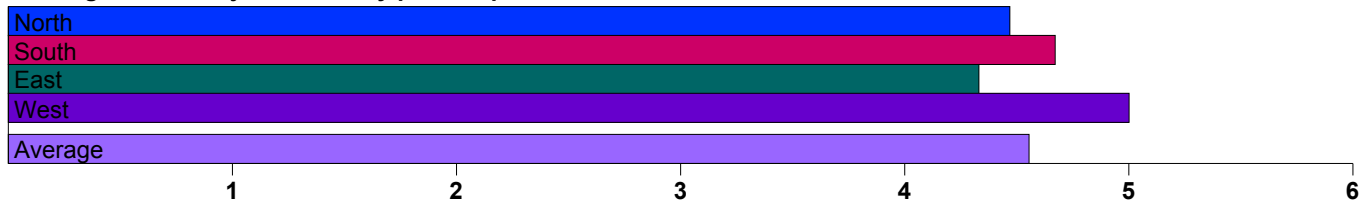


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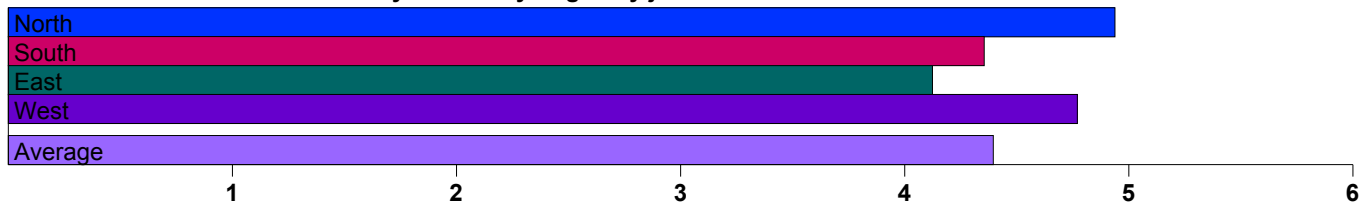
## Structure



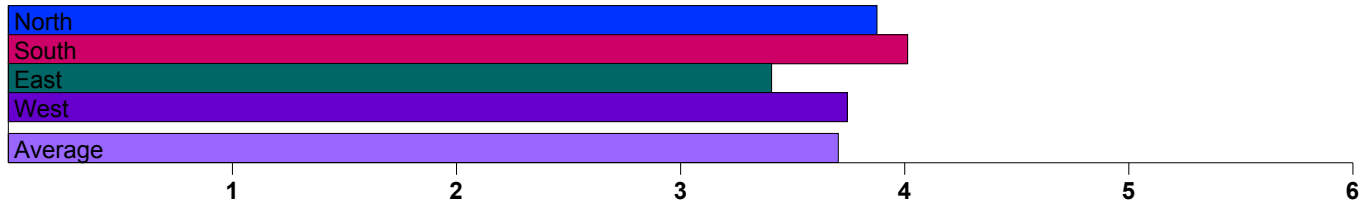
## 2. The goals and objectives of my present position are realistic and attainable.



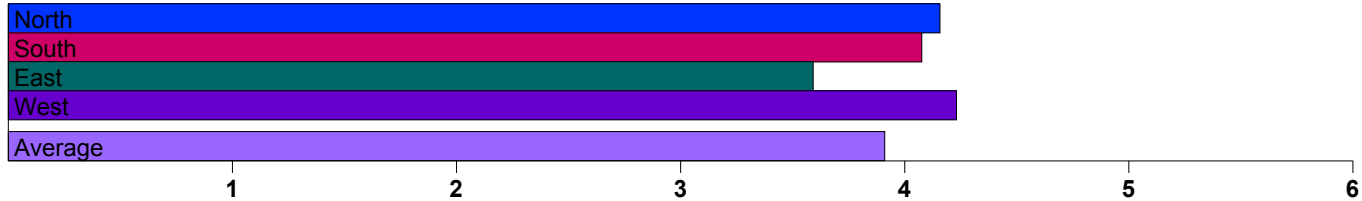
## 9. I have the freedom and authority necessary to get my job done.



## 16. Roles and responsibilities are clear and boundaries are respected.

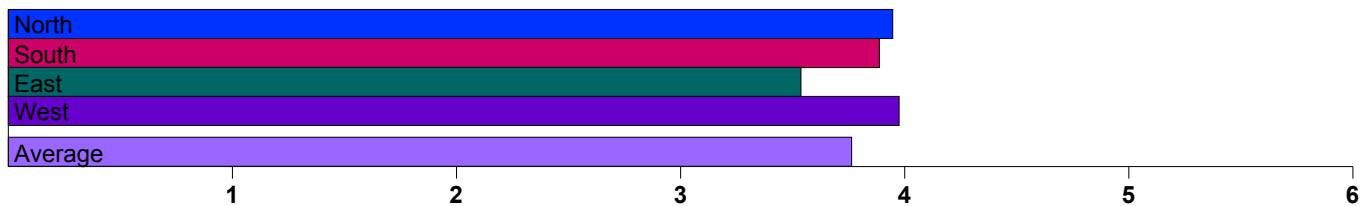


## 23. We are organized effectively to accomplish the organization's goals.

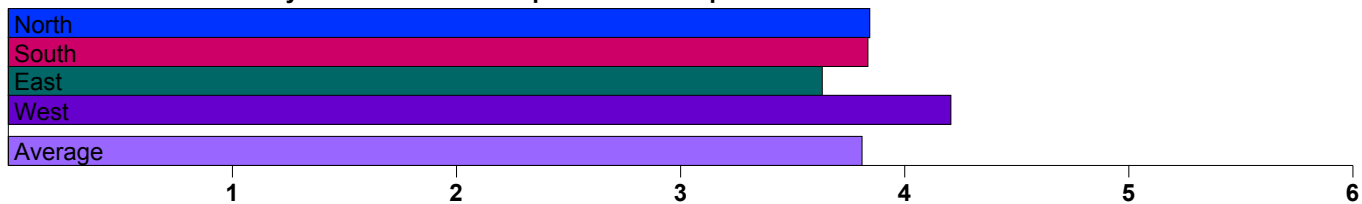


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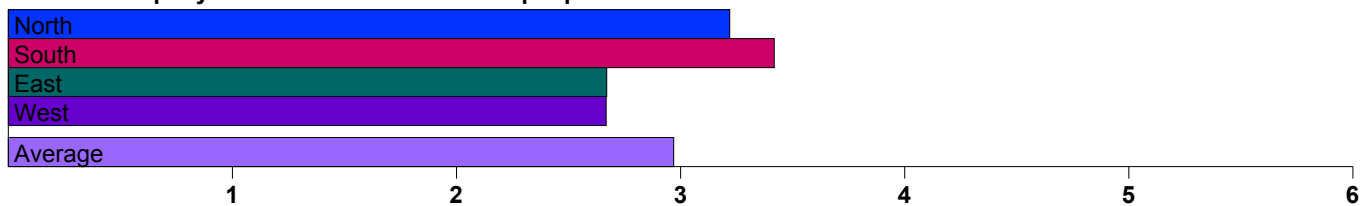
## Resources



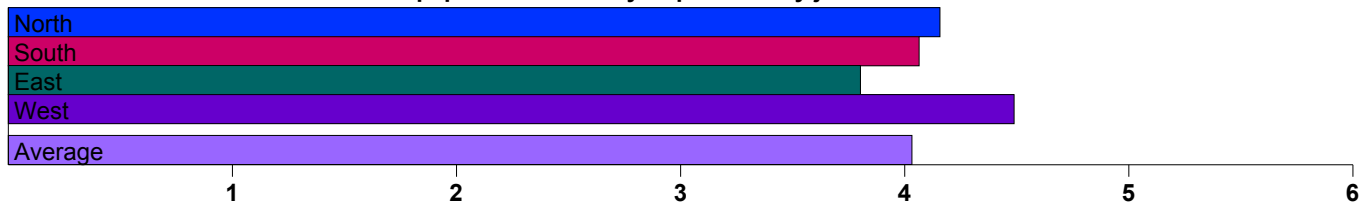
### 3. We have the necessary resources to accomplish what is expected.



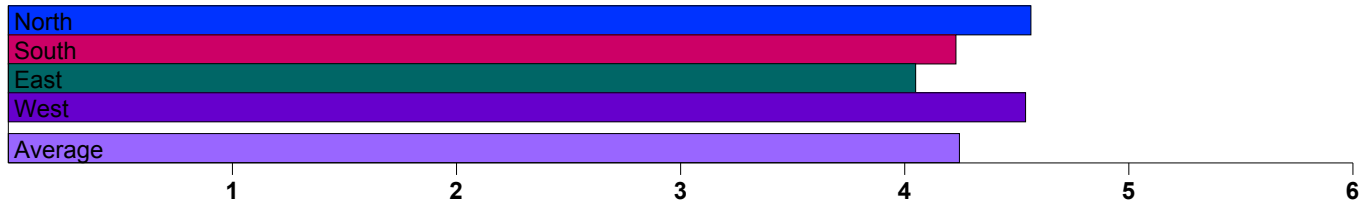
### 10. This company attracts and hires the best people available.



### 17. I have access to the tools and equipment necessary to perform my job.

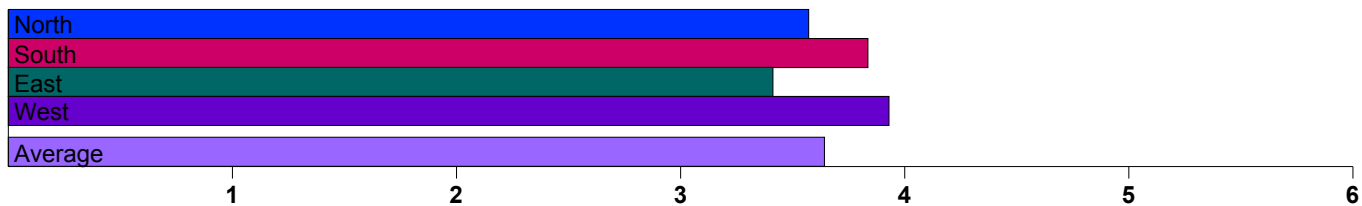


### 24. When I have a work-related problem, there is someone at work I can talk to.

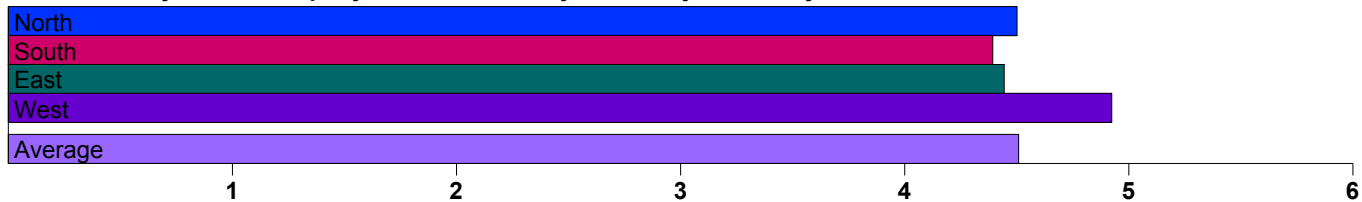


# Detailed Information

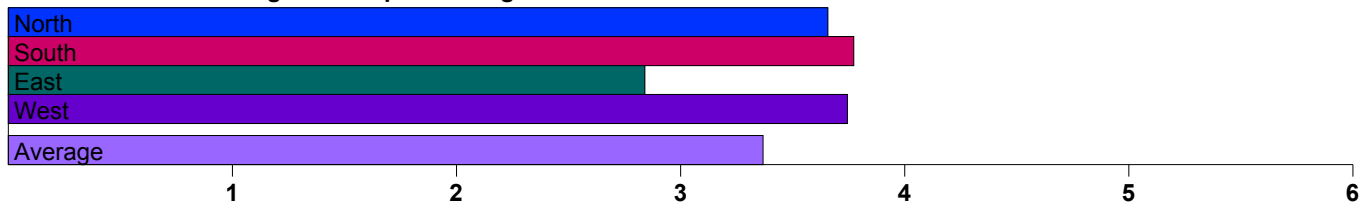
## Rewards



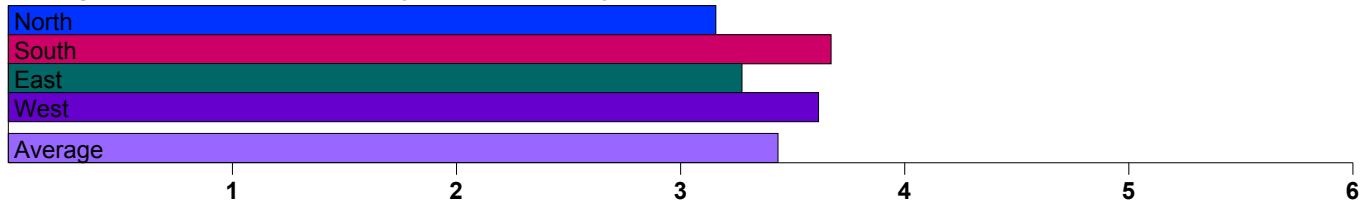
### 4. The stability of this company contributes to my sense of job security.



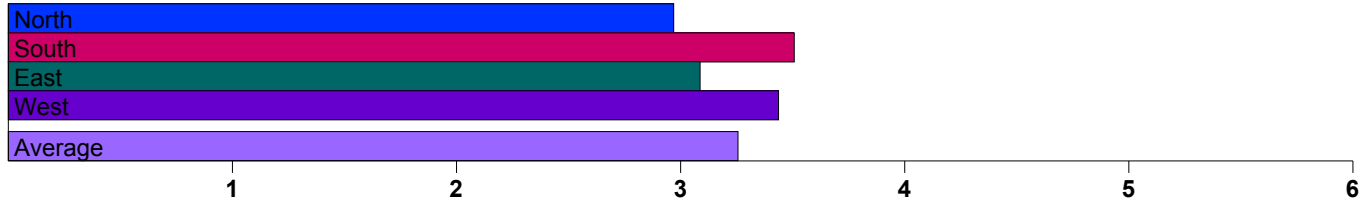
### 11. I often receive recognition or praise for good work.



### 18. In general, people are paid fairly for the work they do here.

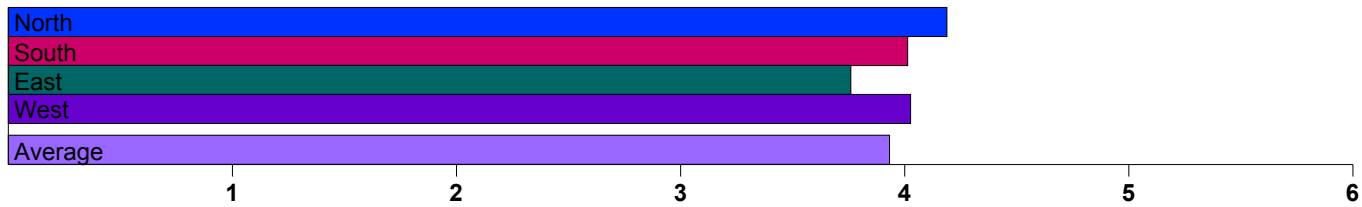


### 25. Our culture emphasizes and rewards performance over politics.

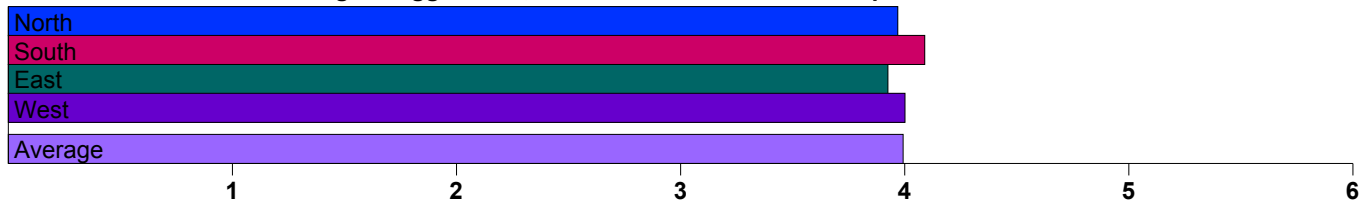


# Detailed Information

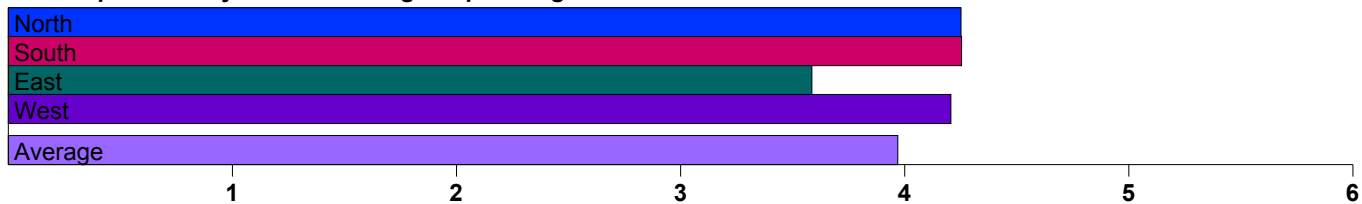
## Processes



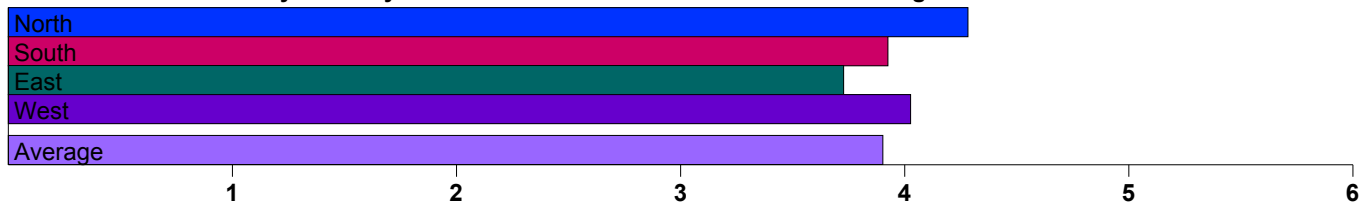
## 5. This environment encourages suggestions, new ideas and continuous improvement.



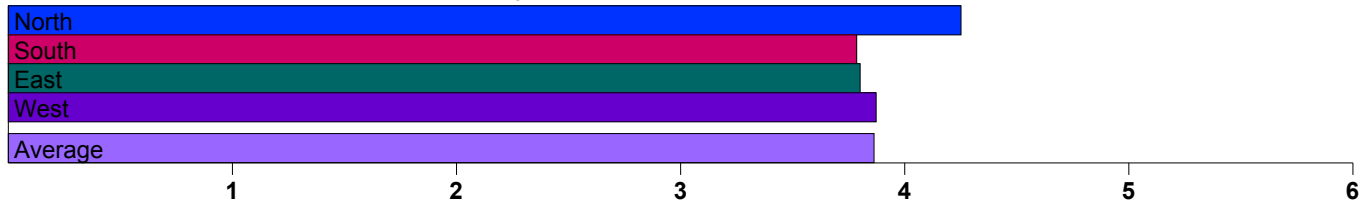
## 12. Our productivity benefits from good planning and coordination.



## 19. Decisions are usually made by those with the best information and knowledge of the details.

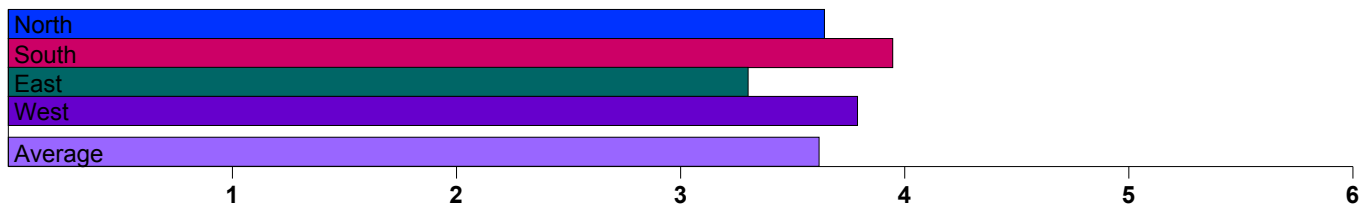


## 26. People are held accountable for what they are expected to do.

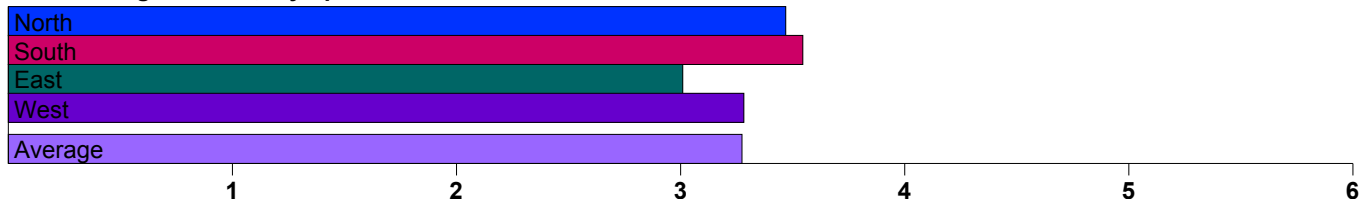


# Detailed Information

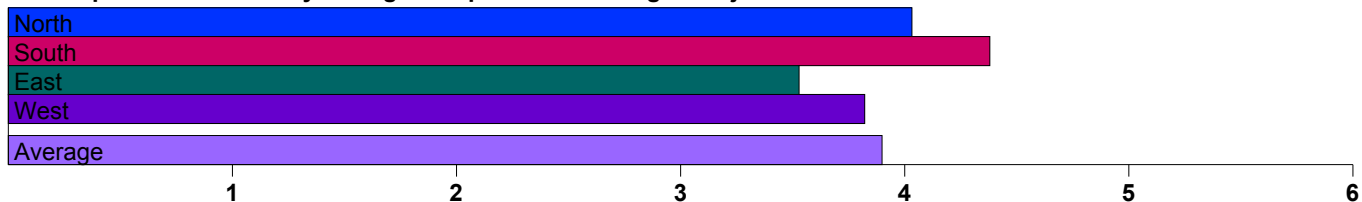
## Relations



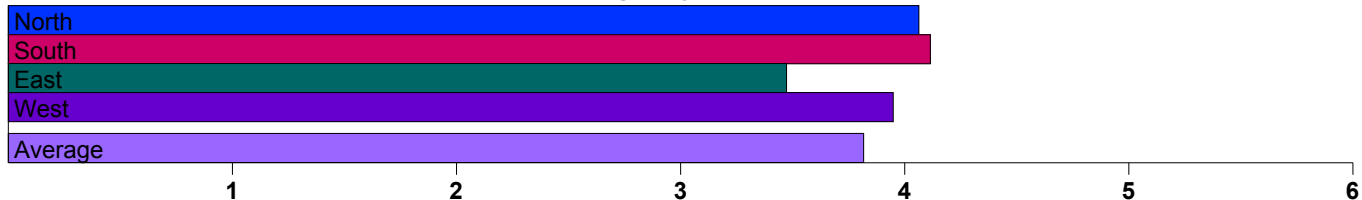
## 6. In this organization, my opinion counts.



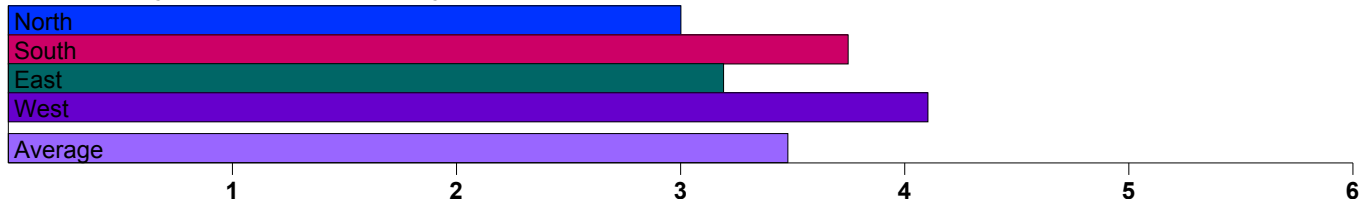
## 13. People here are usually willing to help each other to get the job done.



## 20. Examples of teamwork and collaboration occur regularly.

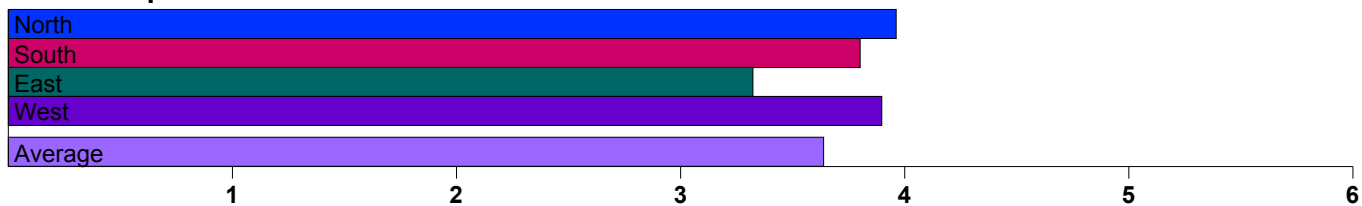


## 27. Necessary information flows freely between business units.

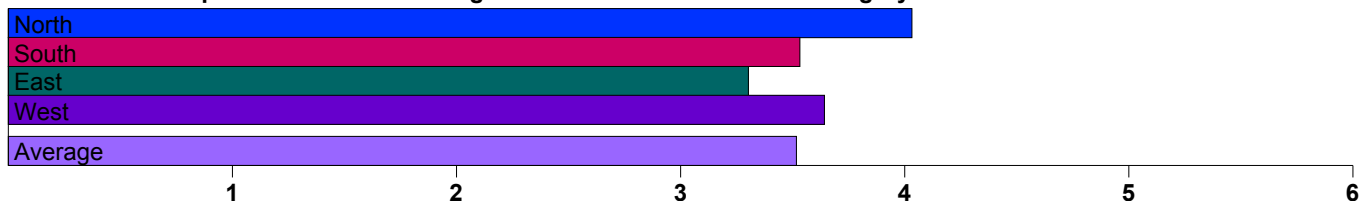


# Detailed Information

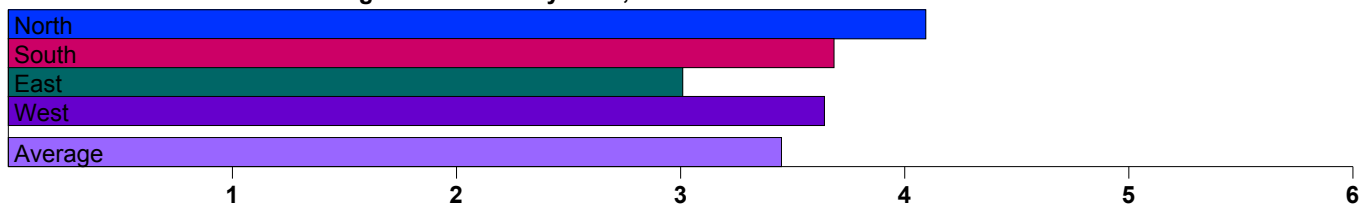
## Leadership



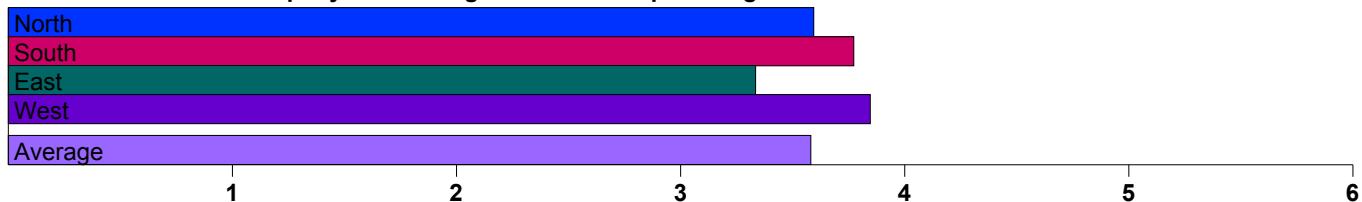
### 7. Our leaders espouse and model the highest standards of ethics and integrity.



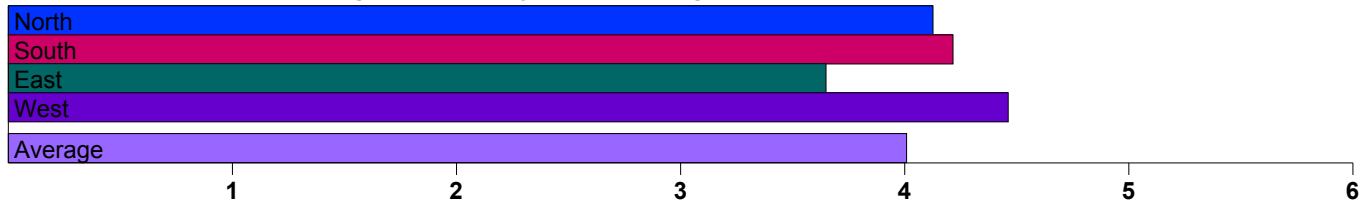
### 14. Communication from management is usually clear, credible and consistent.



### 21. The overall leadership style in the organization is empowering.

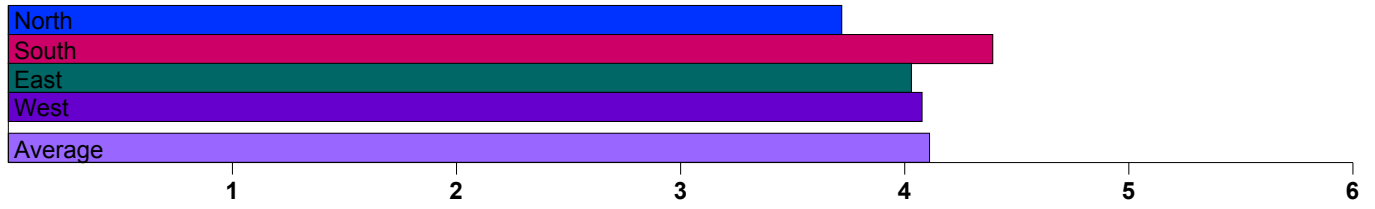


### 28. I am confident in top management's ability to lead the organization to success.

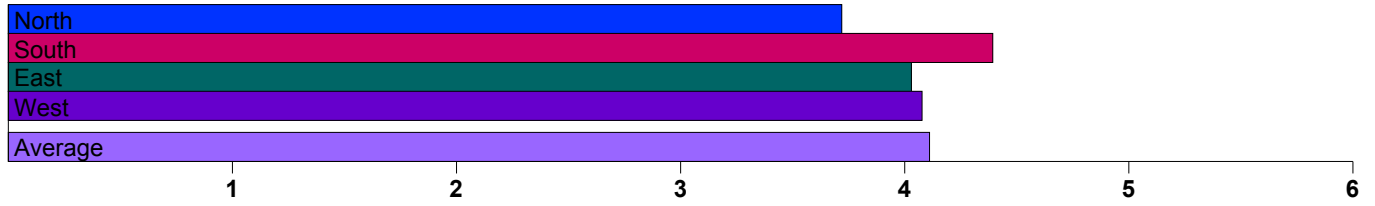


# Detailed Information

## Performance

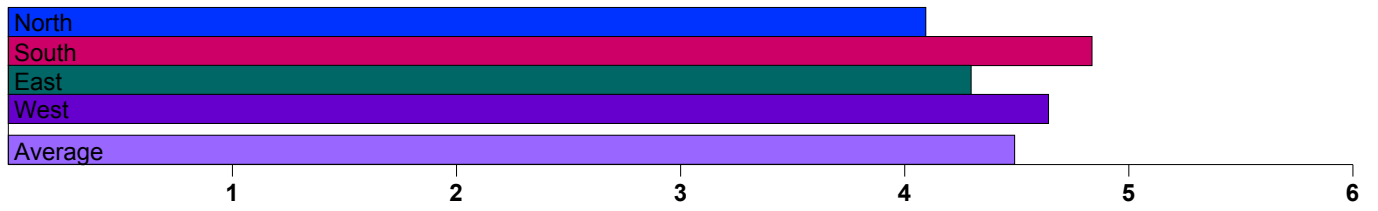


## 29. We share a sense of urgency in responding to the changing needs of our markets.



# Detailed Information

## Cost-Mindfulness



## 30. Our brands deliver superior customer value versus the competition.

