

The Organisational Health Profile

Report for Test Organisation

16-Jun-2008



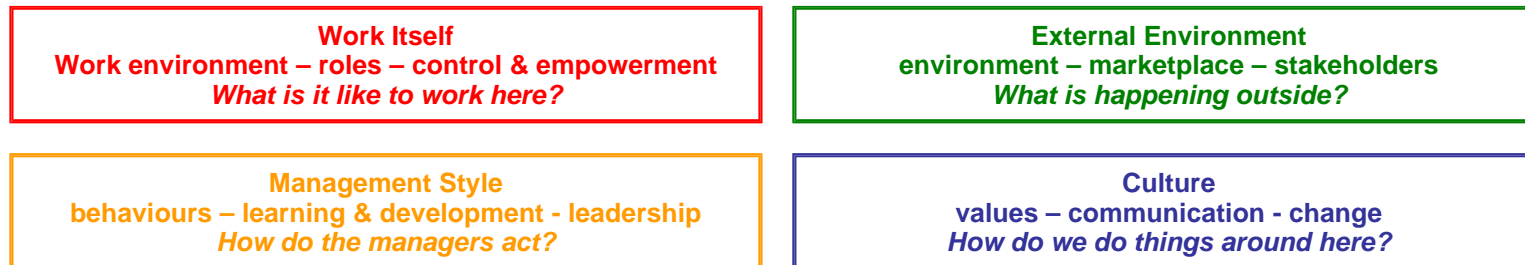
Managing Pressure Ltd can facilitate a feedback and discussion session to support Test Organisation in making full use of the information and producing an integrated plan of action.

Organisational Health Profile

This report provides you with a wealth of information about how people really think about your organisation and what it is like to work there. It will show you where they are happy with how things are, and where there is room for improvement. If you wanted to have feedback for different levels or functions you will find that you start with a report showing the consolidated data across all those who took part, and then it is shown for the specific areas you require.

Section One

There are four main areas shown on the overall report, "The total picture":



Work Itself:

This covers what it is like to work within the organisation. What is the day to day workplace like? Is the work environment helpful to people doing their jobs well? Are their job roles clearly defined? Are they given the scope to actually get on and do their jobs? Are the systems and processes helpful?

External Environment:

The elements here are quite varied, and all have an impact on how people might feel about their work and the organisation. Realities of the immediate environment of the workplace, getting to and from work, and how it might impact on people's lives have a bearing on how they feel. What are the pressures being brought by customers and competitors, and how the organisation is reacting to them? On a similar theme, what pressures come from other stakeholders?

Culture:

Here you are getting information about the underpinning "rules" and processes which are in place. Are the organisation's values clearly stated and followed in day to day behaviours? How clear and effective is the communication within the organisation? Are people's ideas sought, and are they listened to? How is change managed and implemented?

Management Style:

What is the overall management style? What are the behaviours which are used on a regular basis and what impact do they have? Do managers pay attention to developing others and consider people as a resource to grow? What is the leadership style which appears to be used?

This first chart shows an overall average of each of the elements in these areas. The higher the score, the healthier your organisation is for that element.

After “The Total Picture” you have a number of more detailed reports:

Section 2

Here you're given the detailed scores for each unit within the elements. This enables you to identify the specific areas which need attention if you want to create a healthier organisation.

Section 3

This section tells you whether there are some specific signs of stress occurring within the organisation. If any of these are thought to be indicated, we would suggest that action is taken quickly before they become a problem for the organisation.

Section 4

These charts will show you what the different average scores are for specific functions or teams for each element. We can also provide a more detailed breakdown of a score for each unit for these sub-groups, though this is chargeable.

The final two sections give you summaries:

Section 5

This table highlights the strongest or healthiest units, and also those which are the lowest ranked – which should be a cause for concern.

Section 6

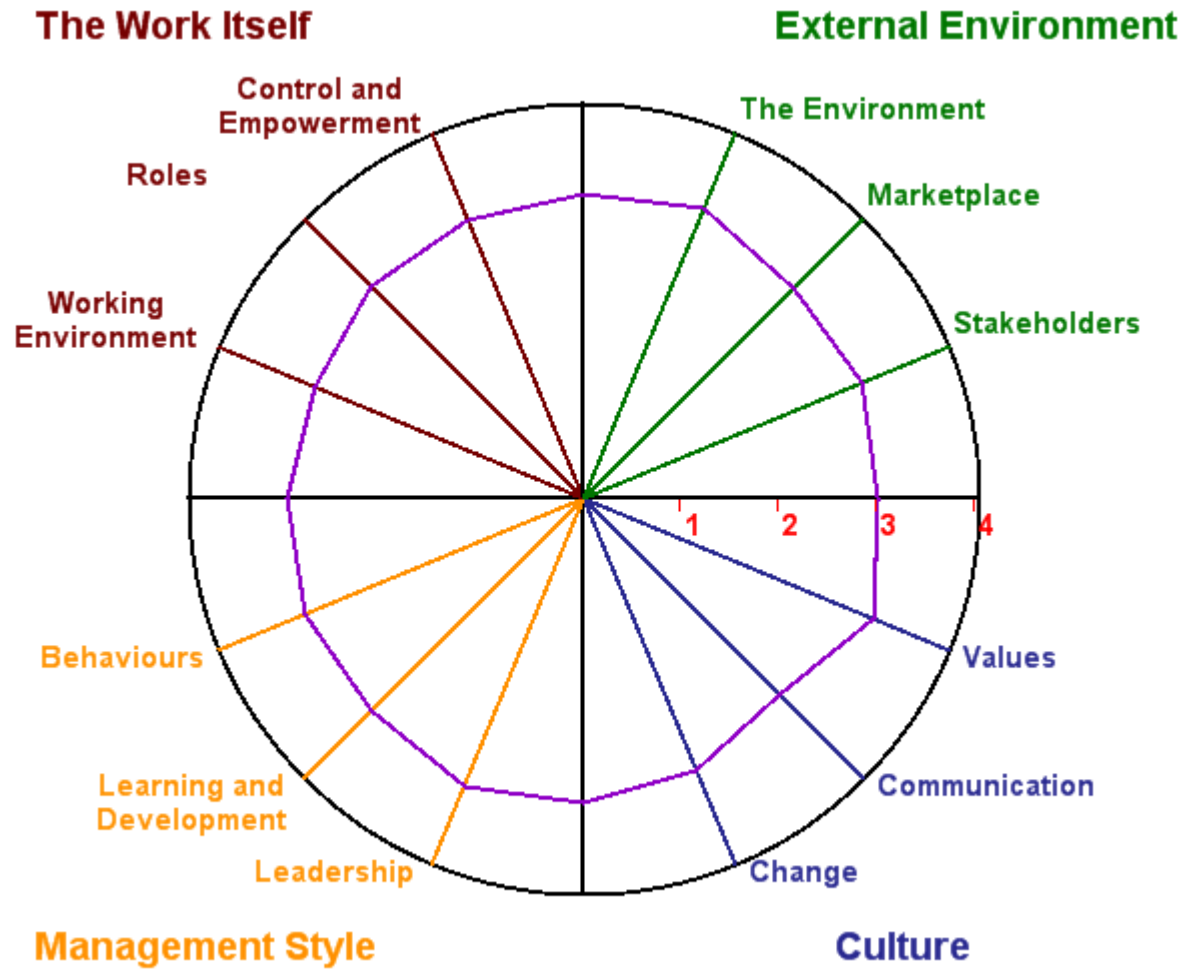
Here you'll find any free text comments which respondents may have made.

Understanding and using the information & data

This report provides the information that will help you identify the areas of pressure which if not addressed could become chronic patterns. To be successful, this process will require:

- Openness by senior managers to hearing and considering the seriousness of the key messages
- Understanding of what the key messages mean in practice and the effect
- Willingness to explore options for tackling issues and concerns
- Desire to develop & implement an integrated plan of action which addresses the issues & concerns
- Provision of adequate resources to support any changes

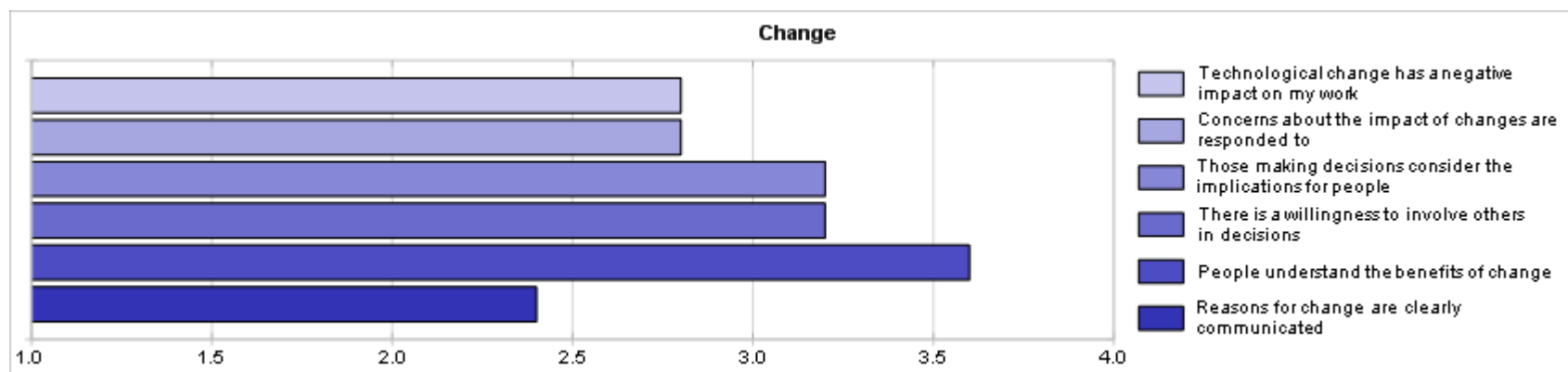
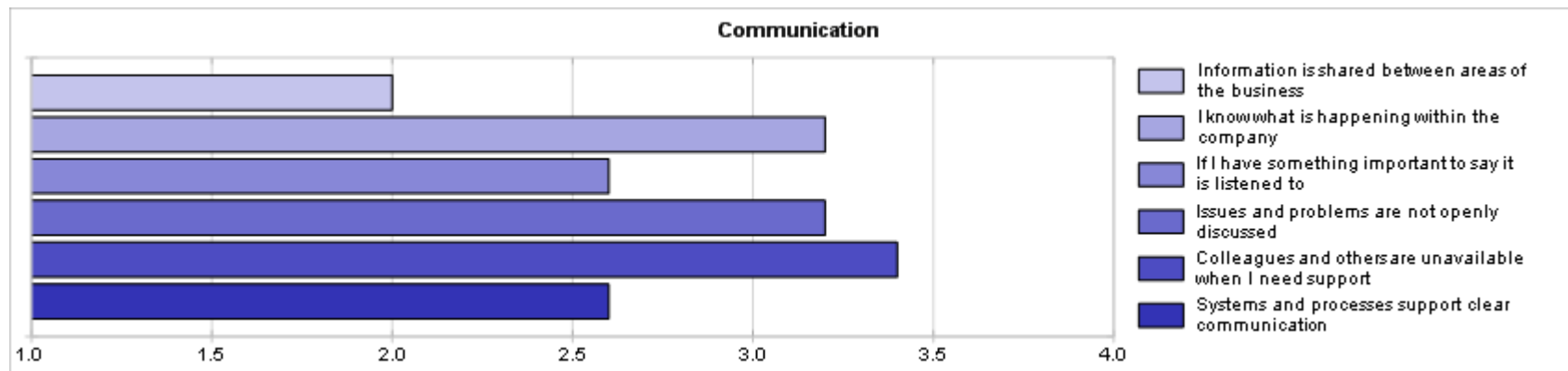
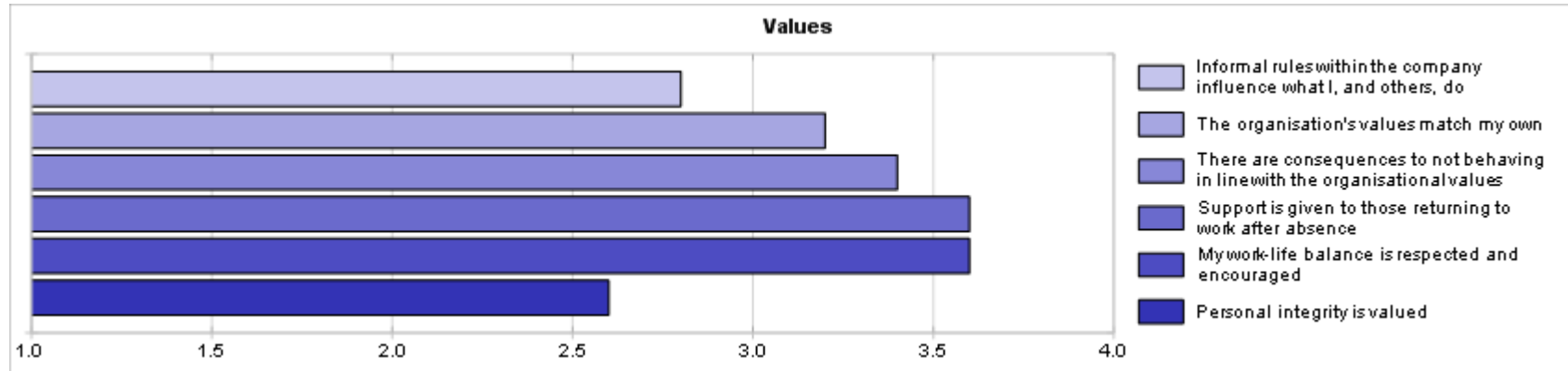
Section 1: The Total Picture – overall average scores for each Category and Section in polar format



Section 2: Section report – average scores for each item within the Section using bar format

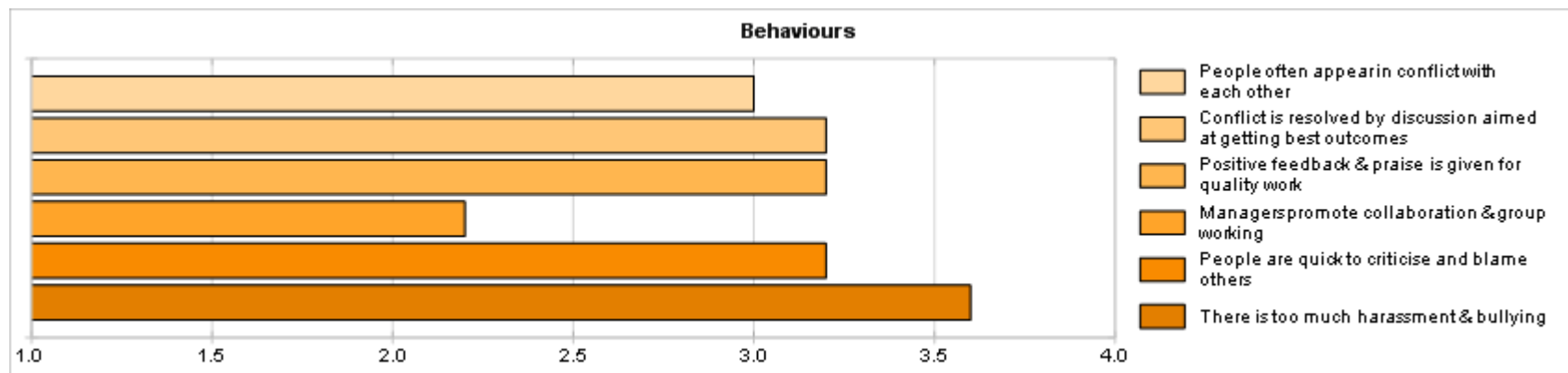
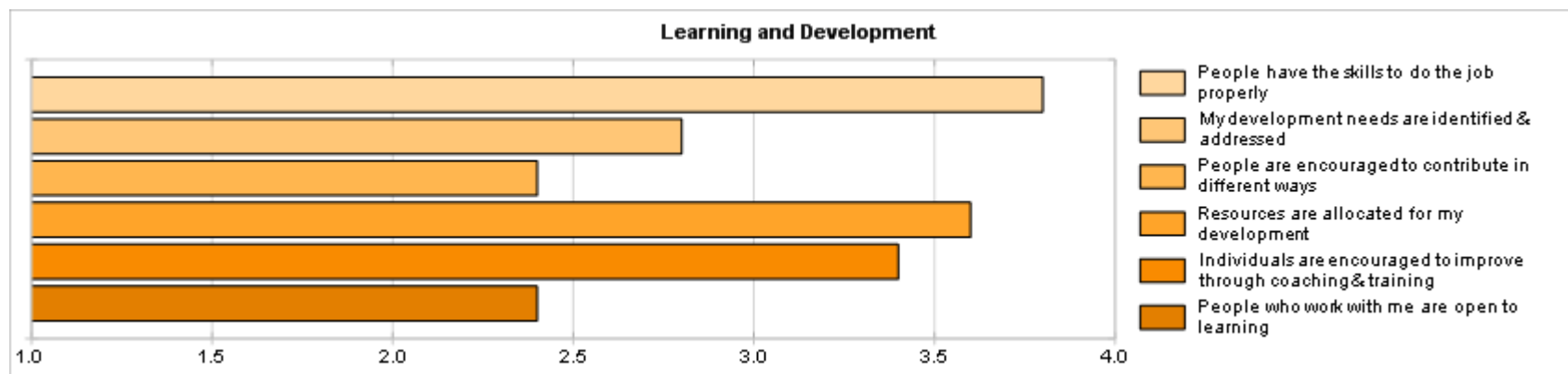
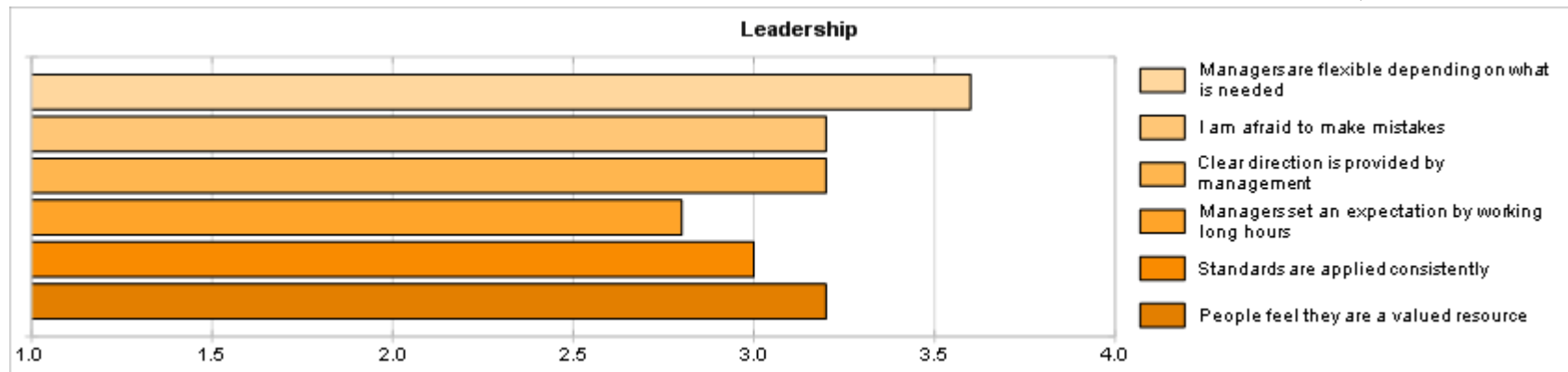
UNIT 1: CULTURE

1 = LEAST POSITIVE, 4 = MOST POSITIVE



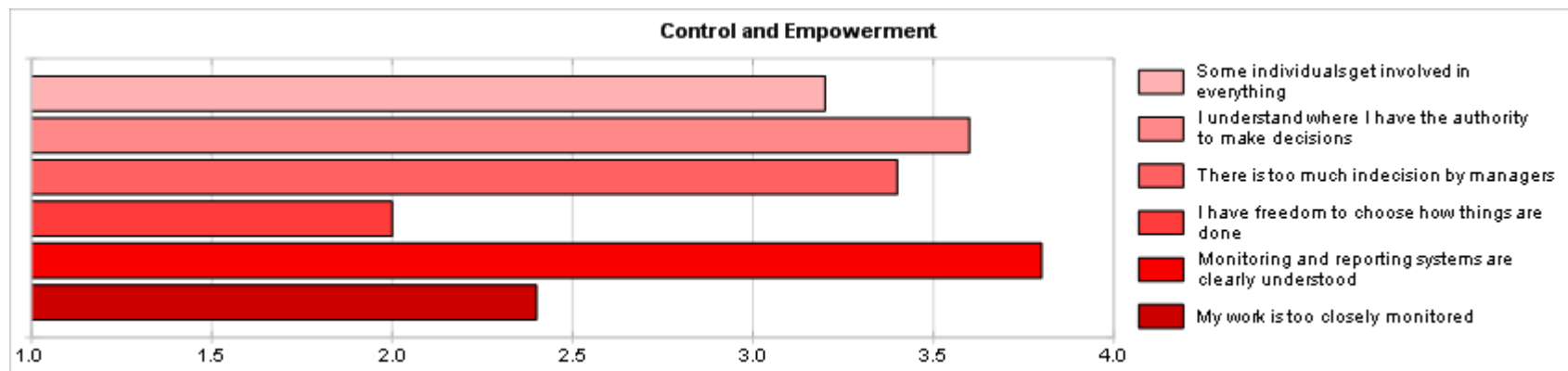
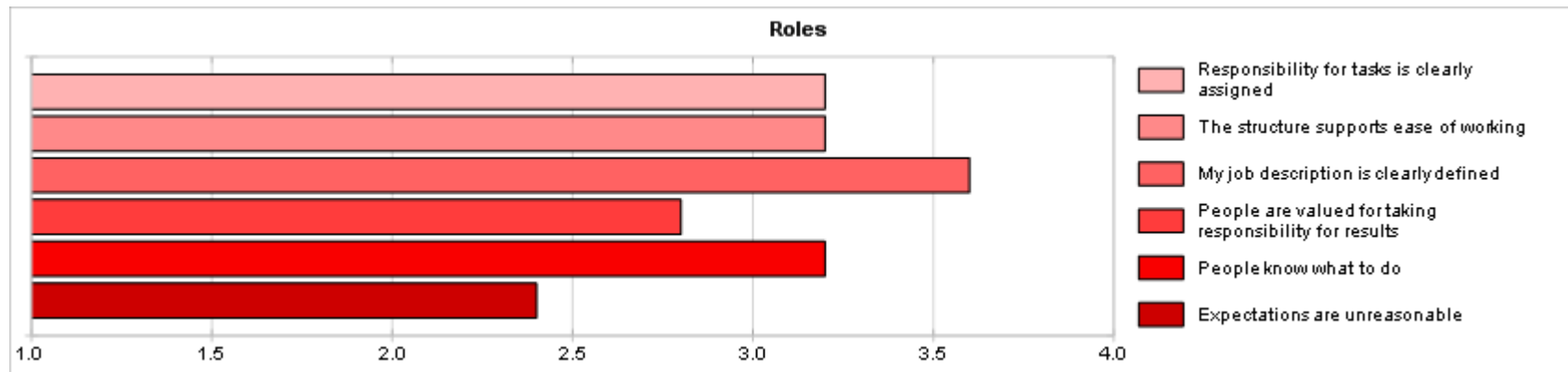
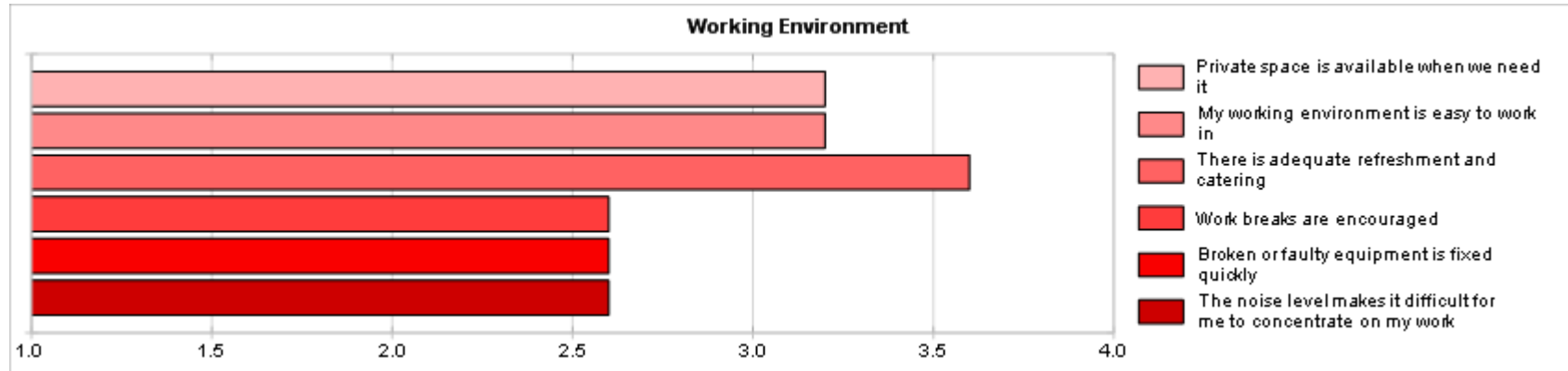
UNIT 2: MANAGEMENT STYLE

1 = LEAST POSITIVE, 4 = MOST POSITIVE



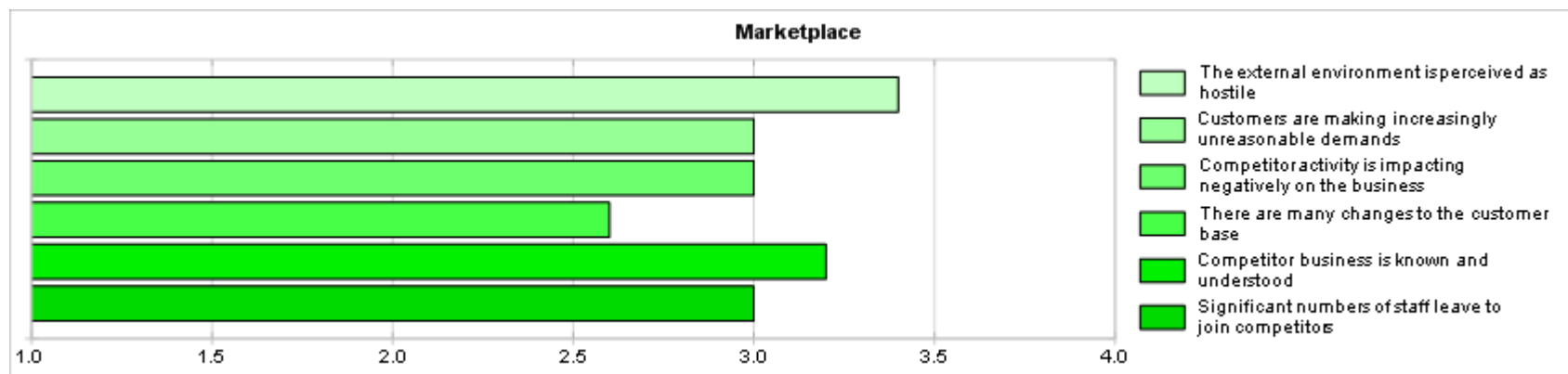
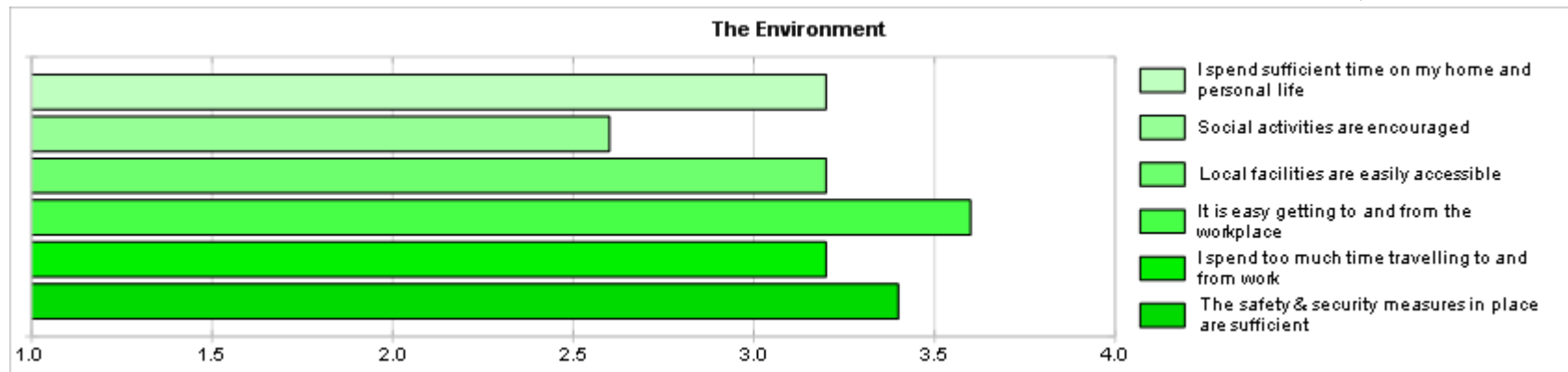
UNIT 3: THE WORK ITSELF

1 = LEAST POSITIVE, 4 = MOST POSITIVE



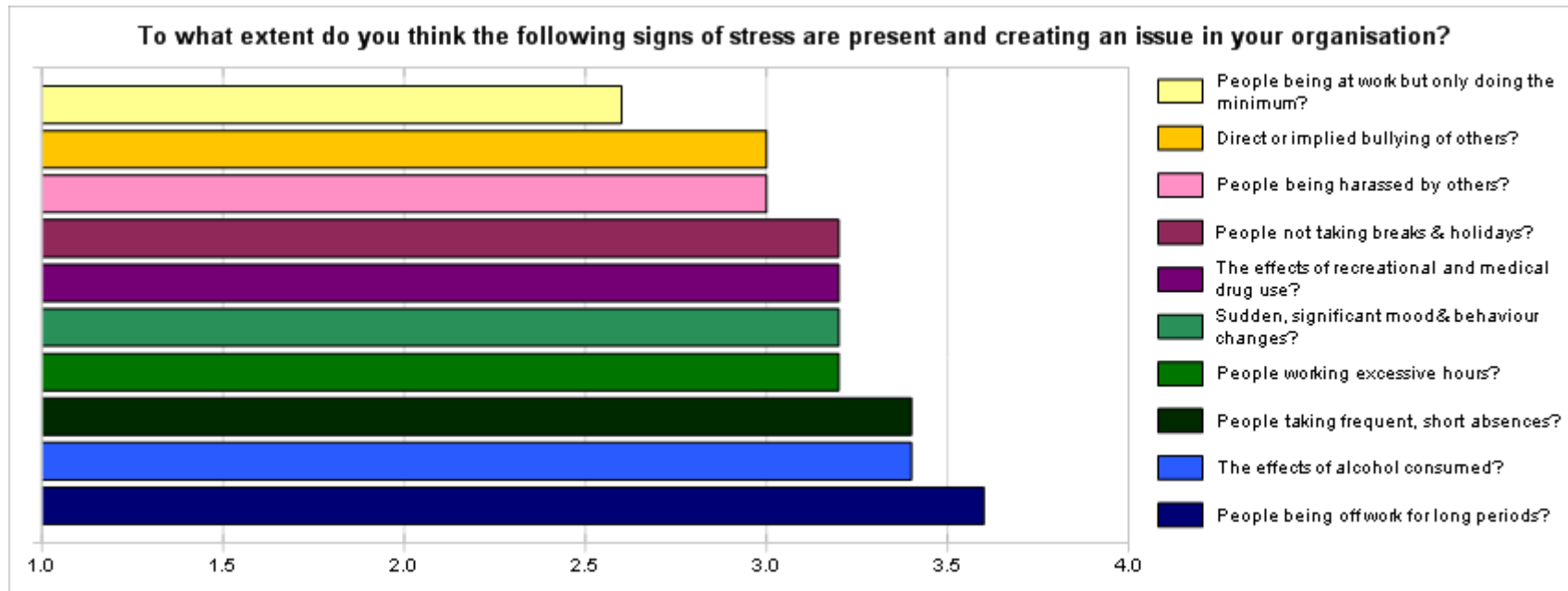
UNIT 4: EXTERNAL ENVIRONMENT

1 = LEAST POSITIVE, 4 = MOST POSITIVE



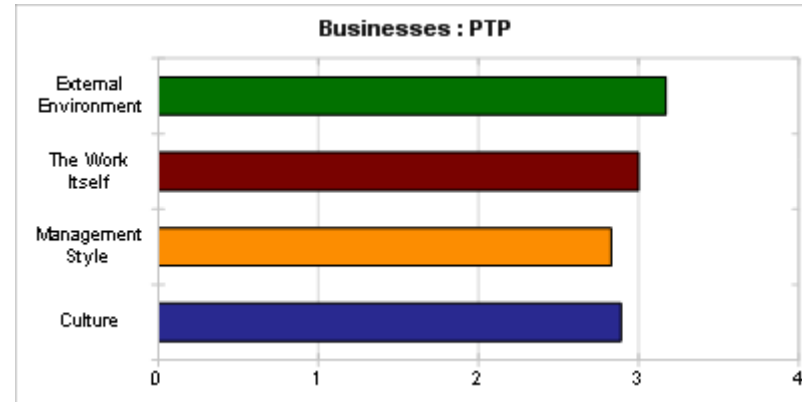
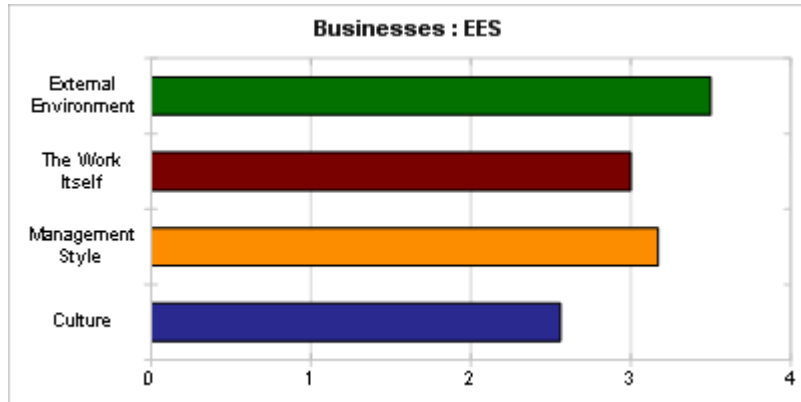
Section 3: Frequency of some of the signs of chronic stress

1 = LEAST POSITIVE, 4 = MOST POSITIVE

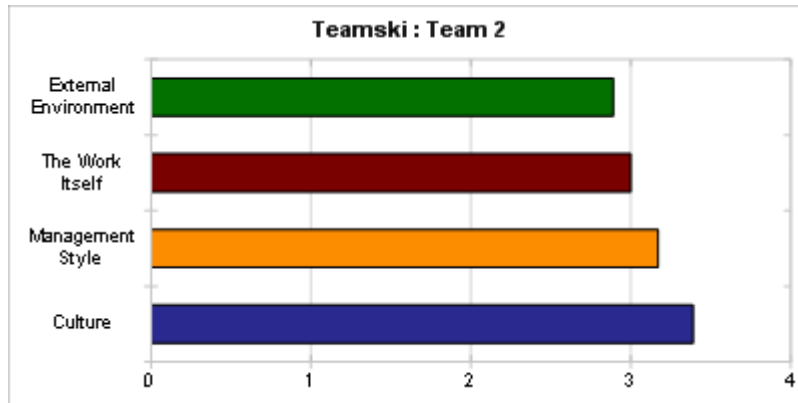
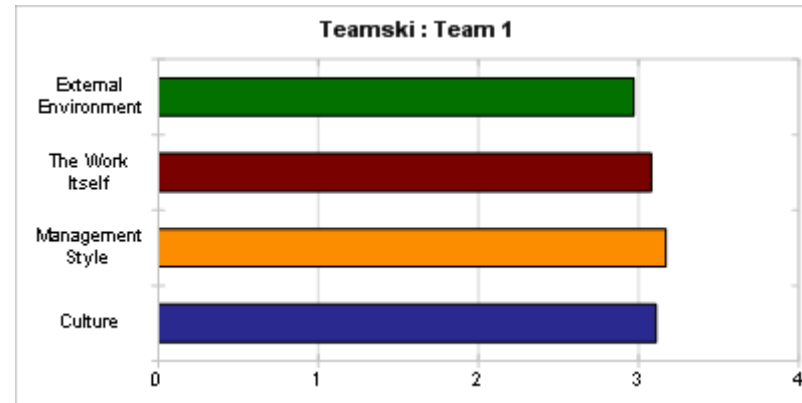
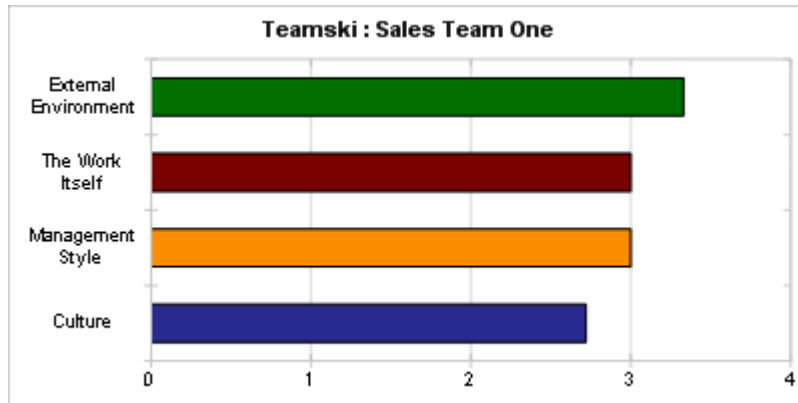


Section 4: Data for each Category shown by Demographic areas within your organisation

Businesses



Teamski



Section 5: Items with most Agreement or Disagreement overall

Most Agreement (6 items with highest number of 'Totally Agree' or 'Agree' scores)	Most Disagreement (6 items with highest number of 'Disagree' and 'Totally Disagree' scores)
95% Monitoring and reporting systems are clearly understood	60% People who work with me are open to learning
95% People have the skills to do the job properly	60% Reasons for change are clearly communicated
90% Managers are flexible depending on what is needed	55% Managers promote collaboration & group working
90% Resources are allocated for my development	50% I have freedom to choose how things are done
90% People understand the benefits of change	50% Information is shared between areas of the business
90% We are under excessive pressure to improve results	45% We deal with suppliers as real partners

Section 6: Anecdotal priorities for improvement

Which areas of potential stress and pressure do you think will make the biggest difference to your work and life, if addressed by your organisation?

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