

EXECUTIVE SUMMARY (continued)

Your Organizational Dynamics . . .

PERCEPTION MATCH* = HIGH MATCH (Page 7)

(*between Top Leadership and Workforce)

The Top Leadership and the Workforce have a similar perception of the current health status of the organization. This suggests a high level of shared awareness and open communication.

READINESS-FOR-CHANGE (RFC) = MODERATE TO GOOD RFC (Page 10)

There is a moderate to good readiness-for-change within the organization. Workers and leaders possess a sufficient level of energy for pursuing change, which suggests that an ability exists to improve in the Six Key Areas of organizational health. To increase readiness-for-change, first address awareness and open communication. Improving these areas through the sharing of these OLA results and facilitating open discussion around them will enhance your readiness to move into greater organizational health.

JOB SATISFACTION = MODERATELY BELOW AVERAGE (Page 8)

Workers see themselves as making some contribution to the organization but are unsure if their job is really important to its success. They believe they are using some of their best gifts and abilities in their job but are able to bring only a limited amount of creativity to their work. They sometimes enjoy their work but are only working at a moderate level of productivity.

KEY PATTERNS

- ✓ Workers perceive the Organization, as a whole, less positively than they do the Leadership (Page 7)
- ✓ Leaders perceive the Organization, as a whole, less positively than they do the Leadership (Page 7)
- ✓ Workers are looking for more direction from the leadership (Page 4)

