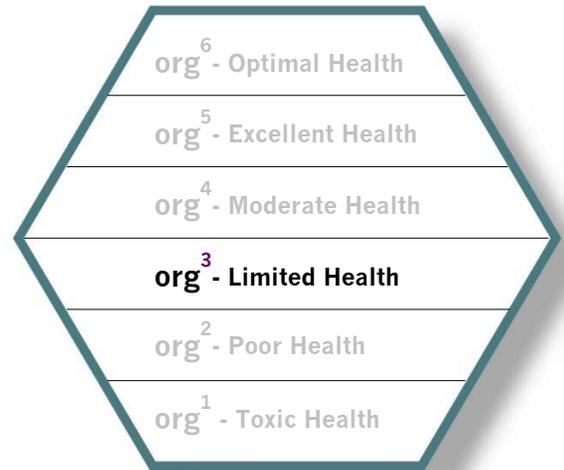


EXECUTIVE SUMMARY

Your Organizational Health . . .

POWER LEVEL = org³ . . . Limited Health

Workers experience this organization as a negatively paternalistic (parental-led) organization characterized by minimal to moderate levels of trust and trustworthiness along with an underlying uncertainty and fear. People feel that they must prove themselves and that they are only as good as their last performance. Workers are sometimes listened to but only when they speak in line with the values and priorities of the leaders. Conformity is expected while individual expression is discouraged. Leaders often take the role of critical parent while workers assume the role of the cautious child. (See expanded description on page 5.)



| HIGHEST KEY AREAS OF ORGANIZATIONAL HEALTH | LOWEST KEY AREAS OF ORGANIZATIONAL HEALTH |
|---|--|
| <ul style="list-style-type: none"> • Share Leadership • Build Community | <ul style="list-style-type: none"> • Develop People • Provide Leadership |

Your Organizational Response . . .

| | |
|-------------------------------------|-----------------------------|
| Organization being assessed..... | <i>Example Organization</i> |
| Unit Assessed (if applicable)..... | <i>Total Organization</i> |
| Group providing the assessment..... | <i>Total Organization</i> |
| Total number of respondents..... | <i>10</i> |
| Top Leadership respondents..... | <i>1</i> |
| Management respondents..... | <i>2</i> |
| Workforce respondents..... | <i>7</i> |
| Date of the assessment..... | <i>10/23/2003</i> |

EXECUTIVE SUMMARY CONTINUES ➡