

Appendix 2

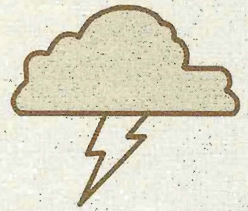
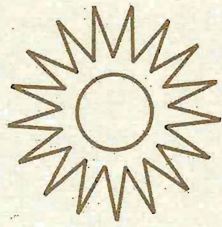
Ten Dimensions of Organizational Climate Assessment Tool

For a number of years we have adapted the work of Paula Jorde Bloom to create an assessment tool programs can use to get a “weather report” on their program (see description of this strategy at the end of chapter 5).

Ten Dimensions of Organizational Climate	
Dimension	Definition
Collegiality	Extent to which staff are friendly and supportive and trust one another; peer cohesion and esprit de corps of the group.
Professional Growth	The degree of emphasis placed on personal and professional growth.
Supervisor Support	Measures the presence of facilitative leadership that provides encouragement, support, and clear expectations.
Clarity	The extent to which policies, procedures, and responsibilities are clearly defined and communicated.
Reward System	The degree of fairness and equity in the distribution of pay, benefits, and opportunities for advancement.
Decision Making	The degree of autonomy given to the staff and the extent to which they are involved in center-wide decisions.
Goal Consensus	The degree to which the staff agree on the philosophy, goals, and objectives of the center.
Task Orientation	The emphasis placed on good planning, efficiency, and getting the job done.
Physical Setting	The extent to which the spatial arrangement of the center helps or hinders staff in carrying out their responsibilities.
Innovativeness	The extent to which the center adapts to change and encourages staff to find creative ways to solve problems.

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