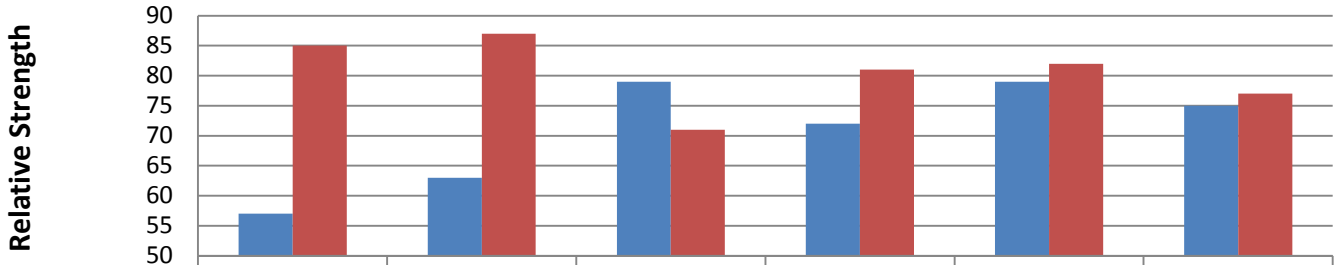
Sample Workgroup Climate Report

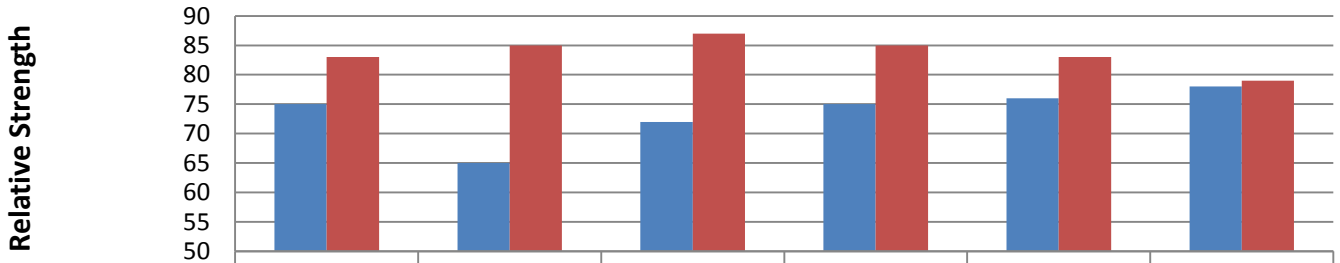
Workshop Edition – (Charts and top level recommendations) How to interpret this more fully is discussed as a part of the workshop. These dimensions of workgroup climate we work with are the most well accepted way of looking at the work climate. Each of these dimensions is discussed as well as how to raise their strength

Team View



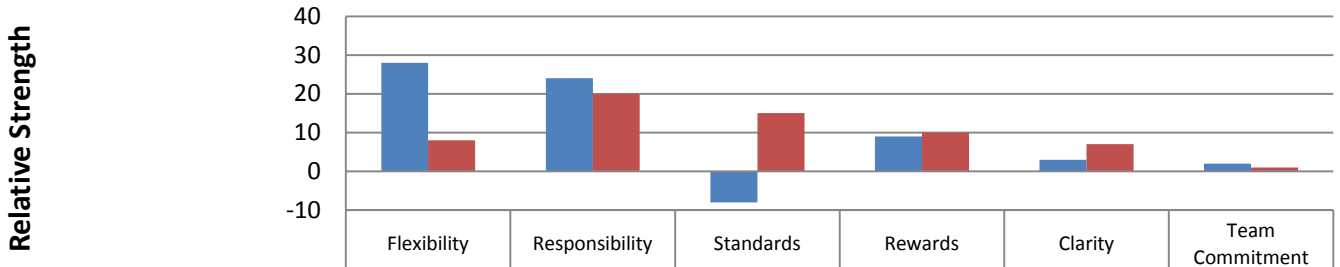
	Flexibility	Responsibility	Standards	Rewards	Clarity	Team Commitment
Team Actual	57	63	79	72	79	75
Team Desired	85	87	71	81	82	77

Manager View



	Flexibility	Responsibility	Standards	Rewards	Clarity	Team Commitment
Manager Actual	75	65	72	75	76	78
Manager Desired	83	85	87	85	83	79

Manager vs Team Differences



	Flexibility	Responsibility	Standards	Rewards	Clarity	Team Commitment
Team Desired - Team Actual	28	24	-8	9	3	2
Manager Desired - Manager Actual	8	20	15	10	7	1

Management Training Australia

P: PO Box 281, Vermont, Victoria 3133, Australia

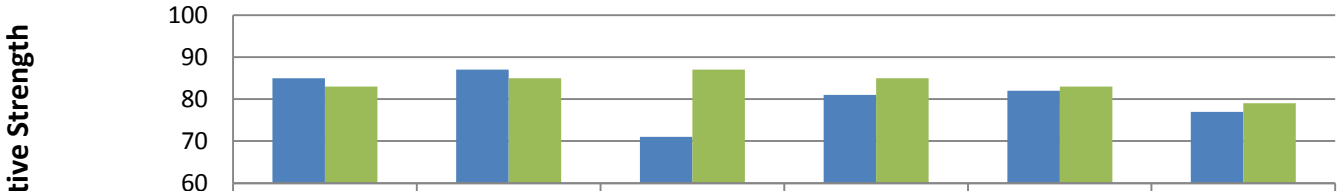
W: www.mtaustralia.com ; **E:** answers@mtaustralia.com; **P : +61** 3 9256 6004, **F : +61** 3 9445 9243

Sample Workgroup Climate Report

As a starting point, this manager would realise that

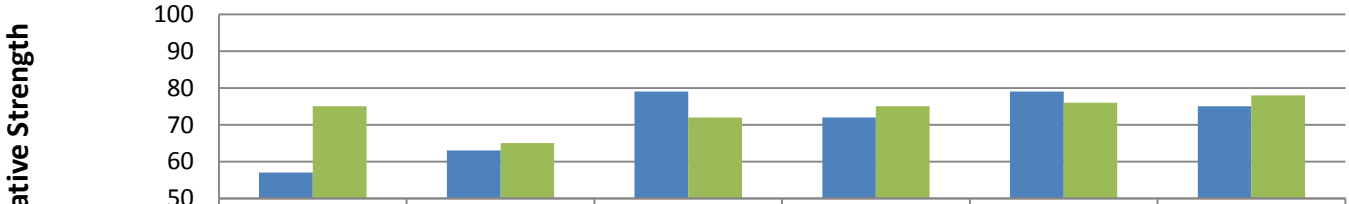
1. They and their team agree that the desired **responsibility** levels are much higher than what they presently are (and a good target for initial training and development, as there is agreement), team commitment and clarity are not an issue and rewards is a minor problem
2. There is a significant difference in perception around the gap in **flexibility and standards**. The team thinks there is a large gap whereas their manager thinks the flexibility level is fine. The team thinks there is too much emphasis on standards whereas the manager doesn't think there is enough. Both of these need a dialogue before training and development

Manager Desired vs Team Desired



	Flexibility	Responsibility	Standards	Rewards	Clarity	Team Commitment
Team Desired	85	87	71	81	82	77
Manager Desired	83	85	87	85	83	79

Manager Actual vs Team Actual



	Flexibility	Responsibility	Standards	Rewards	Clarity	Team Commitment
Team Actual	57	63	79	72	79	75
Manager Actual	75	65	72	75	76	78

What this adds is that to the areas of concern in point 2 above is

1. Both want **flexibility** to be high, but the team thinks it is much lower than what the manager thinks it is. The team sees a problem that the manager doesn't see. The team needs to be asked what this is. It may be a blind spot
2. The team wants **standards** to be lower than what the manager wants (and they perceive it to be higher). Is the manager too strict on standards or is the manager unable to engender this value in the team? Both are a possibility

Management Training Australia

P: PO Box 281, Vermont, Victoria 3133, Australia

W: www.mtaustralia.com ; **E:** answers@mtaustralia.com; **P : +61** 3 9256 6004, **F : +61** 3 9445 9243