



ORGANIZATIONAL EFFECTIVENESS SURVEY (OES)

Compared to other surveys



LIST OF ORGANIZATIONAL COMPETENCIES

EFFECTIVE LEADERSHIP		GALLUP	DENISON	BEST PLACES TO WORK	COVEY-TRUST 360 SELF	COVEY-TRUST 360 OTHER	OES
SELF MANAGEMENT	Achievement Driven						
	Trustworthy / Ethical						
SOCIAL RESPONSIVENESS	Empathetic						
	Cultivates Customer Relationships						
	Develops People						
SOCIAL SKILLS	Promotes Innovation						
	Fosters Open Communication						
	Mobilizes Change Efforts						
	Resolves Conflict						
ENGAGED / MOTIVATED PEOPLE							
CLEAR EXPECTATIONS	Clear Roles / Responsibilities						
	Adequate Work Environment						
	Job Training						
	Skills / Talent						
I BELONG	Recognition / Praise						
	Relationships / Wellbeing						
LEARN AND GROW	Influence / Impact						
	Teamwork / Collaboration						
SATISFIED	Career Growth Opportunities						
	Fair Salary						
	Satisfactory Benefits						
	Overall Employee Satisfaction						
IMPLEMENTING STRATEGIES							
PURPOSE	Inspirational Purpose / Mission						
DIRECTION	Communicates Future Vision						
	Identifies Strategic Goals						
TACTICAL PLAN	Implements Action Plans						
MEASURING PERFORMANCE							
TRACK PROGRESS	Evaluates Customer Satisfaction						
	Helpful Performance Appraisal						
	Tracks Continuous Improvement						
CHANGE READINESS							
	Leadership Willing to take action on results						
VALUES							
	Desired Values (how we should behave)						
	Current Values (how we are behaving)						
	Efficiency						
	Excellence						
	Performance – No Excuses						
	Tenacity						
	High Energy						
	Integrity						
	Respect						
	People Focus						