ORGANIZATIONAL EFFECTIVENESS SURVEY (OES)SM

Ensuring Long-Term Organizational Health and Productivity

SCORING ZONE

<table>
<thead>
<tr>
<th>Corrective Action</th>
<th>Celebrate - Monitor</th>
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</thead>
<tbody>
<tr>
<td>0.0 - 3.4</td>
<td>3.5 - 4.0</td>
</tr>
<tr>
<td>4.1 - 6.0</td>
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</tbody>
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CORRECTIVE ACTION
LOCATION

DEPARTMENT

POSITION

DATA:BY LOCATION, DEPARTMENT, POSITION, OTHER...

DIAGNOSIS: WHAT’S GOING WELL, WHAT Warrants ATTENTION

PROGNOSIS-IMMUNE SYSTEM: VALUES GAP ANALYSIS

VERBATIM COMMENTS

"If you could change one thing, what would you change?"

- Doing what we say we will do.
- When are we going to practice what we preach?
- I would like to see some honest talk about raises

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