

# Organizational climate & team performance questionnaire

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This questionnaire is designed to evaluate key elements of **organizational climate**, **team dynamics**, and **work motivation factors**.

It is based on validated models from social psychology, work psychology, and organizational psychology, including the **JD-R model**, **organizational climate theories**, **group dynamics**, **work engagement**, and **interdepartmental cooperation**.

The goal is to help each employee reflect on their professional environment and identify:

- their perceptions of internal functioning,
- team strengths,
- areas for improvement,
- needs in terms of support, resources, or development,
- factors influencing well-being and performance.

## Instructions

Please answer each statement honestly using the following scale:

**1 = Strongly disagree**

**2 = Disagree**

**3 = Neither agree nor disagree**

**4 = Agree**

**5 = Strongly agree**

There are no right or wrong answers, only your current professional experience.

The questionnaire is **anonymous**, unless stated otherwise during the workshop.  
Your responses will be used exclusively to:

- analyze team dynamics,
- identify sources of stress or tension
- highlight resources that support motivation and engagement,
- propose concrete and tailored actions for your organization.

# Questionnaire Structure

## Table dimensions & rating scale (1 to 5)

Dimension Assessed	Definition	Rating (1 to 5)
1. Role Clarity & Objectives	Understanding of the role, expectations, and priorities.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>
2. Communication & Information Flow	Fluidity of exchanges, message quality, access to useful information.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>
3. Managerial Support	Presence, availability, feedback, leadership.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>
4. Team Cooperation & Relationships	Solidarity, coordination, trust, conflict management.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>
5. Personal & Organizational Resources	Autonomy, recognition, development opportunities, material resources.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>
6. Workload & Perceived Demands	Workload, pressure, constraints, pace.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>
7. Values, Culture & Organizational Alignment	Alignment between personal values and company culture.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>
8. Social Climate & Psychological Safety	Trust, listening, ability to express ideas or disagreements.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>

## Workshop Objectives

This questionnaire serves as a foundation for collective work aimed at:

- identifying the strengths of current organizational functioning,
- understanding friction points and disengagement factors,
- highlighting existing resources and leverage points,
- co-constructing solutions to improve work quality, cooperation, and team performance,
- strengthening long-term well-being at work.

During the workshop, the results will be analyzed to generate **concrete, realistic**, and **context-appropriate actions** tailored to your organization.