

ORGANIZATIONAL CIVILITY SURVEY QUESTIONS

(1) Strongly Disagree (2) Mildly Disagree (3) Unsure (4) Mildly Agree (5) Strongly Agree

1. People are promoted within my organization when they show strong leadership characteristics and get the job done no matter the personal collateral damage it may have on individuals. ____
2. Employees are encouraged to compete against each other and aggression is rewarded because this hones perfection. ____
3. Women who manage with authority and have little tolerance for weakness and inferior personality traits in others are viewed as strong leaders. ____
4. A certain amount of manipulation is required to motivate people and managers are encouraged to do so. ____
5. Verbal abuse such as shouting, swearing, name calling or malicious sarcasm may be indicated when someone is deliberately slacking or not willing to carry their fair share of the work load. ____
6. It may be necessary to withhold resources like information, supplies, or support to individuals from time to time. ____
7. Some people only respond to humiliation or intimidation and this is a necessary tactic at times to motivate them. ____
8. Higher turnover in personnel in any section that has a tough manager indicates employees unwilling to work hard. ____
9. Supervisors who demonstrate strong managerial skills that get people to produce by playing parent to their child are respected and promoted. ____
10. Bullying is someone with a dominate personality interfacing with a weaker personality and is a normal and natural consequence of assertive behavior. ____

TOTAL SCORE: _____

SCORING:

- 10 – 15 Healthy workplace; emotionally intelligent leadership with strong concern for productivity and personal growth.
- 15 – 20 Can be a good place to work; indicates respect for the workforce with support from the organization.
- 20 – 30 Some emotional abuse indicated; can be dangerous to health and safety; may encourage retaliatory actions.
- 30 – 50 Hostile work environment; dangerous to the health of the people who work there and may encourage violence.