Organizational Culture Health Scale

Instructions: This survey includes a number of statements about how you may feel about your current working condition. You will probably find that you agree with some of the statements and disagree with others, to varying extents. Please indicate your reaction to each of the statements by marking your opinion to the left of each statement according to the following scale:

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

_____1. In my workplace, my coworkers concentrate more on their own needs than on the goals of the organization.

_____2. In my workplace, my coworkers check their personal lives at the door in order to focus on the goals of the organization.

_____3. Personal matters always get in the way of my organization's goals.

_____4. People in my workplace are able to clearly focus on the organization's goals.

_____5. The goals of my organization are generally secondary to personal goals in my workplace.

_____6. The basic purpose of my organization some times gets lost because of the people who work there.

_____7. My coworkers never forget the organizations basic goals.

_____8. My coworkers can keep personal matters out of the way of organizational goals.

_____9. My coworkers are so concerned about non-work issues that they often forget the organization's goals.

_____10. My coworkers never forget the organization's goals.

_____11. In my workplace, my coworkers never put their own needs over the goals of the organization.

_____12. In my workplace, my coworkers let their personal lives get in the way of the goals of the organization.

_____13. Personal matters never get in the way of my organization's goals.

_____14. People in my workplace do not focus on the organization's goals.

_____15. The goals of my organization are more important than personal goals in my workplace.

_____16. The basic purpose of my organization never gets lost because of the people who work there.

_____17. My coworkers often forget the organization's basic goals.

_____18. My coworkers cannot keep personal issues out of the way of my organization's goals.

_____19. My coworkers do not let non-work issues get in the way of the organization's goals.

_____20. My coworkers never think about the organization's goals.

Recode:

1, 3, 5, 6, 9, 12, 14, 17, 18, & 20

Source:

Wrench, J. S., McCroskey, J. C., Richmond, V. P., & Brogan, S. M. (2005). *The development, reliability, and validity testing of new measures in organizational communication.* Manuscript in preparation.