



GIVE US YOUR FEEDBACK ON CHANGE MANAGEMENT

This questionnaire is intended to help our company improve the way it manages people. We would like you to answer each item as openly and honestly as you can. You will not be identified unless you choose to be.

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1. Has our organization gone through any major recent changes that have affected your job?

- Yes No

If you answered "yes" what is the nature of the change that occurred?

2. If you answered "YES" above, please tell us how true each of the following statements is about our company

1 VERY UNTRUE	2	3	4	5 VERY TRUE	N/A
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Provided job security during the change

| | | | |

Provided income security during the change

| | | | |

Kept you informed throughout the change

| | | | |

Provided opportunities for you to ask questions

| | | | |

Requested your ideas and input

| | | | |

Provided you with enough resources and training

| | | | |

Involves many different people in making the change

| | | | |

Learns from each major change and applies that learning to the next change

| | | | |



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3. *Overall, how do you rate your SATISFACTION with the way our company handles changes that impact the workplace and our employees?

EXTREMELY DISSATISFIED

EXTREMELY SATISFIED

1
2
3
4
5
N/A

1 STRONGLY DISAGREE	2	3	4	5 STRONGLY AGREE	N/A OR NOT SURE
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4. Rate your AGREEMENT with the following statements about the person to whom you report.

Makes the purpose of any change that affects me clear

Makes the goals of any change and how they affect me clear

Listens to my concerns and answers my questions about changes that affect me

Makes it clear what is in it for me to support the change

Makes it clear where I can get help to cope with change when I need it

5. Rate your AGREEMENT with the following statements about the management/leadership skills of the person to whom you report.

Defends and explains company policies and practices

Plans, budgets and schedules work well

Organizes people and structures jobs to get the work done

Provides clear direction when needed

Solves problems and gets performance back on track when needed



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1 STRONGLY DISAGREE	2	3	4	5 STRONGLY AGREE	N/A OR NOT SURE
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Challenges the company to do better when required

| | | | |

Provides a clear and appealing vision of the future

| | | | |

Builds networks of support for new ideas

| | | | |

Makes sure we have the resources we need to perform well

| | | | |

Encourages us and motivates us when times are tough

| | | | |

6. If you have problems at work, is there anyone other than your supervisor you can talk to?

Yes No

7. Do most other employees feel the same way you do about the company?

Yes No Don't Know

8. Do you have any recommendations about what might improve the way the company manages change?

9. How long have you been working for the company?

- Less than a year
- 1-2 years
- 3-5 years
- 6-10 years
- More than 10 years



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10. Select from the list below the label that best fits your job.

- Operational
- Clerical
- Professional
- Supervisor/Manager
- Senior Executive
- Other Please Specify _____

Thank you for your opinions. We really want to make this a great place to work! If you would like to add your name and contact data below for us to follow-up with you on your answers, please do so. This is entirely optional.

Last Name:

First Name:

Work Phone:

Work Email: