**Internal Organizational Development Survey**

**(General Dynamics)**

The purpose of this anonymous survey is to allow management to discover the problem areas within the organization and give them a chance to collectible come together and brainstorm for change ideas that will ultimately benefit everyone thus enhancing the productivity of the organization.

There is no right or wrong response, please be truthful with your answers. All responses will be collected and transferred into a database where a report will be generated and sent to the leadership.

1. **Please indicate your current classification within General Dynamics**
2. Management
3. Staff
4. Other
5. **How long have you worked for General Dynamics**
6. 0-2 Years
7. 3-5 Years
8. 6-9 Year
9. 10-14 Year
10. More than 14 years
11. **Are you a**
12. Female
13. Male

**COMMUNICATION**

1. **I have direct access to the Leadership’s Open door policy.**

Strongly Agree Tend to Agree Hard to Decide Tend to Disagree Strongly Disagree

1. **Management communicates effectively with employees, we know what is happening within our department at all times.**

Strongly Agree Tend to Agree Hard to Decide Tend to Disagree Strongly Disagree

1. **Management solicits input from all employees before major decisions are made.**

Strongly Agree Tend to Agree Hard to Decide Tend to Disagree Strongly Disagree

1. **What are the channels of communications that are being used to reach out to all employees down to the cleaning crews? (Circle all that apply)**

Email, Newsletter, Intranet, Text messages, one on one meeting, all hands meeting, department level meetings, OTHER\_\_\_\_\_\_\_\_\_\_\_\_

**LEADERSHIP**

1. **My Leadership genuinely cares about me as a valuable member of the team.**

Strongly Agree Tend to Agree Hard to Decide Tend to Disagree Strongly Disagree

1. **I am being challenged in a rewarding way when it comes to my job by my leadership.**

Strongly Agree Tend to Agree Hard to Decide Tend to Disagree Strongly Disagree

1. **My leadership respects me as an individual and values my opinion.**

Strongly Agree Tend to Agree Hard to Decide Tend to Disagree Strongly Disagree

1. **My leadership believes in its mission and holds true to it.**

Strongly Agree Tend to Agree Hard to Decide Tend to Disagree Strongly Disagree

1. I trust my leadership.

Strongly Agree Tend to Agree Hard to Decide Tend to Disagree Strongly Disagree

**CHANGE**

1. **This organization is very supportive of change**

Strongly Agree Tend to Agree Hard to Decide Tend to Disagree Strongly Disagree

1. **The changes that leadership implements makes my job easier**

Strongly Agree Tend to Agree Hard to Decide Tend to Disagree Strongly Disagree

1. **Changes that are suggested by employees are taken seriously and usually implemented.**

Strongly Agree Tend to Agree Hard to Decide Tend to Disagree Strongly Disagree

1. **Everyone within General Dynamics is a stakeholder. As a stakeholder what are one or two things that you would like to see change and why?**

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**RESPECT**

1. **My leadership deals fairly with me and the rest of the employees**

Strongly Agree Tend to Agree Hard to Decide Tend to Disagree Strongly Disagree

1. **People respect one another in this organization**

Strongly Agree Tend to Agree Hard to Decide Tend to Disagree Strongly Disagree

1. **My leadership possess interpersonal skills and knows how to apply them**

Strongly Agree Tend to Agree Hard to Decide Tend to Disagree Strongly Disagree

**TRAINING AND DEVELOPMENT**

1. **My leadership provides me with training opportunities to enhance my skills to perform my job.**

Strongly Agree Tend to Agree Hard to Decide Tend to Disagree Strongly Disagree

1. **My leadership informs me of their expectations and has a plan for me to be able to achieve their expectations.**

Strongly Agree Tend to Agree Hard to Decide Tend to Disagree Strongly Disagree

1. **Why did you select this position and describe why you like working here. If you do not have any….why do others enjoy working here?**

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1. **Use the space below to address some issues that might have not been addressed in the survey and that you feel need to be brought up to management.**

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