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**ASSESSMENT INSTRUMENT - POSITIVE
ORGANIZATIONS ¹***(Adapted from Robert E. Quinn, 2015)*

On a scale of 1 to 10, 1 (one) being in agreement with the sentence on the left and 10 (ten) agreeing with the sentence on the right, I can say according to my perception and the place I work...

question n 1	We don't have a shared sense of purpose.					We have a shared sense of purpose.				
	1	2	3	4	5	6	7	8	9	10

question n 2	We just say what is 'politically correct'.					We usually say what we really feel.				
	1	2	3	4	5	6	7	8	9	10

question n 3	We are reactive.					We are proactive.				
	1	2	3	4	5	6	7	8	9	10

question n 4	We focus on our personal needs.					We focus on 'winning' for the organization as a whole.				
	1	2	3	4	5	6	7	8	9	10

question n 5	We are afraid to try new things.					We have the autonomy and responsibility to try new things.				
	1	2	3	4	5	6	7	8	9	10

question n 6	We do what we are responsible for doing.					We love what we do.				
	1	2	3	4	5	6	7	8	9	10

¹ This instrument aims to carry out a diagnosis of the predominant mental map in an organization. It can be answered by an individual, by several individuals from an organization, or answered in a group promoting the discussion of each dimension of analysis. It builds on the work of Robert E. Quinn (Quinn, R.E. *The Positive Organization: Breaking Free from Conventional Cultures, Constraints, and Beliefs*, Berrett-Koehler Publisher, Inc. 2015). In case you want to know more about the assessment tool and how to use it fully in your organization, please contact <gerolamo@sc.usp.br>.

questio n 7	We destroy new ideas that come from people.					We build from ideas that come from people.				
	1	2	3	4	5	6	7	8	9	10

questio n 8	We try to solve the problems.					We try to spread excellence.				
	1	2	3	4	5	6	7	8	9	10

questio n 9	We are operating in 'silos' (departmental view).					We are sacrificing ourselves in pursuit of a shared vision.				
	1	2	3	4	5	6	7	8	9	10

questio n 10	We infect each other with cynicism.					We affect each other with enthusiasm.				
	1	2	3	4	5	6	7	8	9	10

questio n 11	We do not receive <i>in-depth</i> feedback.					We receive <i>in-depth</i> feedback.				
	1	2	3	4	5	6	7	8	9	10

questio n 12	We punish mistakes.					We learn responsibly.				
	1	2	3	4	5	6	7	8	9	10

questio n 13	We are stuck in our past.					We are creating a new future.				
	1	2	3	4	5	6	7	8	9	10

questio n 14	Negative pressures from our peers keep us in control.					Positive pressures from our peers move us forward.				
	1	2	3	4	5	6	7	8	9	10

questio n 15	We are 'micro-managed'.					We took the initiative without orders from management.				
	1	2	3	4	5	6	7	8	9	10

Counting of points by Dimension of Analysis:

Dimension A	Question 01	Question 6	Question 11	Sum (A)	Average (A)
Sense of Purpose					

Dimension B	Question 2	Question 7	Question 12	Sum (B)	Average (B)
Authentic Dialogues					

Dimension C	Question 3	Question 8	Question 13	Sum (C)	Average (C)
Visualization of Possibilities					

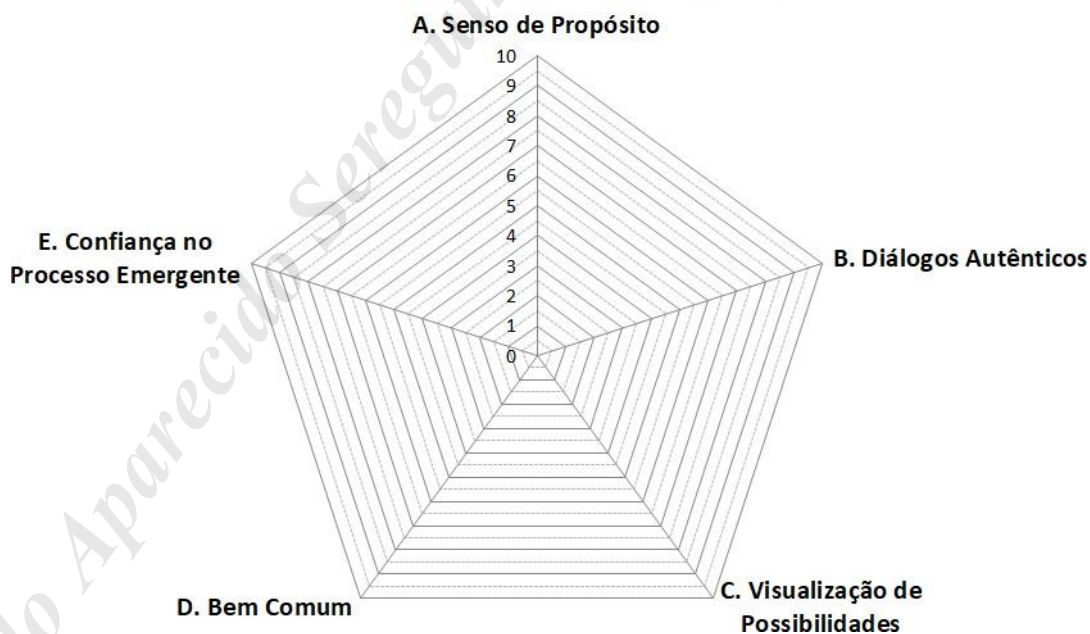
Dimension D	Question 4	Question 9	Question 14	Sum (D)	Average (D)
Common Good					

Dimension E	Question 5	Question 10	Question 15	Sum (E)	Average (E)
Trust in the Process Emerging					

Total Average = $\frac{\text{Average (A)} + \text{Average (B)} + \text{Average (C)} + \text{Average (D)} + \text{Average (E)}}{5}$ = _____

Fill in the chart below with the results of the averages obtained for each dimension of the previous analysis.

Radar de Positividade da Minha Organização



Based on the radar above, what would be the main point to be attacked? State your challenge below:

After answering the previous questions and compiling the results on the radar chart, reflect on the results and answer the following questions:

What new features would I like my organization to have a year from now?

What ideas do I already have to make my organization more positive?

Demographic Information:

Respondent's name (optional)	
Company (optional)	
Sector / Company's Field of Activity	
Company size (employees/ billing)	
Area / Department of Action	
Position / Function	
Years of service / Time in leadership role	

